



2021
Sustainability
Report

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Message from Management

GRI 102-14

A Brazilian multinational company, offering one of the most complete product platforms, with leading brands in the food market in several countries in Latin America. Camil arrives in 2022 making dreams become a reality for thousands of people who have built and are part of our history. Last year, we reached R\$ 10.3 billion in gross revenue – double the revenue we recorded in 2017, when we launched our IPO. At that time, attracting more investors to the business was intended to accelerate our expansion plans in a consistent and sustainable manner.

And that is exactly what has happened, year after year, with Camil proving its growth potential both through organic evolution and strategic acquisitions. This combination has added brands and categories that are increasingly relevant to our portfolio, also allowing us to take advantage of the synergy between businesses and consequentially create more and more opportunities. We have also been able to strengthen our corporate culture throughout the business expansions, further developing our fundamental core values such as agility, diversity, and resilience.

Resilience certainly has been fundamental in the complex scenario faced globally since 2020 – with the extension of the Covid-19 pandemic, the escalation of inflation, and the reduction in the purchasing power of the population. In this context, our business model allowed us, even in the midst of the increase in expenses recorded by the food industry, to minimize such negative impacts on the categories in which we operate, offering the highest quality food to millions of people in Latin America – an achievement made possible by the competitive intelligence we have developed throughout our value chain.

Thus, we worked through this challenging period without any disruption to operations and with efficiency and agility in order to ensure that there was no shortage of products for consumers. On another front, we remain committed to offering a comprehensive and inclusive product portfolio at affordable prices to people of different income brackets.

As a result, we recorded an increase of two figures in volume

for the period, as a result of our focus on cross-selling strategies and product mix of brands with that are highly recognized by consumers. In addition to the organic growth, we boosted productivity through acquisitions, which made 2021 a year marked by the expansion of categories and markets.

“Camil fulfills the dream of thousands of people who build and are part of our history.”

In Brazil, the acquisition of Santa Amália inaugurated our entry into the pastas market, bringing into the company the fourth largest company of this segment in the country and an unrivaled market leader in Minas Gerais. Along with the opportunities generated by the purchase of this asset is our increasingly significant presence in a region of the country that has high growth potential for the grains category, generating opportunities through the complementarity of our operations.

Also strategic were the moves we made internationally to expand the company's operations in Latin America. After announcing our entry into the Ecuadorian rice market with the acquisition of Dajahu – a local leader in the aged rice segment and with great growth potential – we have since completed the acquisition of Silcom, in Uruguay, achieving a relevant position in the health food products category in the country, to meet the growing demand generated by changes in the consumption habits of the population.

Back in Brazil, we expanded the portfolio with another important step: the start of our coffee operations, through

the coffee brands Seletto and Café Bom Dia, and the launch of Café União – revitalizing one of the most traditional brands in Brazil, which was once a market leader in this category. With great satisfaction, we worked intensively for our coffees to reach store shelves in full force in 2022, further leveraging our growth and synergies as a dry and high-turnover grocery food platform in the country.

As you can see, there were many achievements during this period, but we know that none of them will prove sustainable in the long run if we do not maintain social, environmental, and governance aspects in our management policies and practices. That is why we have accelerated, throughout 2021, our ESG agenda, with in-depth discussions on the impacts and externalities of our business, as well as the definition of effective actions, in a movement led by dedicated working groups and disseminated throughout the company.

To further focus on this agenda and list priority themes, we engaged several stakeholder groups, from the five countries in which we operate, to update our materiality matrix – which considers, in addition to our internal challenges,

“ We accelerated our ESG agenda, with in-depth discussions on the impacts and externalities of our business and the definition of effective actions. ”

voluntary commitments we have made as signatories of the United Nations Global Compact, and Camil's potential contribution to the Sustainable Development Goals (SDGs),

proposed by the United Nations (UN). Through this process, we identify aspects that can significantly impact the decisions of stakeholders in our business and that, according to such aspects, will be considered essential in our strategic definitions of management, operations, and the communication of our actions.

Among these actions, we highlight the advancement of our environmental commitment, reflected in the search to expand the use of renewable energy in our factories. At the end of 2021, more than 62.5% of the rice husk produced by Camil in Latin America was used internally for renewable energy generation, mainly in Brazil and Uruguay. In order to increase this use, we are deploying a new thermal power plant in Itaqui, Rio Grande do Sul, Brazil – capable of consuming up to 100% of rice husk generation – with financing linked to the green debentures issued by the company in 2021. With this initiative, we reinforce our contribution to conservation of the planet's natural resources and climate, while also strengthening circular economy, thus transforming an environmental liability into an asset.

In the social sphere, we continue to prioritize food donations and support for projects aligned with our business and linked to income generation, such as Doce Futuro União, launched in 2021 with the aim of encouraging entrepreneurship with confectionery training. To ensure access and scale, courses are offered through an online format, completely free of charge, teaching techniques and recipes for sweets, as well as small business management. On another relevant front of social action, we continue to support our suppliers through the Business Development Program, through which we offer technical assistance and financing for production.

From an internal perspective, we have made many achievements alongside our team, comprised of approximately seven thousand people currently distributed among five countries. By working on our corporate culture, we made progress regarding diversity and inclusion through a specific census and intense internal awareness on the subject, and we establish the bases so that the integration of employees aggregated from acquisitions is ensured in an equitable way, with total respect for the history of each business and a genuine interest in sharing challenges and

“ From an internal perspective, we have made many achievements alongside our team, comprised of approximately seven thousand people currently distributed among five countries. ”

aggregating virtues. With integral focus on our teams, we remain obstinate in ensuring that health and safety are fundamental traits of Camil's culture, while also achieving high levels of excellence in reducing occupational accidents and safe workplace behavior.

We are convinced that caring for people and the environment is what drives our sustainable growth. We made significant moves for the expansion of our business in 2021, and we believe that our extensive and proven accumulated experience over the years in acquisition integration puts us in a unique position to gain scale and efficiency. Supported by strong relationships built on throughout almost 60 years of history, we remain confident that the company is on the right track to anticipate trends and strengthen its position in the food sector of Latin America.

Throughout this Sustainability Report, we present fundamental aspects of our strategy, policies, and practices, reaffirming our commitment to accelerate the ESG journey in a responsible, consistent and compatible way with Camil's profile and strategic growth plan. We would like to thank all the people and institutions that made the reported initiatives possible – employees, shareholders, suppliers, communities, and other partners. We will continue to work for the sustainable future of Camil and all of society.



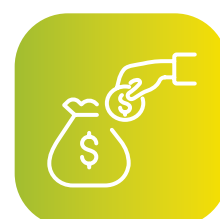
LUCIANO QUARTIERO

Chief Executive Officer

FLAVIO VARGAS

Chief Financial and Investor Relations Officer

Highlights 2021



Financial strength

R\$ 10.3 billion
in gross revenue

R\$ 1.1 billion
in investments and
acquisitions (Capex)

R\$ 810 million EBITDA



International expansion

Market presence in

**5 South American
countries,**

with entry to Ecuador



Sales on the rise

2,165,355
tonnes of food marketed

+2.4% compared to 2020



New segments

Entry into the **pastas market,**
with the acquisition of Santa Amalia

Beginning of **coffee operations,**
through the brands Seleteo and Bom dia, and in preparation
for the launch of Café União

Beginning of **health food products
operations** in Uruguay with the acquisition of Silcom



Our people

7,534 employees
+13.2% compared to 2020

70% in Brazil

30% in other countries of operation

85.4 thousand hours dedicated to training

70% fall in the number of workplace injuries sustained
in the last five years



Social performance

R\$ 553.2 million were invested in the Business
Development Program, benefiting **184 producers**

R\$ 613 thousand invested in socio-environmental projects in
various regions

Launch of the platform **Doce Futuro União**, for
community training in confectionery techniques, with a focus on
income generation

341 trained employees at the Itaqui Training School (RS), created in
2020 to promote continued education

Accession to the **United Nations Global Compact,**
committed to following the 10 universal principles in operations



Environmental commitment

Expanding the use of rice husk for power generation:

62.5% of the total consumed

Reduction of **8%** in total water consumption

The Report

GRI 102-45; 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 102-54

For Camil, transparency is a key commitment. In this sense, the publication of this Sustainability Report, guided by the guidelines of the Global Reporting Initiative (GRI) – in the "core" scope – represents another step by the company towards the increasingly consistent reporting of its economic, environmental, social, and governance performance. Thus, this edition presents information on management, policies, and corporate practices relating to the period between March 1 of 2021 and February 28 of 2022, in addition to some highlights that include subsequent events. The information refers to most of our operations, including Brazil, Uruguay, Chile, Peru, Ecuador, in addition to all categories of activity: grains, sugar, canned fish – on some fronts pasta, coffee, and other high value-added products.

In this report, Camil seeks to present sustainability topics that reflect real impacts and effective management. Thus, the company's socio-environmental performance was inserted in a broad context, in order to address, whenever possible, aspects and impacts common to the segments and regions of operation. The definition of the themes reported in this report was based on the opinion of representatives of Camil's stakeholders in all countries and categories of activity, in addition to the analysis of the existing policies and practices, availability of information, the guidelines of global reporting frameworks, as well as the positioning of other organizations in the sector.



Questions, comments, and suggestions regarding this report may be directed to the company's Investor Relations and ESG team by e-mail esg@camil.com.br or by phone +55 11 3039-9200.



Stakeholder engagement

GRI 102-40, 102-42, 102-43

Camil's Sustainability Report was prepared with the participation of a multidisciplinary team, directly involving over 80 professionals of the company – from all units in Latin America – in addition to the Executive Board.

The materiality analysis of the themes presented was based on the following processes:

1) Contextual study:

Evaluation of the company's sustainability context, in all countries of operation, based on its own management policies and practices, the public position of other sector players on the subject, the recommendations of global ESG reporting frameworks (detailed in the following topic), and interviews with members of senior management.

2) Stakeholder engagement:

Based on the potentially material themes identified in the study, a consultation was held with representatives of different groups of stakeholders of the company, such as employees, suppliers, investors, customers, public agencies, and financial institutions, among others. The sample included stakeholders from the five countries in which Camil operates, who were invited to indicate the relevance, based on their perspective, of the topics related to sustainability pre-listed by the company. In all, 280 people responded to the survey through an online questionnaire.

3) Consolidation and validation:

The combination between the themes considered strategic by the company and highly relevant by the engaged stakeholders was consolidated in the Materiality Matrix of the 2021/2022 cycle, so that the ESG priority themes presented in this report were duly validated in Camil's governance forums.

Material themes

GRI 102-44, 102-46, 102-47, 103-1

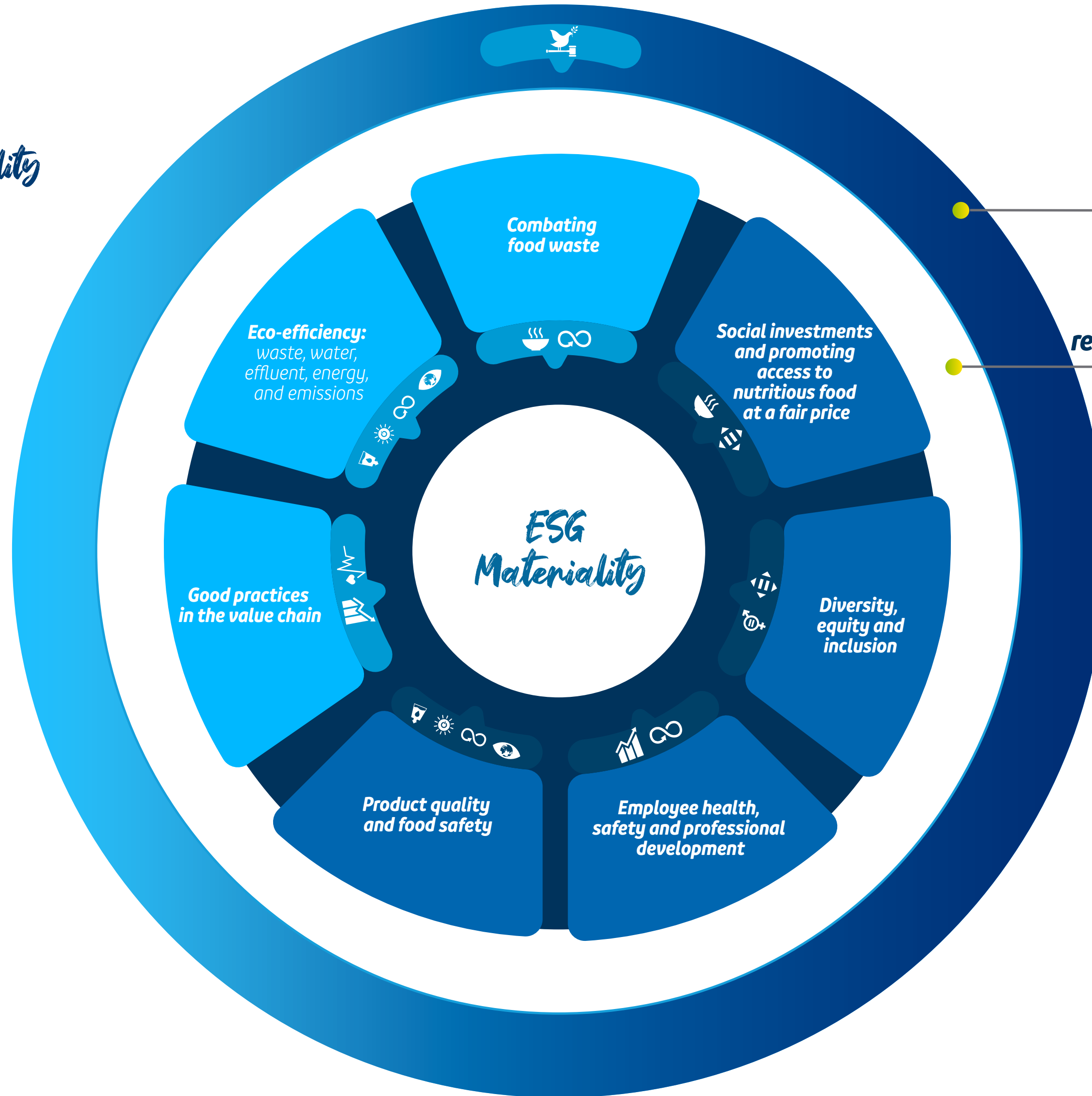
In order for the topics reported in this report to represent a broad vision of corporate sustainability, Camil added to the responses of stakeholders the analysis of aspects related to external and internal priorities. At the external level, this analysis was also guided by the 2030 Agenda for Sustainable Development, as proposed by the United Nations (UN), containing the 17 Sustainable Development Goals (SDGs) and their respective targets.

In addition to the disclosures proposed by the GRI, the report considers the reporting recommendations of other global organizations, such as the Sustainability Accounting Standards Board (SASB), the International Integrated Reporting Council (IIRC), the Global Compact of the United Nations, and World Economic Forum. In addition to the contextual evaluation, internally, the company evaluated its priorities in relation to sustainability, based on its corporate policies and the strategic vision of the business.

This process involved considering the significance of the economic, environmental and social impacts of each aspect, as well as their influence on stakeholder assessments and decisions. In this way, we seek to ensure alignment with the strategy of our business with our actions and future commitments.

Based on the criteria described above, the relevance matrix of the Sustainability Report of Camil, presented on the side, contains nine material aspects, which are reflected in the indicators (GRI disclosures) selected for the report. Finally, the table on the following page demonstrates the intersection between the material themes and the objectives of the Sustainable Development (SDG) – the respective goals to which Camil has contributed are mentioned throughout the report, along with the GRI indicators.

Materiality Matrix



Ethics and integrity

Risk, brand and reputation management

SDG captions	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

MATERIAL ASPECTS

GRI INDICATORS

SDG

Ethics and integrity

102-17; 205-2;



Risk, brand and reputation management

103-1; 103-2;
102-15



Combating food waste

103-1; 103-2; 103-3



Social investment and promoting access to nutritious food at a fair price

413-1
103-1; 103-2; 103-3



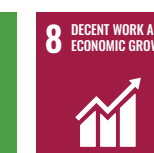
Diversity, equity and inclusion

405-1



Health, safety and employee development

403-3
404-1



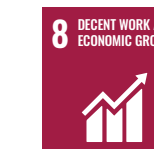
Product quality and food safety

416-1



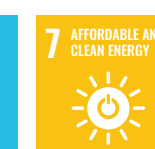
Good practices in the value chain

204-1



Eco-efficiency
(energy, water, waste and emissions)

302-1; 303-3; 306-3; 305-1; 305-2



The Company

 Camil



Corporate profile

GRI 102-1; 102-2; 102-3; 102-4;
102-5; 102-6; 102-7; 102-10; 102-16
2030 AGENDA: 16.6

A multinational of Brazilian origin, Camil Alimentos is one of the largest food companies in Latin America, with over R\$ 10 billion in annual turnover and a strong presence in Brazil and other countries in the region where it maintains leading market positions, including Uruguay, Chile, Peru and Ecuador. With operations in several segments, it operates in the industrialization, marketing and distribution of grains – mainly rice and beans – as well as sugar, coffee, pasta and canned fish (sardines and tuna).

With a diversified portfolio of traditional brands, consolidated and recognized by consumers, the company has 31 processing units and 16 distribution centers in South America. These units are distributed according to the following infographic.



Plants and Distribution Centers in Latin America

Industrial units in Brazil: 16

Serving the segments of:

- Grains: 12
- Sugar: 1
- Fish: 1
- Pastas: 1
- Coffee: 1

Grain processing plants outside of Brazil: 17

- ▲ Uruguay: 10
- ▲ Chile: 2
- ▲ Peru: 4
- ▲ Ecuador: 1

Distribution centers: 20

- Brazil: 12
- Chile: 2
- Peru: 4
- Uruguay: 1
- Ecuador: 1

- Rice-producing regions
- Bean-producing regions

33

industrial facilities

20

distribution centers in South America

5

Operations in countries and multiple categories in Latin America

Camil serves a wide range of clients in Latin America, formed mainly by wholesale and retail networks based on a robust commercial structure and different distribution platforms – Learn more in [Chapter 3](#). In addition, the company exports products to over 60 countries.



Values



Trust

We promote relationships of trust that are strengthened daily by work, commitment and integrity, building long-term bonds.



Entrepreneurship

We are driven by entrepreneurial attitudes that make a difference for growth and development.



Responsibility

We operate with ethics, awareness, and transparency to supersede results through sustainable relationships with people, communities, and the environment.



Enthusiasm

We renew our enthusiasm with resilience and joy to triumph ourselves every day.



Proximity

We build collaborative partnerships based on respect, simplicity, and empathy, which help to bring us closer together.

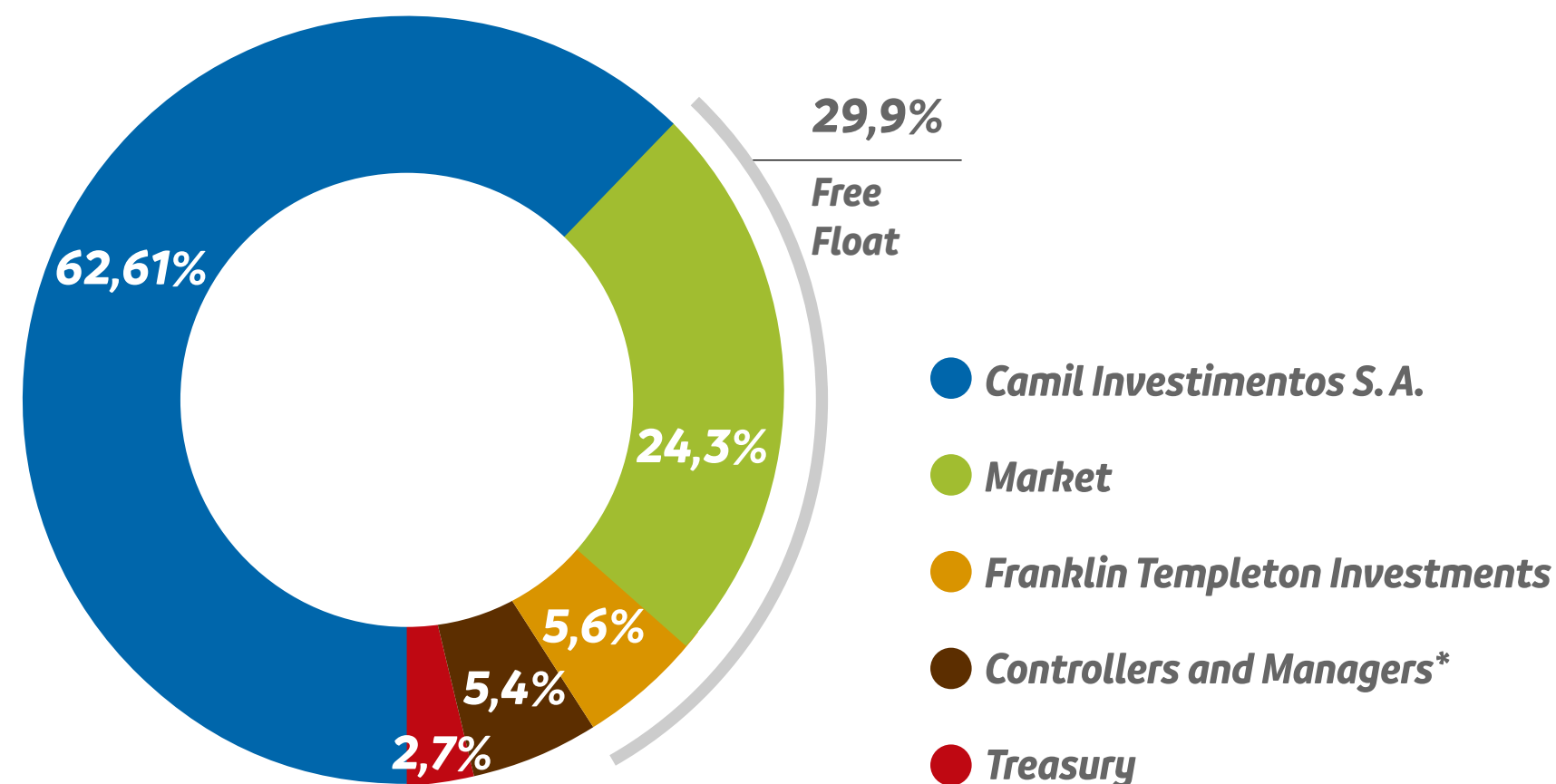
Purpose

We believe that every person makes a difference in someone's life and we exist to nurture relationships that bring more flavor to everyday life.

Publicly traded since 2017, Camil has ordinary shares traded on the B3 Stock Exchange under the ticker CAML3.

Shares Composition

February 2022



*Includes the position of controllers (individual positions), non-statutory directors and members of the Board of Directors, the Fiscal Council, and Management Committees.

Created in 1963 by a Southern Brazilian "gaúcho" cooperative of rice producers – Camil has experienced accelerated business growth in the last two decades, adding organic growth strategic acquisitions – both in the Brazilian and international markets. Thus, these business expansions enabled us to expand our portfolio of brands, product categories, and markets.

Since 2007, the company has been expanding its rice operations to Uruguay, Chile, and Peru and, as of 2011, began to offer canned fish and sugar to the Brazilian market. In 2021, Camil took another important step in this trajectory of inorganic expansion with its entry into the rice market in Ecuador, the entry into the health food products market in Uruguay, and the expansion of categories in Brazil for pasta and coffee.

Strategic Acquisitions

In the last 20 years, the more than 15 companies acquired by Camil have contributed significantly to the positive results of the business. Among the decisive factors for the success of the acquisition strategy is the company's ability to identify, purchase and integrate new structures and operations into its platform in an agile and effective way without jeopardizing the quality and competitiveness of other brands and products.

The integration of the acquired companies enabled significant gains in operational efficiency, based on the use of synergies that lead to the rationalization of costs and expenses. In this way, the business gained economy of scale as more brands, products, distribution centers, and plants were added.

In addition to amplifying these synergies and their benefits, business diversity leads to greater expertise in the different production, distribution, and supply models, among other aspects, strengthening trade marketing through cross-selling initiatives.

In 2021, four acquisitions reinforced this movement: the Ecuadorian rice company Dajahu, responsible for 20% of the consumption of aged rice (typical in Ecuador) consumed in the country; Santa Amália, with a recognized portfolio in the pastas category in Brazil and the fourth largest in sales in the country; Café Bom Dia, comprised of different brands and a strategically positioned plant in Varginha, MG - Brazil, one of the main coffee producing regions in the country; the acquisition of the Seletto brand; and the launch announcement of the Café União brand to complement the company's entrance strategy in the category.

Also announced during the year was the acquisition of Uruguayan brand La Abundancia, from the company Silcom, focused on health food – a transaction completed in 2022. Detailed information on these operations can be found in Chapter 3.

Our history

Caption / Decade:

- 1960: The founding of the company
- 1980: Organic expansion and professionalization
- 2000: Acquisitions / International expansion
- 2017 - 2022: Recent transactions

1963

The founding of the company in the city of Itaqui, RS



1975

Inauguration of the distribution center in SP

Pioneer in the distribution of packaged rice (which migrated to most rice brands)

1974

Marketing of beans

1987

2001

Acquisition of Saman Brazil in Pernambuco



2008

Acquisition of the Rio Grande plant



2005

Logistics expansion: New subsidiaries in the North and Northeast regions

TUCAPEL
Lo Rico de la Vida



Acquisition Of TucaPel Chile

2009

Acquisition of Saman in Uruguay

2007

Acquisition of the plant in Camaquã, RS

2002



To learn more about our trajectory, click here.

2011
 Acquisition of the brand Bom Maranhense
 Acquisition of Consteño (Peru)



Acquisition of canned fish brands (Brazil)
2012

2013
 Acquisition of the sugar category
 Acquisition of Carreteiro (Brazil) and La Loma (Argentina)



Acquisition of Paisana (Peru)
2014

2017
 Camil's IPO on the B3



Transactions - Capital Markets

- 1998 1st Private Equity: TCW (Acquisition of 50% stake)
- 2006 TCW divestiture
- 2011 Gávea's investment (31.75%)
- 2016 Allocation of Gávea with investment transfer to Warburg Pincus
- 2017 IPO and partial divestiture by Warburg
- 2019 Total divestiture by Warburg Pincus (partially via the buyback program)
- 2018 Buyback programs and the work to reduce the cost of debt and improve the amortization profile
- 2022

2022
 Launch Of Café União



Acquisitions:
 Dajahu (Ecuador)
 Santa Amalia (pastas)
2021

The brands
 Café Seleto and
 Café Bom Dia
 from Silcom S.A. (Uruguay)

2019
 Warburg Pincus divestiture (buyback)

Acquisition of SLC Alimentos
 Sale of La Loma (Argentina)
2018

Products and brands

GRI 102-2; 102-4

Camil's consolidated and recognized brands allow the company to occupy a leading position in the markets in which it operates. In order to expand local presence and meet consumer and price demands, expanding access to all consumer niches to quality food products, Camil adds to its leading brands of high market recognition the so-called 'occupational brands', which are strategic in the composition of the portfolio and in serving different consumer profiles according to the region and purchasing power.

Most of the occupational brands were acquired and incorporated by Camil in recent years, as part of the strategy to expand operations and strengthen distribution platforms – learn more on [page 64](#).



Market-leader brands

 Click on the tags to access the sites.



Grains



It comprises the most complete portfolio in the category, ranging from rice and beans to gourmet products, with special grains, as well as whole grain rice crackers and textured soy protein.

Occupational brands



Sugar and coffee



With over 100 years of tradition in Brazil, it is a reference for sweets and desserts and a market leader in the category of sugars with expanding market presence in sweetened foods, with emphasis on sweeteners and dry cake mix, offering new solutions for the day-to-day life of consumers. In addition, the launch of Café União was prepared throughout 2021 and completed in the first half of 2022, reactivating a brand that was already a market leader and the most traditional brand in the Brazilian coffee market.

Occupational brands



Canned foods



Coqueiro became part of the portfolio of Camil in 2011, reinforcing the tradition built by the brand in the fish segment since 1937. It occupies a prominent place, especially among consumers attentive to the nutritional value and benefits of a healthy diet.

Occupational brands



Special

Speciale



Pastas



Acquired in 2021, it offers a wide portfolio of pastas, with over 260 products. Founded in 1954 in the interior of Minas Gerais, it combines tradition and innovation and ranks among the four leading brands in the segment in Brazil, exporting to several countries.

Occupational brands



International



International Brands Consolidating the expansion strategy, Camil acquired firmly entrenched rice brands in other Latin American countries, as was the case of Saman, in Uruguay, Tucapel, in Chile, Costeño, in Peru, and Rico Arroz in Ecuador.

Occupational brands



Featured brands



Brazil

Rice



Ranked 1st in the rice category, with **14%**¹ market share (all brands) and **60%** Top of Mind for the Camil brand.

Beans



Ranked 2nd in market share, with **9%**¹ market share and **53%**² Top of Mind.

Refined sugar



Ranked 1st in sugar, with a market share of **41%**¹ and **82%** Top of Mind² for the União brand.

Canned fish



Ranked 2nd in market share for **sardines (41%)** and **tuna (23%)**¹, with Coqueiro achieving 56% and 55% Top of Mind² for the two products, respectively.

Pasta



Ranked 4th in the country, with Santa Amália's having a 7% market share in Brazil –reaching **41%** in Minas Gerais¹.



Uruguay

Arroz Saman



Ranked first place in market share, with **48%**¹.



Chile

Arroz Tucapel



Ranked first place in rice, with a **33%**¹ market share.



Peru

Arroz Costeño



Ranked 2nd in the packaged rice market, with a **37%** market share in the local market¹.



Ecuador

Arroz Rico



Ranked 1st place in aged rice, with a **20%** market share and comprising **7%** of total rice sales in the country.

¹ Nielsen Data Nielsen 2019; Nielsen Retail Index for Sugar.

² Top of Mind Research, Folha de Sao Paulo, 2020

Business model



Camil's business model combines the offering of basic food products with the diversity of its brand portfolio having high recognition in the market. In addition to serving a broad spectrum of consumers, this model ensures greater resilience in adverse macroeconomic scenarios. We focus on brands that have achieved high levels of recognition and leadership in the markets in which we operate in order to reach the main markets of Latin America while maintaining efficient operational focus, quality assurance, and competitive prices and costs in each segment.

All these factors are aligned with our purpose, and essential to building solid relationships with our stakeholders, marked by proximity and trust. Thus, they propel us in the mission of consolidating our company as one of the largest food platforms of Brazilian origin in Latin America. Camil's three pillars of growth and excellence are presented in the infographic on the side.

Strategic Pillars



Quality and sales



Purpose and people



Efficiency and growth

Combined with the pillars, the positioning of the Company in the production chain, specifically the food processing stage – without direct involvement in the activities of agriculture and fisheries – reduces exposure to risks arising from market volatility in terms of price and volume. In this way, cost variations are reflected in the final prices of the products, being passed on even in unfavourable economic and political scenarios in our countries of operation.

Leading Brand



Production Chain

Our brands do not maintain direct involvement in agricultural and fishing activities. Camil's production process begins with the sourcing of the raw material.

 **Click on the items to learn about each step of the production process**



Strategy and competitive advantages

Present in all relevant markets in South America, Camil has a strategy based on a positive perspective of the food sector, especially high-turnover products with brands recognized by consumers, which tends to be a defensive sector in external scenarios of economic or political crisis and which grows as populations increase. Given this perspective, the company seeks to strengthen its position as a consolidator in the food segment of the regions where it operates through a broad portfolio of brands – in several categories of products – added to a robust distribution platform and efficient operations management.



Strategy focus

Strategic Pillars



Quality and sales



Purpose and people



Efficiency and growth

1

Expand brand leadership and stake in the Brazilian rice and beans market.

- Significant national market share of our grains with the potential for expansion, particularly to the interior of São Paulo, Minas Gerais, Goiás, and the Northeast Region – based on the strength of the Camil brand's robust distribution structure and experience in acquisitions.

2

Continue to expand operations in Brazil and other countries.

- Maintenance of organic growth in the product categories and regions in which the company already operates, increasing operational efficiency.
- The use of existing brands in related segments – such as the one with União, a sugar brand in which a line of sweeteners, cake doughs, and other products have been developed. It is also worth highlighting the relaunch of the brand in the coffee segment with Café União.
- Capture opportunities related to changes in consumer habits in Latin American countries, such as the migration from bulk to packaged rice marketing in some countries such as Peru, and the growing demand for products and categories with higher added value and brands recognized by consumers in countries such as Brazil and Chile.

3

Expand the portfolio of brands and products in new categories with growth potential through selective and strategic acquisitions.

- Identify, acquire and integrate strategic operations and assets with the expansion of the portfolio in Brazil and South America through acquisitions, brownfield projects, or brand acquisitions, with preference for Top of Mind and market share leaders.
- Extend existing product lines from acquisitions of companies or assets operating in non-perishable dry grocery food markets with growth potential and synergy with the current portfolio, adding scale gains.

4

Strengthen the supply, distribution, and sales platform while maintaining operational management efficiency.

- Invest in the professional training and qualification of the sales team and in strengthening the commercial and distribution structure.
- Ensure efficiency, integration, and low business costs through gains of scale in the supply chain and logistics.
- Expand the company's presence in already secured regions and markets through partnerships with large and medium size retailers in order to achieve integrated marketing actions.
- Identify, acquire and successfully integrate new structures and operations into our business model quickly and with increased operational efficiency and scale.

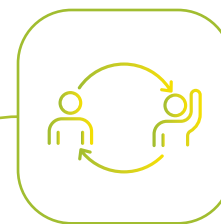
For detailed information on the company's strategy, [click here](#).

Competitive advantage

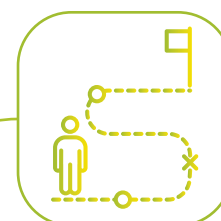
To stand out in a highly competitive market marked by the presence of different players, under different competitive conditions, Camil has developed the following competitive advantages:



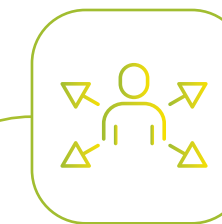
Market leadership and recognized brands: as a result of experience, solid marketing strategy, industry knowledge, and national coverage in the countries where Camil operates, the brands in its portfolio are market leaders in several product categories. They have thus become traditional brands, with wide-scale recognition by consumers, which allows for a premium to be obtained in the price of the products in relation to competitors – for União brand refined sugar and Camil brand rice, for example, this premium reaches an average of 15% and 5%, respectively. Thus, **one of Camil's advantages has been to convert commodity products into market leading brands with price premiums and market leadership.**



Capillarity and solid customer relationships: consolidated, broad-based distribution platform with vast capillarity and reach within operating markets, with wide territorial coverage. This makes it possible to include new products and expand our presence to different regions and diverse consumer niches.



Solidity and resilience of the business model: with a broad portfolio and leading brands in several categories, presence in different geographical regions, and operational focus on the phases of the production chain in order to generate the highest added value. This model enables **pass-on cost variations to final product prices**, educing the impact of the external scenario on business results.



Expertise in acquisitions and integrations: over the past two decades, Camil has improved its ability to identify, acquire and integrate synergistic operations with existing ones in order to accelerate production growth, entry into new segments of the food sector, and entry into new countries. In addition to portfolio diversification, this move enables us to operate within different distribution, supply, and marketing models in a coordinated manner, **generating economies of scale and dilution of fixed costs with the expansion of the sales platform.**



History of good corporate governance practices: the company has experienced and professional management, adopting differentiated corporate governance standards aligned with the requirements of the B3 New Market – a stock exchange segment that includes publicly traded companies that maintain governance practices superior to those required by law. As a result, Camil has developed an agile, transparent, and efficient organizational structure and management model, which allows it to implement its strategies with professionalism, precision, and security.



Ethics and
Governance

Governance structure

GRI 102-18

As a member of the Novo Mercado – the highest level of governance in the B3 Stock Exchange, which only lists companies with corporate governance practices superior to those required by law – Camil has a continuous commitment to transparency with shareholders and other stakeholders, aligned with the levels of responsibility compatible to its fundamental values.

Among the best practices adopted by the company, the following stand out:

- Issuance of common shares, exclusively;
- Board of Directors acting since 2008, with a majority (57% of members) made up of independent members – the minimum requirement is 20% of independent members*; and
- Publication of the Corporate Governance Report in accordance with the recommendations of the Brazilian Code of Corporate Governance**, indicating the principles and practices provided for in the same document and applied by the company (explaining any of those not yet executed). [Click here to access the document.](#)

**In an event subsequent to the period reported in this report, since the elections held in June 2022, the percentage of independent board members rose to 67%, including two women.*

*** Published by the Brazilian Institute of Corporate Governance (IBGC).*

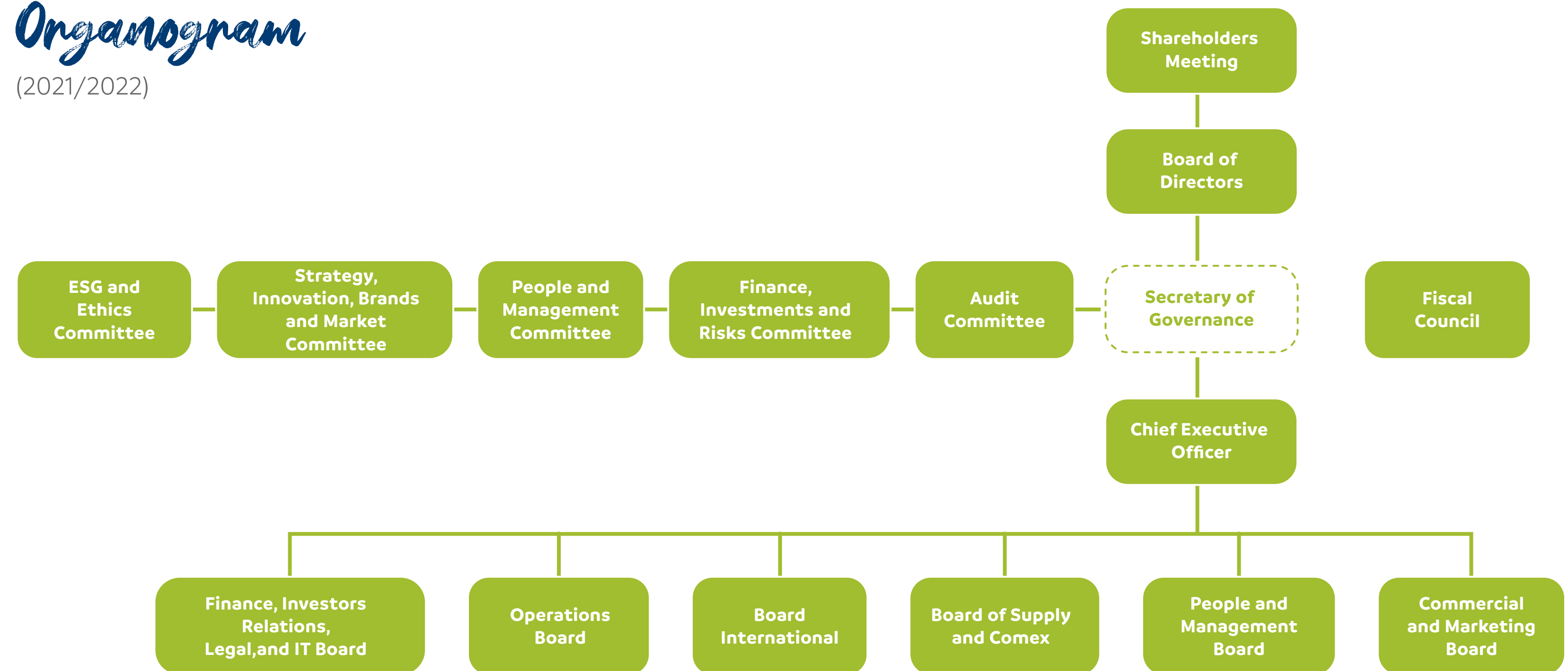


In line with best practices, the General Shareholders Meeting (GSM) is Camil's highest decision-making body, followed by the Board of Directors and the Executive Board.

Being in constant evolution is a hallmark of the company's corporate governance, which aims to support its sustainable growth. Camil has a Corporate Governance Secretary, whose main task, among others, is to establish procedures for the operation of the the collegiate governance bodies of the company, as well as directly advise its governance bodies. Since the beginning of 2021, the board members have had the help of an online governance portal, which facilitates the management of information and deliberations, including complete information security features and electronic voting records.

Organogram

(2021/2022)




Board of Directors

Responsible for establishing the strategic guidelines of the business, the Board of Directors has its members elected by the General Assembly for unified terms of two years, with re-election allowed. In 2021, the body consisted of seven board members, of whom four were independent.

Composition of the Board of Directors*

(as of 02/28/2022)

Jairo Santos Quartiero	Chairman
Jacques Maggi Quartiero	Member
Thiago Maggi Quartiero	Member
Carlos Alberto Júlio	Independent Member
José Antônio do Prado Fay	Independent Member
Rodrigo Tadeu Alves Colmonero	Independent Member
Piero Paolo Picchioni Minardi	Independent Member

 [Access the resume of Camil's board members.](#)

* In an event subsequent to the period reported in this report, as of the election held in June 2022, the Board of Directors now has two new independent members: Claudia Elisa de Pinho Soares and Sandra Montes Aymore.

Fiscal Council

Its main responsibilities are the verification and control of the company's accounts, including the monitoring of independent external audit work, in addition to the legality of the acts carried out by the directors. Not of permanent status, it can be instated at the request of the shareholders. In 2021, it was composed of three effective members and an equal number of alternates, elected at the General Meeting in the previous year.

Composition of the Fiscal Counsel*


(as of 02/28/2022)

Effective	Marcos Silveira
	Maria Elena Cardoso Figueira
	Eduardo Augusto Rocha Pocetti
Alternates	Fernando Cruchaki de Andrade
	Maria Cecilia Rossi
	Ademir José Scarpin

 [Access the resume of Camil's Fiscal Council members.](#)

Executive Board

The members of the Executive Board are responsible for the execution of the corporate strategy, aligned with the premises and objectives defined by the Board of Directors. Composed of professionals with extensive knowledge and experience in the sector, Camil's Executive Board is composed of two statutory and five non-statutory members, who direct strategic areas for the sustainable growth of the company.

 **Access the resume of our statutory members.**

Years of experience

-  Camil
-  Market

Leadership with industry experience



Committees

To support strategic decisions, the Board of Directors and the Executive Board are advised by thematic committees formed by advisors and professionals from various areas of the company. In 2021, two new committees were added to the existing ones: (i) ESG and Ethics and (ii) Strategy, Innovation, Brands and Market.



To learn about the regiments and members of the committees, click here.

Current committees

Finance, Investment, and Risk Committee

Analysis of results, investment plan, financing plan, capital structure, liquidity, and cash flow.

People and Management Committee

Evaluation and development of policies, practices, strategies, and structures related to human capital.

Strategy, Innovation, Brands and Market Committee

Orientation of strategic plans, as well as practices and guidelines for innovation, research and technological development, brand positioning, and strengthening of the corporate image.

ESG and Ethics Committee

Provides support for the integration of social, environmental, and governance aspects to the business strategy, as well as evaluation of compliance and adherence with the standards of conduct defined in the Code of Ethics and other corporate guidelines.

Audit Committee*

Overseeing matters related to accounting, internal controls, financial reporting, auditing, and compliance, among other duties.

* Of statutory character.

Corporate policies

Approved by the Board of Directors, Camil's corporate policies establish commitments linked to different aspects of management, including environmental, social and governance issues. Applicable to all operating units, in Brazil and abroad, these documents are disseminated internally, throughout recurrent training programs, and shared with interested parties on the [corporate website](#). Among the main themes, the following stand out:

- Code of ethics
- Conflict of Interest Management Policy
- Anti-Corruption and Anti-bribery Policy
- Sustainability Policy
- Related Party Transactions Policy
- Donations and Sponsorship Policy
- Risk Management Policy

Ethics and integrity

GRI 102-16; 102-17; 103-1; 103-2; 103-3; 205-2; 205-3; 406-1; 418-1
2030 AGENDA: 16.5, 16.6

Ethical conduct constitutes a transversal commitment in all Camil activities, guiding corporate policies and practices in the different countries in which the company operates. To guide employees, partners, and other stakeholders in relation to the ethical precepts adopted, Camil maintains its Integrity Program, which covers measures, policies, and procedures to prevent, detect, and remedy the occurrence of misconduct or non-compliance with the company's policies. The program also aims to provide a responsible, transparent, and sustainable working environment for all our employees.

Developed since the end of 2020, the program was strengthened in 2021 and structured into six pillars, as demonstrated by the following infographic:

Pillars of the Integrity Program

1

Area structure and senior management commitment: ensures broad and visible support from the Board of Directors and the Executive Board. It also establishes the reporting practices of the Compliance Department directly to the Audit Committee and the ESG and Ethics Committee, ensuring the impartiality of the activities.

2

Risk analysis: includes compliance risk assessment and third-party reputational analysis processes.

3

Policies and Procedures: covers the review of processes that pose compliance risks to the company, in addition to the definition of flows and procedures to mitigate such risks.

4

Training and communication: seeks to ensure that all employees are aware of the compliance risks related to the activities they perform, as well as the company's guidelines for mitigating such risks and ensuring the performance of activities in an ethical and responsible manner. It includes broad and concise disclosure regarding the Ethics Channel so that attitudes contrary to the guidelines of the Camil Code of Ethics can be reported and dealt with.

5

Ombudsman Channel and Remediation Measures: includes the conduct of internal investigations related possible fraud or misconduct committed in violation of the guidelines of the Camil Code of Ethics and other policies. Remedial measures are taken for cases deemed appropriate.

6

Controls and Continuous Oversight: defines control mechanisms for the compliance of policies and procedures and monitoring through the indicators of the Integrity Program to promote continuous improvement of processes and activities.

Advance in 2021

In 2021, as part of the actions of the Integrity Program, Camil published new policies related to the topic, such as the Gifts, Presents, Meals, Entertainment and Hospitality Policy, the Conflict of Interest Management Policy, the Donations and sponsorships Policy and the Global Camil Ethics Channel Policy. Available on the intranet and the company's IR website, these documents have been divulged by e-mail to the various stakeholders and are the focus of specific training modules developed for employees.

Also in 2021, the Compliance Department conducted a risk assessment focusing on the risks of corruption, fraud, money laundering, and anti-competitive practices. The endeavor was carried out through documentary analysis and interviews with executives, with the support of external consulting firms. As a result, in addition to mapping risks, an action plan for mitigation was defined, and its execution was set into motion.



Through its Ethics Channel, Camil enables all its stakeholders to report possible violations of the Code of Ethics and other company policies. Managed by an independent third-party company, the channel ensures the absolute secrecy of the complaint, as well as the anonymity of the claimants who do not wish to identify themselves. Camil also developed an Ethics Channel Policy, ratifying its commitment to non-retaliation and protection of claimants motivated by good faith.

The management of reports received via the Ethics Channel is under the responsibility of the Compliance Department. All complaints follow an internal investigation protocol, with the support of the responsible departments, according to the type of complaint. The results of the investigations and remediations determined are presented periodically to the Audit Committee

and the ESG and Ethics Committee. The company is committed to expanding the dissemination of the channel and its objectives to stakeholders, in order to consolidate the reporting practice and due diligence.

In 2021, the Ethics Channel was extended to operations in Chile, Uruguay, Peru and the units of Santa Amalia. In 2022, the channel is in the process of being implemented in the coffee unit and the operations in Ecuador.



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canal.etica@camil.com.br



0800 770 2530
with service during business hours



Data privacy

Through the privacy program, developed since 2020, Camil seeks to maintain a safe environment for all people who share their personal data with the company and to identify, control, and remedy any risks related to the treatment of personal data that are under its responsibility, in accordance with the General Data Protection Law (LGPD). Periodically, the Compliance Department reports the results and status of the Privacy Program to the Audit Committee and the ESG and Ethics Committee, which monitor the development of the topic. In 2021, the Company completed the second phase of the LGPD compliance project, which included conducting training modules on all Privacy Program policies for areas of higher risk, disseminating monthly LGPD memos to reinforce the program guidelines, maintaining an updated personal data inventory, and preparing Impact Reports (RIP) for critical activities regarding the processing of personal data. As a result of the impact reports, risks were mapped and control measures defined that are currently in the phase of implementation.

Risk management

GRI 102-15; 103-1; 103-2; 103-3
2030 AGENDA: 16.7

Principles of Risk Management adopted by Camil



For Camil Alimentos, risk management is a mechanism for generating value through the mitigation of threats Human and cultural factors Continuous improvement and advancement of opportunities. Therefore, the company implements structures and processes to manage risks, improving its performance, encouraging innovation, and supporting the achievement of its strategic objectives.



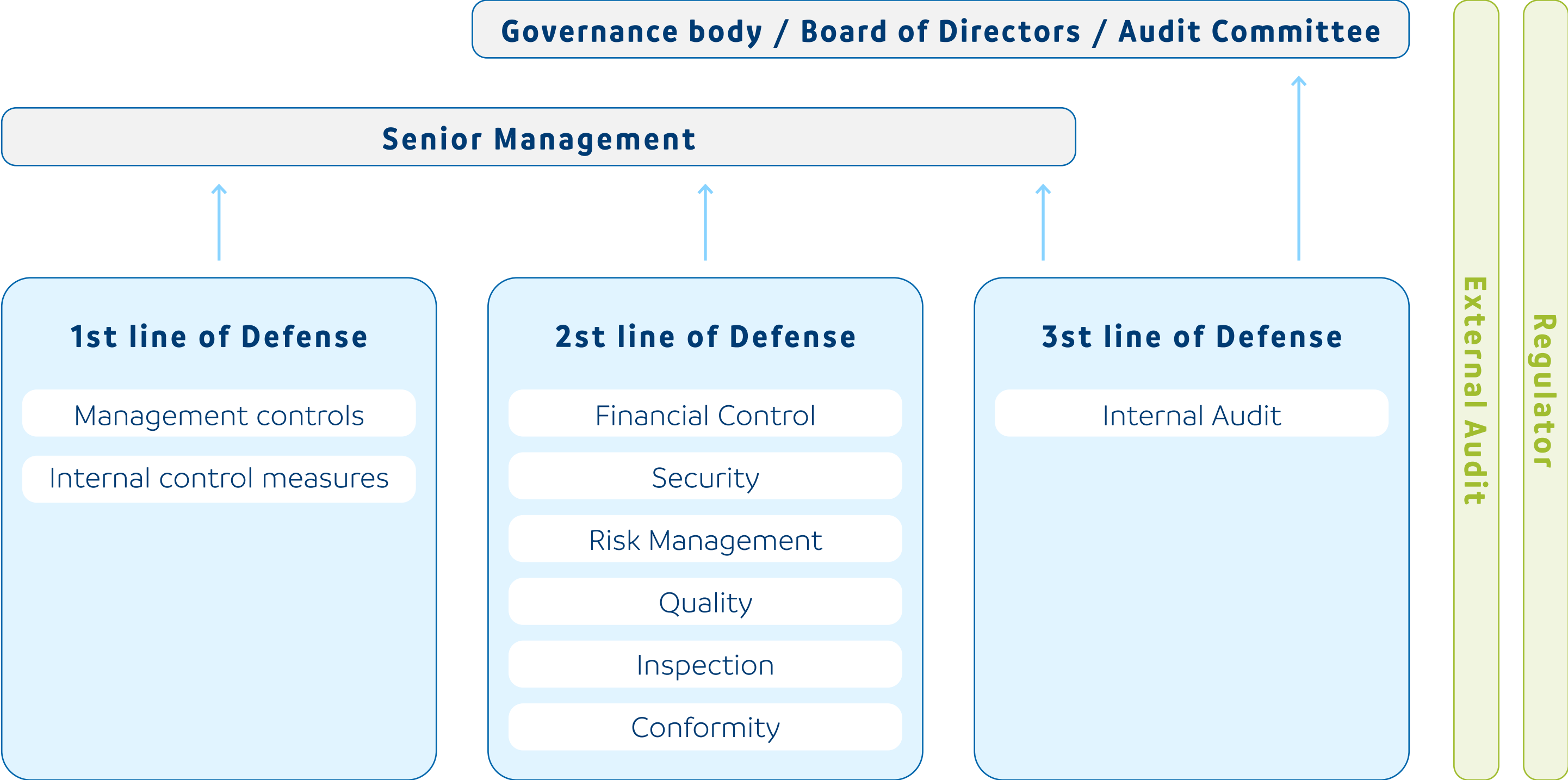
Camil's Risk Management Policy, approved by the Board of Directors, guides this entire process, establishing the guidelines, roles, and responsibilities inherent in corporate risk management, based on the best available global practices (COSO ERM 2017 and ISO 31000). In addition, the Company sets the limits of risk appetite and tolerance in pursuit of its strategic objectives, based on the issuance of its "Risk Appetite Statement".

As a way of aligning and integrating risk management and strategic objectives, Camil adopts the 'three lines of defense' model, sharing this responsibility among all its employees, at all levels. Thus, it disseminates the culture of risk management across the company.

The model defines roles and responsibilities for every organization regarding risk management, with the first line formed by the business areas, responsible for the primary management of risks that threaten the achievement of our results. The second, on the other hand, covers control structures, which perform an important assistance function as well as technical support for specific risk management. Internal Audit (third line), in turn, is responsible for the independent assessment of the effectiveness of the model for risk management.

Senior management and governance bodies complement, support, and operationalize this model, defining risk appetite and tolerance levels, as well as aligning and integrating the risk approach with strategic and performance aspects.

Camil's risk management model



Source: Positioning statements by the Institute of Internal Auditors of Brazil (IIa): The Three Lines of Defense for the Effective Management of Risks and Controls.



Camil monitors the main risks associated with its operations that may pose a threat to the achievement of its objectives. This assessment is carried out through an annual risk assessment with senior management in order to analyze and define the main emerging and/or critical risks foreseen for the period of the crop year (March – February). Risks related to environmental, social, and governance aspects are part of this analysis, as part of the strategic risks assessed by the company.

The risk management process is conducted transparently by the company, disclosing to its stakeholders and the market in general the guidelines related to the management process and the main risks associated with our businesses through the reference form and other publications on the subject available on the Investor Relations (IR) website.

In addition, all risk management is monitored by the Board of Directors, by way of the Audit and Finance, Investments and Risks Committees. These committees have the mission of overseeing the operationalization of internal and external audit processes, mechanisms, and controls related to risk management and the coherence of financial policies as well as the risk profile of the business.

Monitoring the chain

The business model adopted by the company focuses on the processing of raw materials for our products or the integration into the commodity supply chain for production, transportation and/or processing. Thus, the socio-environmental risks of food crops are monitored within the value chain.

In 2021, Camil prepared a matrix with the main emerging risks in the environmental, social, and corporate governance areas, based on the mapping carried out by the Risk and Compliance Working Group and the Risk Management Department.

Sustainability Management

GRI 103-1
2030 AGENDA: 9.2, 16.7



Nurturing relationships is part of our business and, for Camil, business growth is directly linked to the company's commitment to contribute to the sustainable development of the people and regions it impacts and where it operates, reinforcing the positive impact generated by its business on the environment and society. In addition to acting in an essential segment of the population, especially with regard to the supply of food for basic necessity, Camil believes that its good socio-environmental and governance practices also collaborate for the construction of a future guided by the 2030 Agenda for Sustainable Development, proposed by the United Nations (UN) in which Camil has been a participant since 2021.

In this sense, the company has been accelerating the insertion of ESG aspects into its strategic plans, as well as in its policies and procedures, paying special attention to material issues of greater impact and relevance to both Camil and its stakeholders (see more [page 9](#)). Therefore, the management of socio-environmental and governance issues is shared between different areas and bodies, with emphasis on:

“Camil believes that its good socio-environmental and governance practices also contribute to the construction of the future guided by the 2030 Agenda for Sustainable Development.”






ESG and Ethics Committee: formed by three members of the Board of Directors, including an independent member, and professionals from different areas of the company, it supports decision-makers in the evaluation of ESG aspects related to the business, including the ethical dimension, with a view to continuous improvement of practices that generate value. Among the main initiatives developed by the committee in 2021, social responsibility projects stand out, with a focus on income generation, discussions of good practices in the value chain, and environmental improvements focused on improving competitive advantages and minimizing risks, with emphasis on renewable energy. In addition, the committee worked to improve the reporting of ESG aspects aimed at various stakeholders, expanding the offer of information on risks, opportunities, and socio-environmental performance in all the countries in which we operate. As part of this process, it also initiated the review of the Materiality Matrix, with the engagement of stakeholders in Latin America.



Working groups (WG): composed of multidisciplinary teams, they are comprised of about 60 people in the five countries in which Camil is present. Through discussions and periodic meetings, goals are decided upon and actions are conducted aimed at improving the material issues raised during the ESG evaluation phase carried out by the company. The following table presents the active WGs in 2021.

ESG working groups - 2021 performance

Group/Theme	Commitments	Focus	SDG/ 2030 Agenda
 Supplies	<p>The value chain is encouraged to ensure and comply with respect for the environment and human rights. The company is committed to ethical, transparent, responsible, and socially supportive relationships.</p>	<ul style="list-style-type: none"> Analyzing socio-environmental, ethical, and quality criteria in the contracting and maintenance of suppliers of critical inputs; and Contributing to the development of small and medium-sized suppliers and their practices. 	   
 Eco-efficiency	<p>Camil is committed to meeting the environmental legal requirements applicable to the company's business, in addition to expanding the culture of environmental preservation and conscious consumption for our employees and stakeholders. Likewise, we seek to improve our environmental performance each year and innovate production processes, seeking to reduce our impacts on ecosystems.</p>	<ul style="list-style-type: none"> Implement energy efficiency programs and projects; Pursue diversification of renewable energy sources, including power generation through rice husks; Choose waste disposal with the lowest impact, boosting circular economy; and Seek innovation in the use of materials with less environmental impact, before and after consumption. 	  
 Social Investments	<p>The company supports various projects through social investments, covering the communities that surround its production units, promoting local development with food, educational and training projects, and various support programs in emergency situations.</p>	<ul style="list-style-type: none"> Support local communities surrounding the production units or related to the company's operation; Carry out professionalization and educational projects focused on autonomy to leverage the promotion of social impact; and Develop programs to promote the reduction of food waste and the reduction of hunger and malnutrition. 	  
 Employee health, safety, and development	<p>Security is a non-negotiable value for the company. Camil seeks the continuous improvement of working conditions, health, and safety.</p>	<ul style="list-style-type: none"> Conduct health and safety awareness and qualification campaigns; Manage occupational health and safety risks of employees and third parties in their workplaces; and Promote investments and actions focused on continuous improvements in labor health and safety (LHS). 	 



Diversity and Inclusion

The company defends fundamental rights in labor relations and promotes the valorization of diversity and inclusion, combating discrimination of all forms. Camil repudiates any form of discrimination in its employment relationships.

- Redefine recruitment and selection processes and policies;
- Conduct diversity and inclusion awareness campaigns; and
- Promote a respectful work environment and anonymous channels for the reporting of complaints by employees and third parties.



Risks and Compliance

Camil manages the main emerging and/or critical risks that may pose a threat to the achievement of its strategic objectives, including ESG risks, with the aim of keeping them within the risk appetite and tolerance levels established by the company. Additionally, it works to strengthen its ethical, integrity, and transparent culture, providing a sustainable work environment and preventing acts contrary to its rules of conduct and legislation.

- Assess ESG risks and response implementation (controls);
- Guide and engage employees and third parties in favor of an ethical environment through communication, awareness, and training;
- Encourage the reporting of violations of the Code of Ethics through its reporting channels and protection against retaliation to whistleblowers motivated by good faith;
- Promote the advancement of the Integrity Program;
- Ensure compliance with laws and regulations applicable to the business.



Governance

The company complies with the requirements of the framework of its listing level on the stock exchange (B3 New Market) and seeks to constantly improve its corporate governance model based on transparency, integrity, equity, and accountability based on the guidelines of the Brazilian Code of Corporate Governance.

- Value transparency and seek alignment and continuous improvement of the best practices of market governance and policies.



Image and Reputation

Camil seeks to strengthen its relationships with consumers, customers, and other stakeholders by managing the recognition of its brands, products, and services, which generate strong and trust-based relationships that increase loyalty and generate a positive impact on the business.

- Participate in awards and other means of market, corporate, and brand recognition for products of the company and its subsidiaries; and
- Monitor the exposure of the company and its brands in the media and other public sources of information.





Operations and
Performance



Macroeconomic context

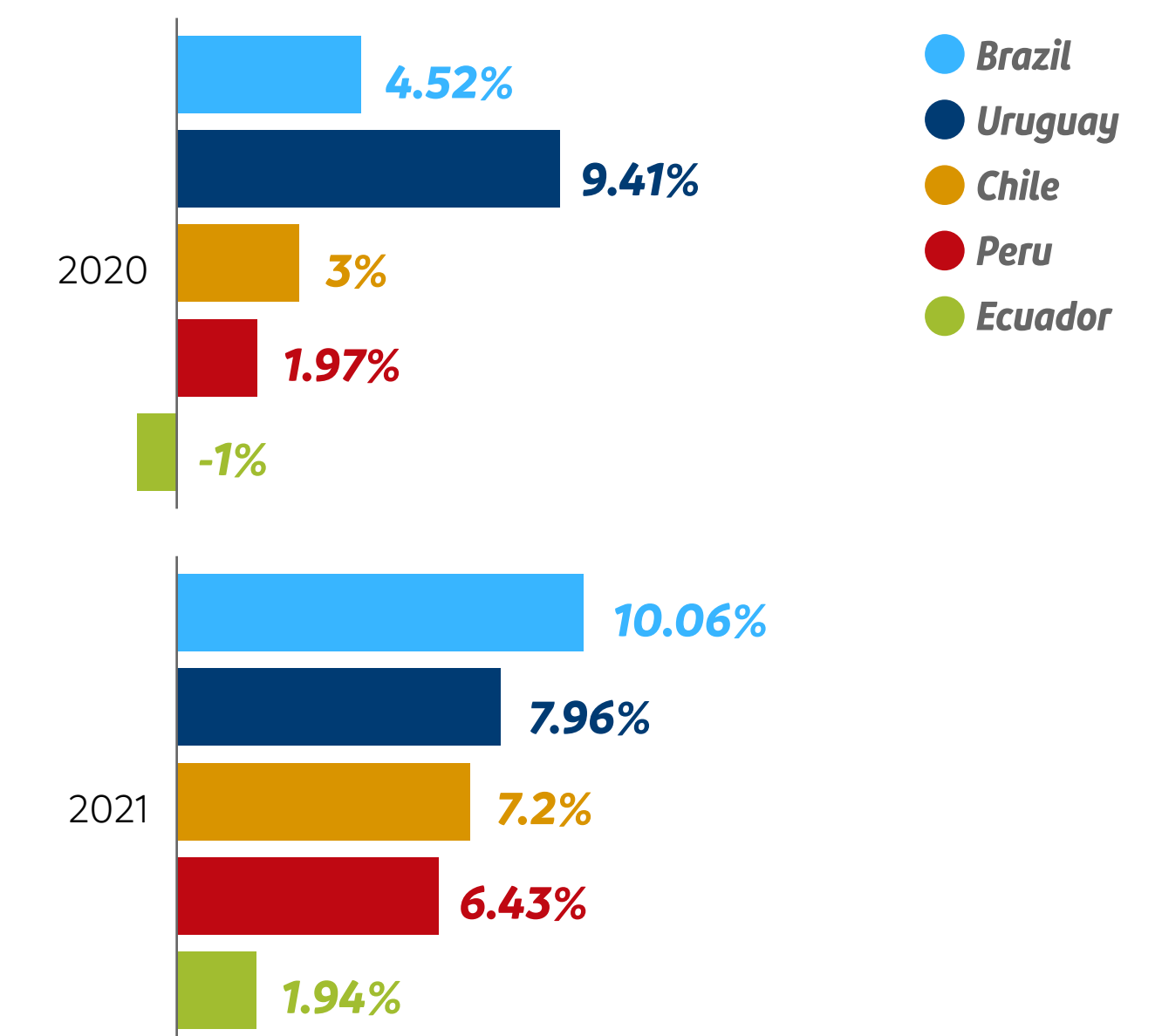


Throughout 2021, the world economy continued to be impacted by the Covid-19 pandemic, marked by the emergence of variations of the new coronavirus and resulting waves of contagion, which intensified the socioeconomic effects of the health crisis. Among these effects, high inflation stands out globally, resulting from the combination of high demand and restrictions in production chains.

Lasting longer than expected, the scenario became increasingly unfavorable for the recovery of economies and the forced monetary authorities of different countries to adopt more restrictive policies in order to prevent the rise in consumer prices from being entrenched in their economies.

The rise in inflation, the fall in consumer confidence, and the economic scenario directly impacted consumption in Latin America. This context was reflected in the countries in which Camil operates, as reported below.

The evolution of inflation in Camil's countries of operation



Sources: Brazilian Institute of Geography and Statistics (IBGE); National Institute of Statistics (Ine)/Uruguay; National Institute of Statistics (INE)/Chile; National Institute of Statistics and Information (INEI)/Peru; National Institute of Statistics and Censuses (INEC)/Ecuador.

Brazil

High inflation, the highest since 2015, has had an impact on national growth, with the deterioration of household purchasing power. The National Broad Consumer Price Index (IPCA) showed a variation of 10.06%, while the National Consumer Price Index (INPC) registered 10.16% for the cumulative year.

The effect of supply constraints and high commodity prices were driven by currency devaluation. Additionally, the drought caused by the La-Niña climate event caused crop failures and the risk of electricity shortages, resulting in high inflation for food and electricity. Lastly, the increase in global demand for energy commodities amid the reopening process and limited supply has resulted in a sharp acceleration in the inflation of fuel prices.

Thus, the SELIC rate reached 9.25%, compared to 2.0% in 2020, the highest level since 2017, in an attempt to contain inflation. Gross Domestic Product (GDP) grew by 4.6%, according to the Brazilian Institute of Geography and Statistics (IBGE) – practically compensating for the decrease of 4.1% recorded in 2020. The industry and services sectors closed the year with growth of 3.9% and 10.9%, respectively. Agriculture, however, suffered a contraction of 0.2% compared to the previous year – according to IBGE, and a drop was recorded for agricultural crops in the period, specifically coffee (-21%), corn (-15%), and sugar cane (-10%).



Sectorial context

Indicated as being one of the main causal factors for the escalation of inflation, in 2021 the food sector reflected imbalances encountered along production chains, ranging from high input costs to extraordinarily high logistics prices.

In Brazil, the food industry processes about 58% of the country's agricultural production, with a recorded growth of 16.9% in turnover and 1.3% in production compared to 2020. This result represents 10.6% of the national GDP.

According to the Brazilian Association of the Food Industry (Abia), the sector's revenue reached R\$ 922.6 billion, including exports and sales in the domestic market. Of the total revenue, the food sector contributed R\$ 766.3 billion, and beverages, with R\$ 156.3 billion – discounting inflation, sales in the sector advanced 3.2% in real terms.



Chile

The GDP of Chile showed a consistent rise of 12% in 2021 – after falling by 5.8% the previous year. The recovery was based, in particular, on liquidity generated by withdrawals from pension funds between July 2020 and May 2021, which injected about \$51 billion into the domestic economy. As a result, domestic demand increased by 21%, accompanied by high inflation – 7.2% in the cumulative year – and the consequent restrictive measures, such as aggressive interest rate hikes, which went from 0.5% in mid-2021 to 4% at the end of the year.



Uruguay

The Uruguayan economy grew by 4.4% in 2021, according to the country's Central Bank, reflecting the resumption of the productive activities impacted by the pandemic. As in other countries in the region, 2021 ended with inflation on the rise, approaching 8%. In addition to an increase in domestic demand, resulting from higher consumption rates by households and the government, the country accompanied the recovery of international trade, with a 14.4% increase in exports and 20.9% in imports in 2021, compared to the previous year.

Among the sectors that registered the highest growth, according to the country's monetary authority, are “trade, hospitality, and food and beverage supply” at 7%, and “manufacturing”, which recorded a 6.7% increase – while “agriculture, fishing, and mining” reached 5%.



Peru

According to the National Institute of Statistics and Information (INEI), Peruvian GDP closed the year up by 13.3%, with an expressive resumption of private consumption (growth of 11.7%), the reopening of jobs, and intensification of production activities. These results positioned the country, according to the Lima Chamber of Commerce (CCL), as the third economy in Latin America and the Caribbean with the best macroeconomic performance, surpassing Mexico and Chile. Peru ended 2021 with inflation at 6.43% – the highest rate in the last 13 years and well above their Central Bank's annual target of between 1% and 3%. The beginning of 2022 confirmed the political and economic instability of the country, which has been experiencing a challenging internal scenario in recent years.



Ecuador

Experiencing one of the largest economic crises in the country's history, aggravated by the effects of the Covid-19 pandemic, Ecuador recorded a GDP growth of 4.2% in 2021, returning to record levels before the health crisis. The recovery of the Ecuadorian economy was also based on the increase in household consumption, which grew by 10.2% compared to 2020 – when domestic consumption represented 6.3% of Ecuador's GDP.

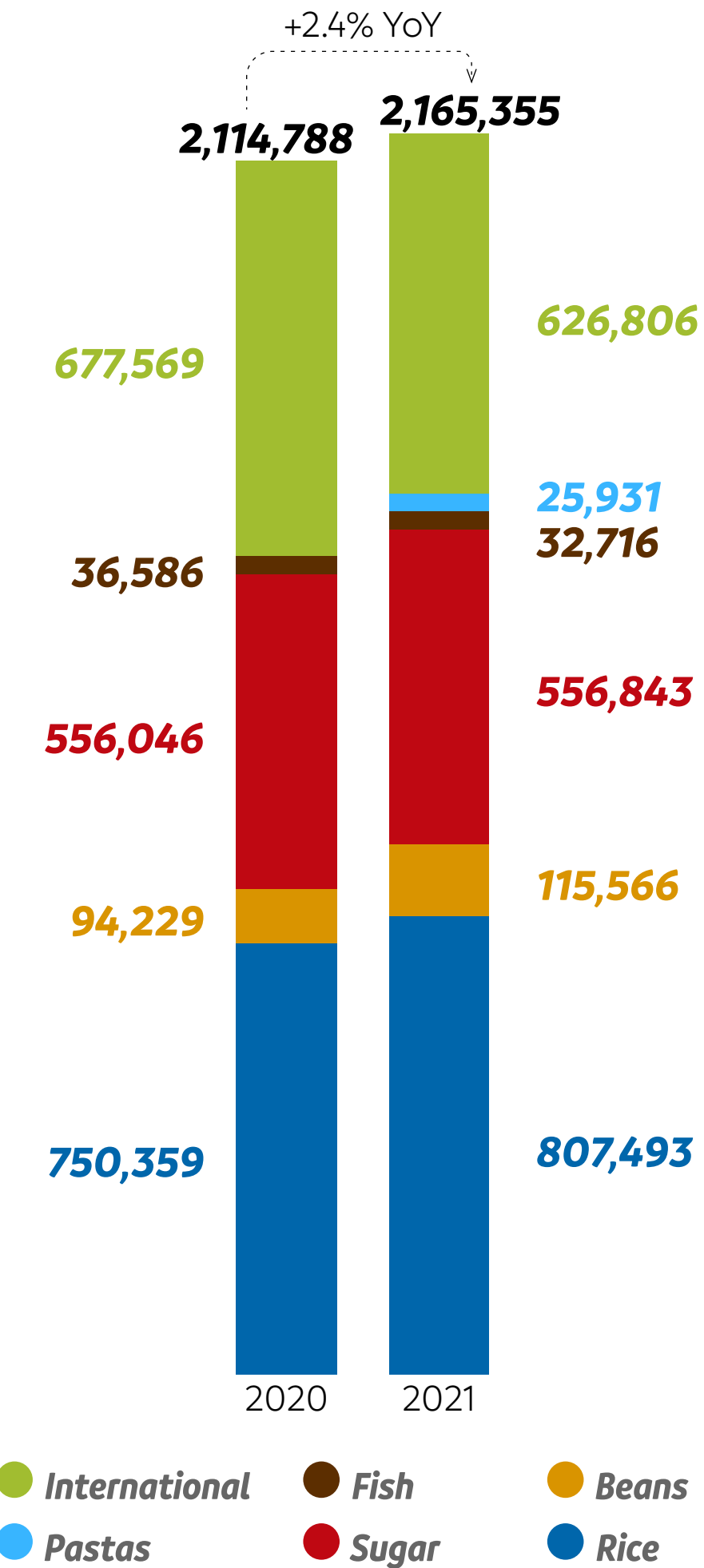
Exports fell by 0.1% compared to 2020, with a decline in sales of coffee, bananas, cocoa, and especially, petroleum – due to the rupture of an important oil pipeline in the country at the end of 2021. On the other hand, there were record-high exports of non-petroleum products with historic sales of shrimp, fish, flowers, and minerals.

Operational performance

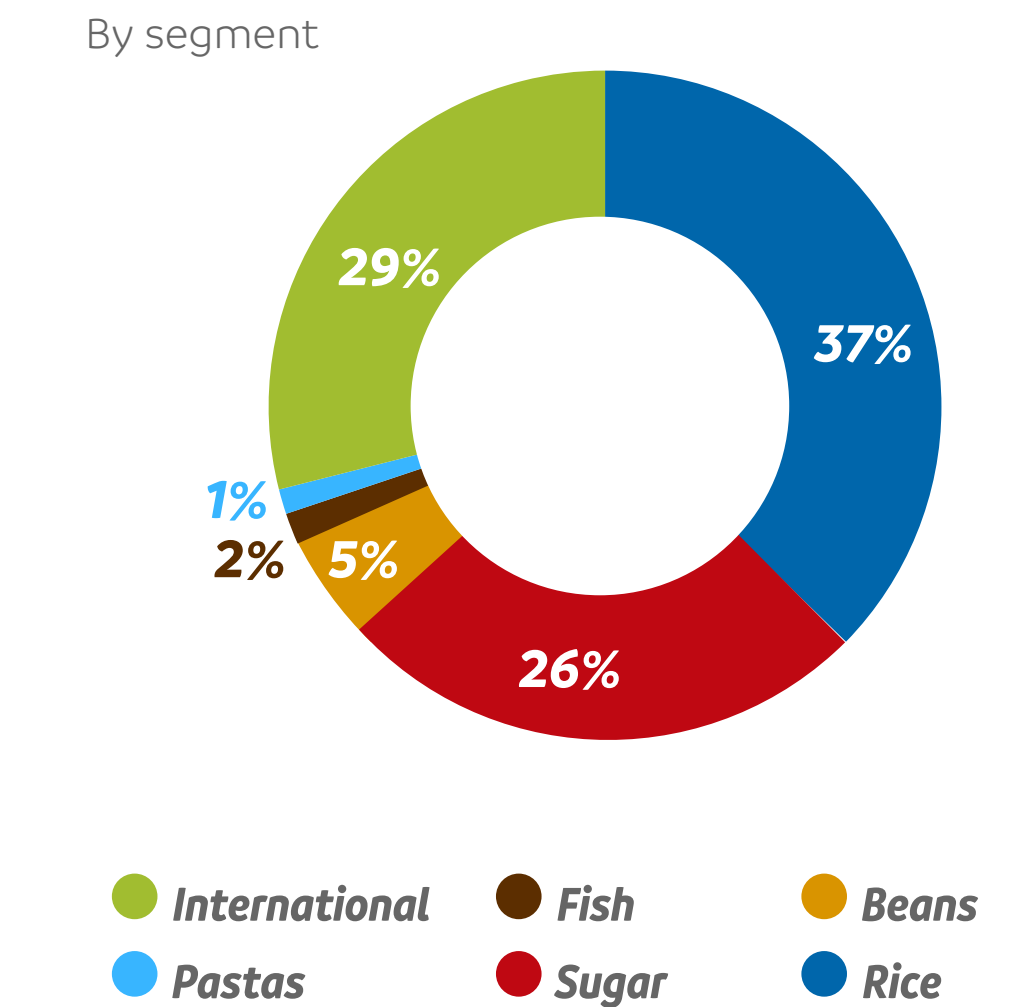
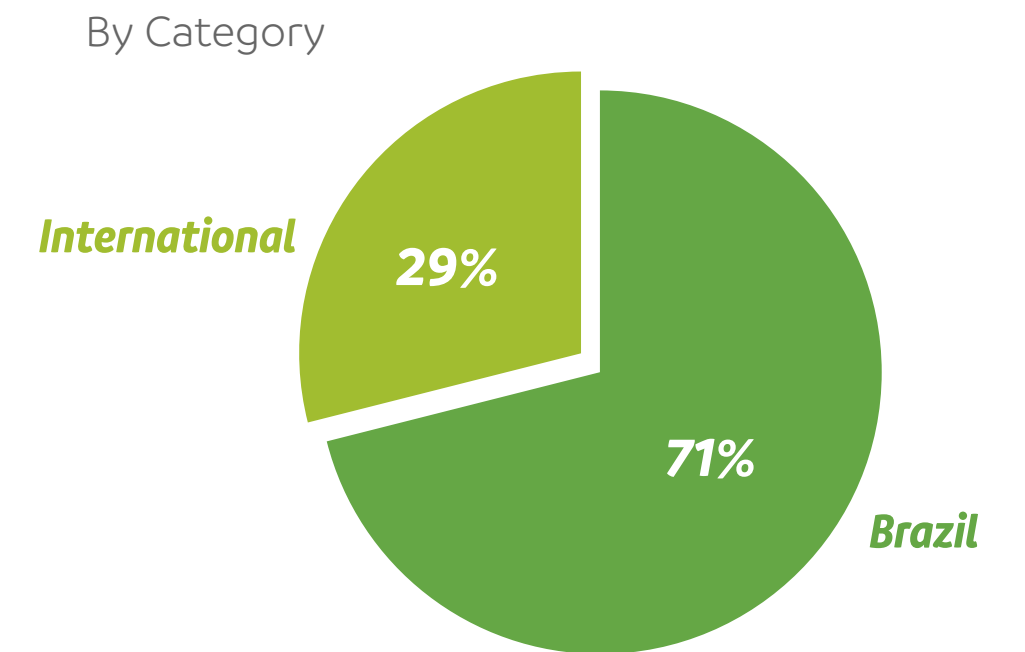
Throughout 2021, the volume marketed by Camil, together with the results of all operating units in the five countries, reached the milestone of 2,165 thousand tons, an increase of 2.4% compared to the previous year. The following infographics and tables present the key highlights regarding the period's performance – detailed information on the business performance can be obtained on the [company website](#).



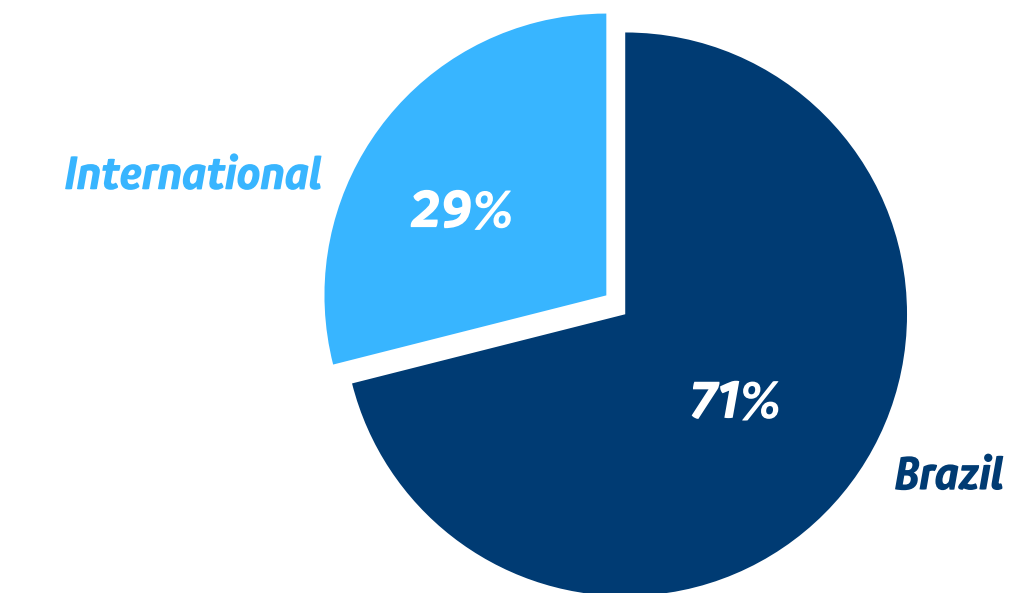
Evolution of Volume (kilotons)



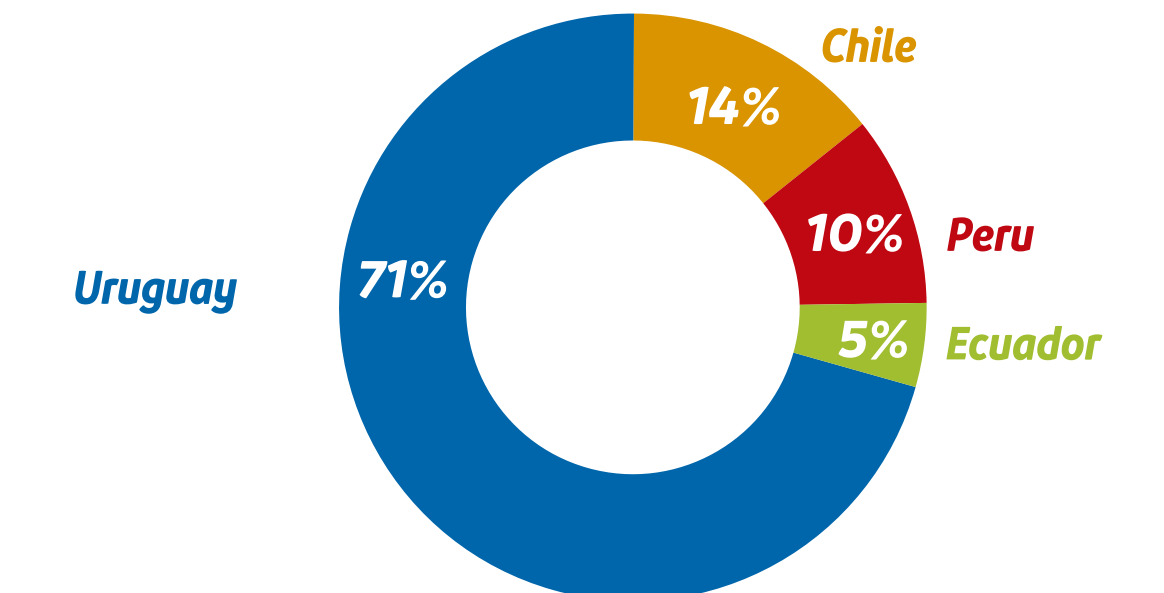
Representativeness by Volume (%)



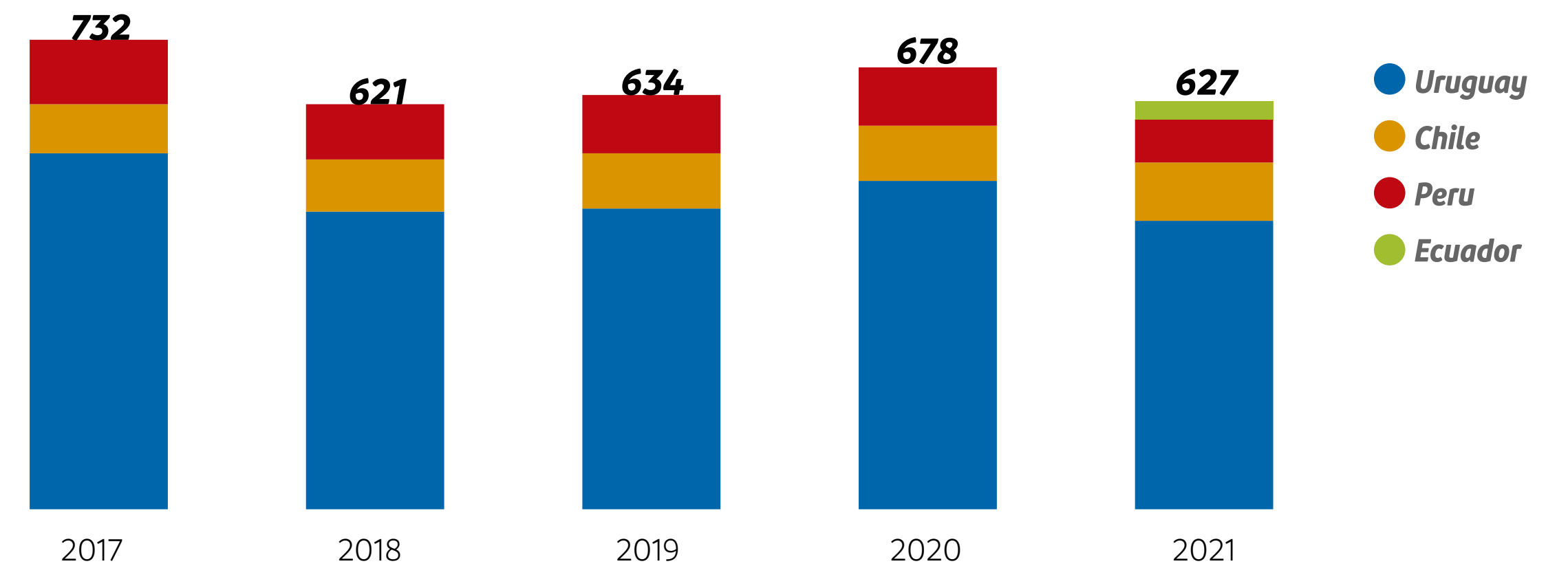
Volume Representativeness According to Segment (%)



Volume Representativeness by Country (%)



Historical Annual Volume Evolution (thousands of tons)



Highlights

Volumes (in thousands of tonnes)	12m20 Feb-21	12m21 Feb-22	12m21 vs. 12M20
Consolidated Volume			
12m20	2,144.8	2,165.3	2.4%
FEB-21			
12m21	1,437.2	1,538.5	7.0%
Feb-22		923.0	9.3%
12m21 vs. 12m20	750.4	807.4	7.6%
12m20	94.2	115.6	22.6%
Total Volume	2,114.8	2,165.3	2.4%
	36.6	32.7	-10.6%
Pastas	-	25.9	-
INTERNATIONAL			
Volumes - International	677.6	626.8	-7.5%
Uruguay	504.7	443.1	-12.2%
Chile	82.6	89.1	7.9%
Peru	90.3	65.7	-27.2%
Ecuador	-	28.9	-

Acquisition performance is reflected in the above results as of completion date.

Gross prices (R\$/kg)

Closing Date	12m20 Feb-21	12m21 Feb-22	12m21 vs. 12M20
BRAZIL			
Grains			
Rice	3.67	3.78	3.1%
Beans	6.13	6.20	1.1%
Sugar	2.47	3.52	42.5%
Fish	23.05	27.39	18.9%
Pastas	-	5.33	-
INTERNATIONAL			
Uruguay	2.74	3.20	17.0%
Chile	7.95	8.09	1.7%
Peru	6.77	7.17	5.9%
Ecuador	-	3.77	-

Net prices (R\$/kg)

Closing Date	12m20 Feb-21	12m21 Feb-22	12m21 vs. 12M20
BRAZIL			
Grains			
Rice	3.24	3.32	2.2%
Beans	5.71	5.77	1.1%
Sugar	2.16	3.15	45.8%
Fish	18.33	21.49	17.3%
Pastas	-	4.92	-
INTERNATIONAL			
Uruguay	2.69	3.15	16.7%
Chile	6.89	7.01	1.8%
Peru	5.98	6.23	4.3%
Ecuador	-	3.60	-

[Click here](#) and go to the Investor Relations website to access the results in full.

Highlights by segment



1,434.2 thousand
tonnes sold

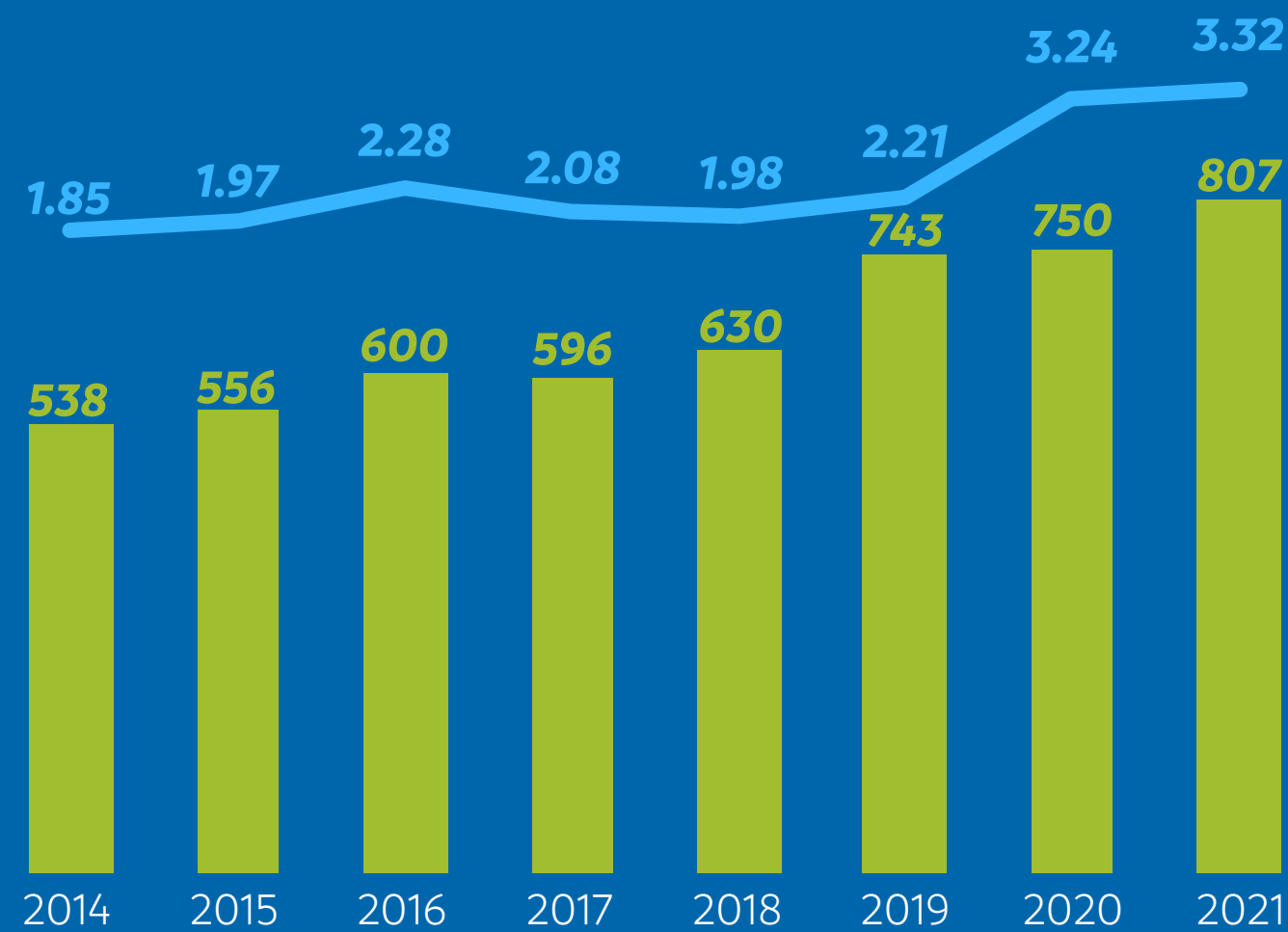
Brazil

807.4 thousand
tons in Brazil

+7.6%
compared
to 2020

Significant increase in the sales volume of the Camil brand + growth of occupational brands.

Historical Annual Evolution (thousands of tons) and Net Price (R\$/kg)



International

626.8 thousand

tons in Chile, Peru, Uruguay and Ecuador

-7.5%
in sales
volume

- Decrease in raw material availability and consequent reduction in sales in Uruguay in the period.
- Reduction of sales of packaged rice in Peru due to the economic and political scenario of the country.

+7.9%

in Chile, with resumption of sales after the price freeze in the country during the Covid-19 pandemic.

5%

of the total volume coming from Ecuador, where we joined in 4Q21, with the acquisition of Dajahu.



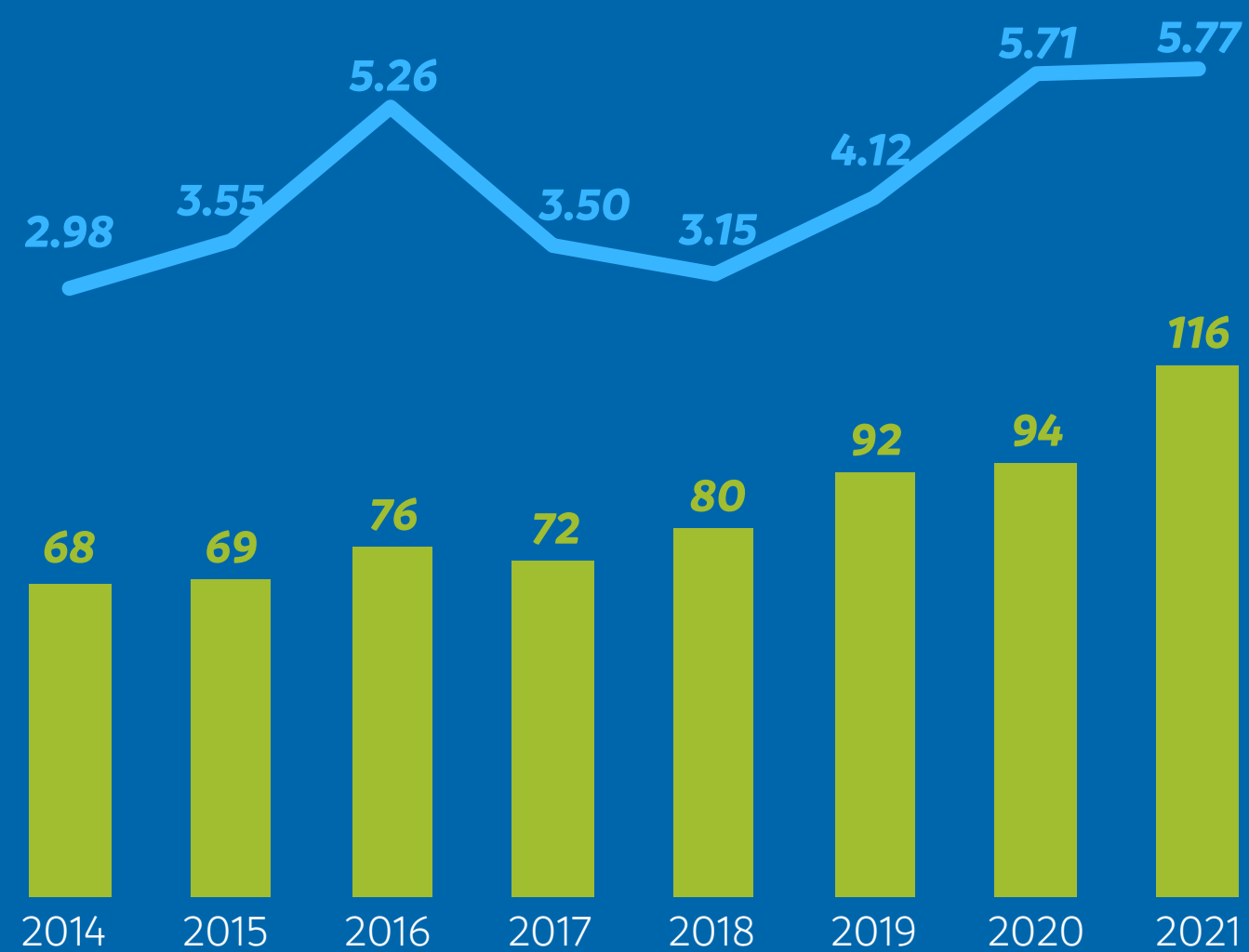
BEANS

115.6 thousand tonnes sold

+22.6% compared to 2020

Growth in leading brand volume and occupational brands.

Historical Annual Volume Evolution (thousand tons) and Net Price (R\$/kg)



SUGAR

556.8 thousand tonnes sold

0.1% compared to 2020

Growth of sales and especially sugar prices compared to the previous year.

Historical Annual Volume Evolution (thousand tons) and Net Price (R\$/kg)





FISH

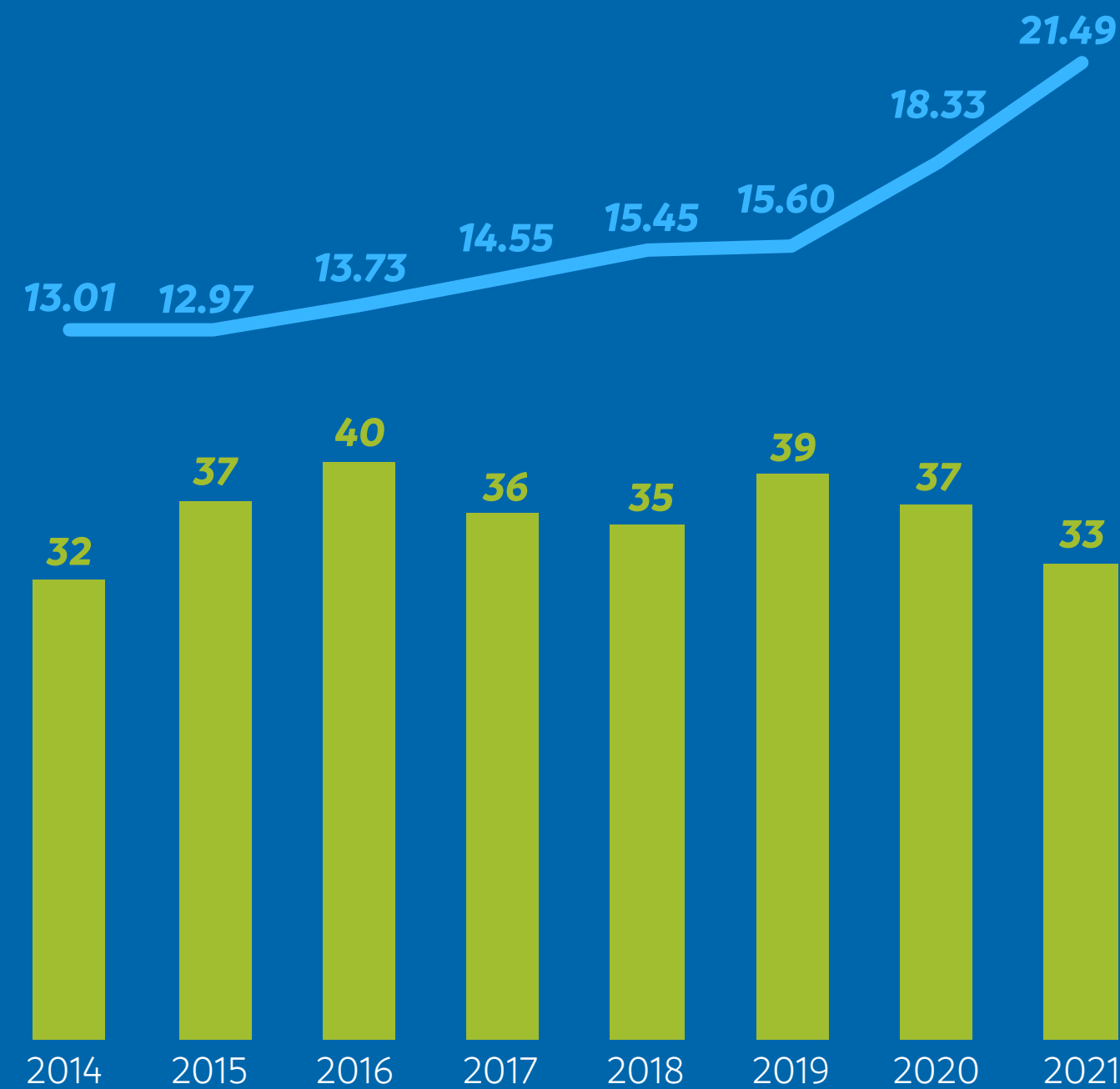
32.7 thousand tonnes sold

-10.6% compared to 2020

Growth in volumes of leading and occupational brands of sardines and tuna.

Volume was lower than expected for sardine sales, given the disruption in the origination of local raw material and in exporting countries, which was partially offset by the sales efforts in the tuna category.

Historical Annual Volume Evolution (thousand tons) and Net Price (R\$/kg)



PASTAS

25.9 thousand tonnes sold between November 2021 and February 2022.

Camil's first year in the segment.

Economic-financial performance

At the end of 2021, Camil recorded gross revenue of R\$ 10.3 billion in the year, double the turnover in 2017, when we launched our IPO. This result reflects our strength of expansion, with scale gain and organic growth, strategic acquisitions of relevant brands, and significant operational synergies, in addition to the agile execution of business transformation for rapid growth and incorporating synergies into our business. In the following section, we highlight relevant aspects of the performance in the period –detailed information can be accessed in our [2021 Financial Statements](#).

Financial Statements (in R\$ millions)

Closing Date	Feb-21	Feb-22	21 vs. 20
Gross Revenue	8,496.1	10,261.3	20.8%
(-) Sales deductions	(1,030.1)	(1,245.5)	20.9%
Net Income	7,466.0	9,015.9	20.8%
(-) Cost of sales and services	(5,805.0)	(7,237.7)	24.7%
Gross Profit	1,661.0	1,778.2	7.1%
(-) Sales, General, and Administrative Expenses.	(1,062.1)	(1,250.7)	17.8%
Sales expenses	(701.2)	(807.5)	15.2%
General and administrative expenses	(360.9)	(443.2)	22.8%
(+/-) Result of Equivalent Asset	(1.3)	0.2	-112.5%
(+) Other Operating Income	24.6	109.3	344.4%
Operating profit (EBIT)	622.2	636.9	2.4%
(+/-) Financial Result	(85.0)	(127.6)	50.1%
(-) Financial Expenses	(363.2)	(345.9)	-4.8%
(+) Financial Revenues	278.2	218.3	-21.5%
Profit before tax	537.2	509.3	-5.2%
Total Income Tax/CSLL	(74.5)	(30.6)	n/a
Income tax/CSLL	(73.4)	(31.1)	-57.7%
Deferred income tax/CSLL	(1.0)	0.4	-143.0%
Net Profit	462.7	478.7	3.5%
Net income / share	1.25	1.29	3.5%
Adjusted Net Income	462.7	396.7	-14.3%
Adjusted net income / share	1.25	1.07	-14.3%

Closing Date	Feb-21	Feb-22	21 vs. 20
EBITDA RECONCILIATION			
Net Profit	462.7	478.7	3.5%
(-) Net Financial Result	85.0	127.6	50.1%
(-) Income tax / CSLL	74.5	30.6	n/a
(-) Depreciation and amortization	164.8	172.9	4.9%
(=) EBITDA	787.0	809.8	2.9%
MARGIN			
Gross Margin	22.2%	19.7%	-2.5 pp
EBITDA margin	10.5%	9.0%	-1.6 pp
Net Margin	6.2%	5.3%	-0.9 pp

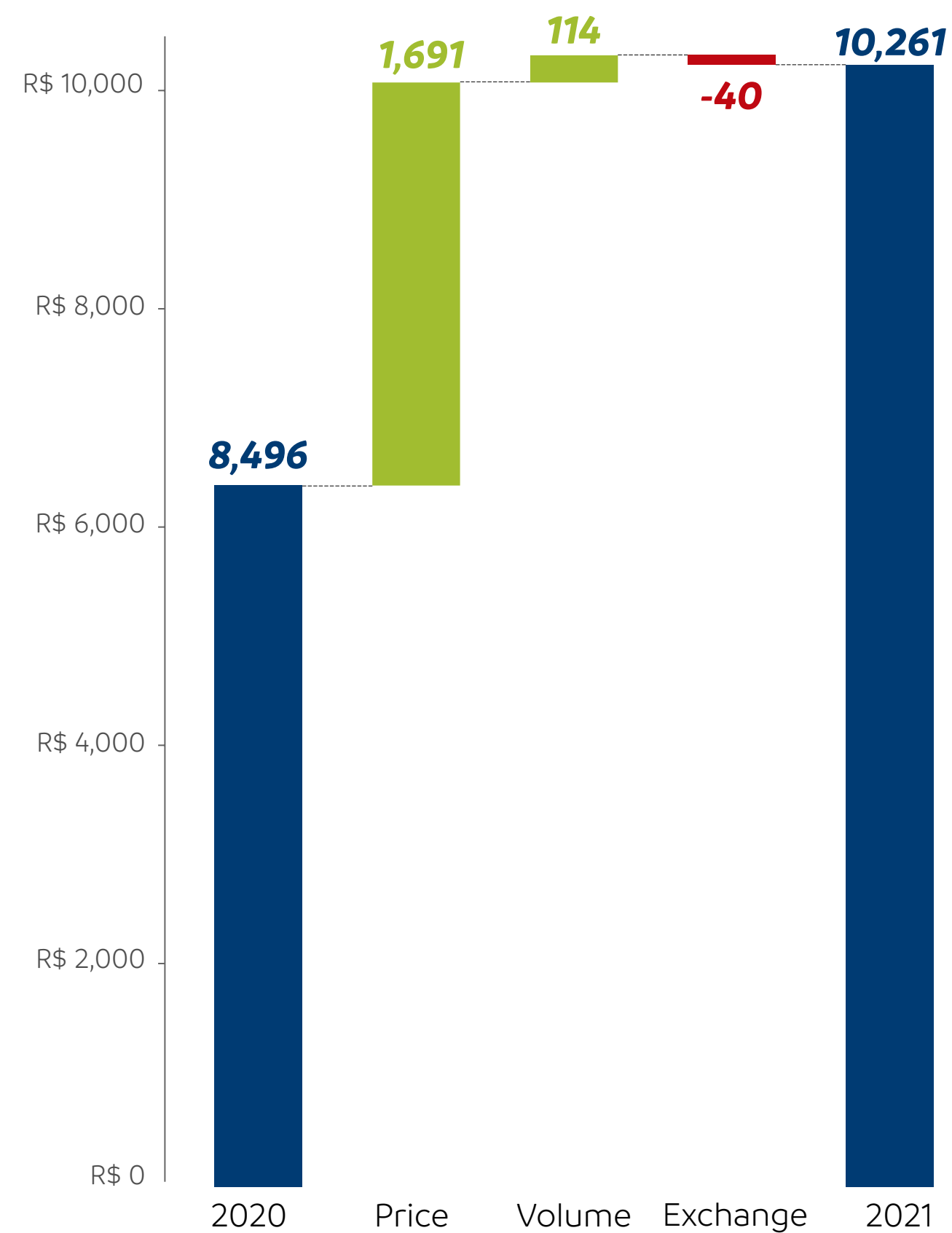
Note: acquisition performance as of completion date in 4Q21.

Operating Income

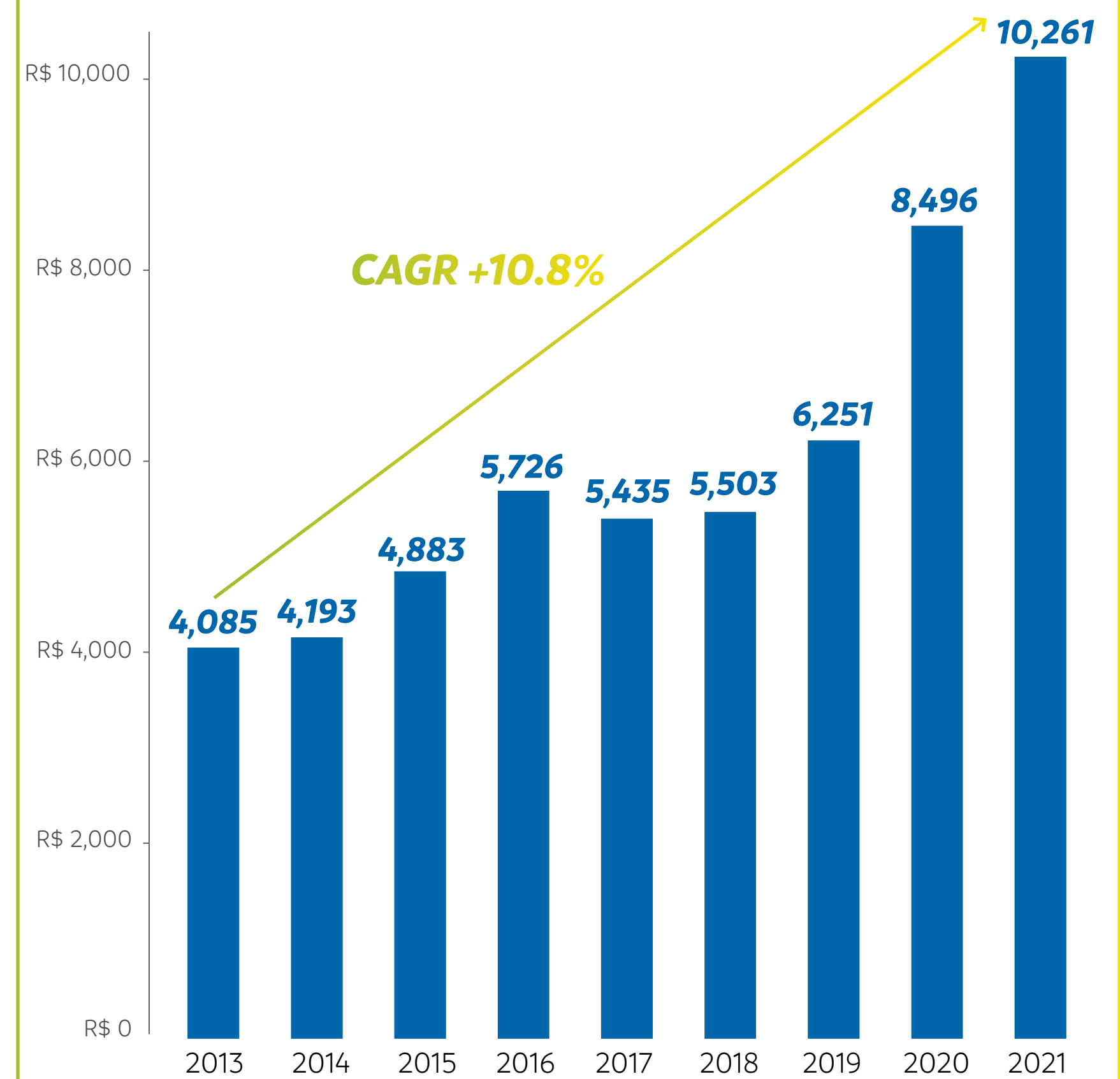
In the year 2021, Camil recorded the highest gross revenue in its history: R\$ 10.3 billion, an increase of 20.8% over the previous year, driven by the combined effect of volume and price increases in the period.



Consolidated 2021: Opening Gross Revenue (R\$ mm)



Annual Gross Revenue Evolution (R\$ MM)



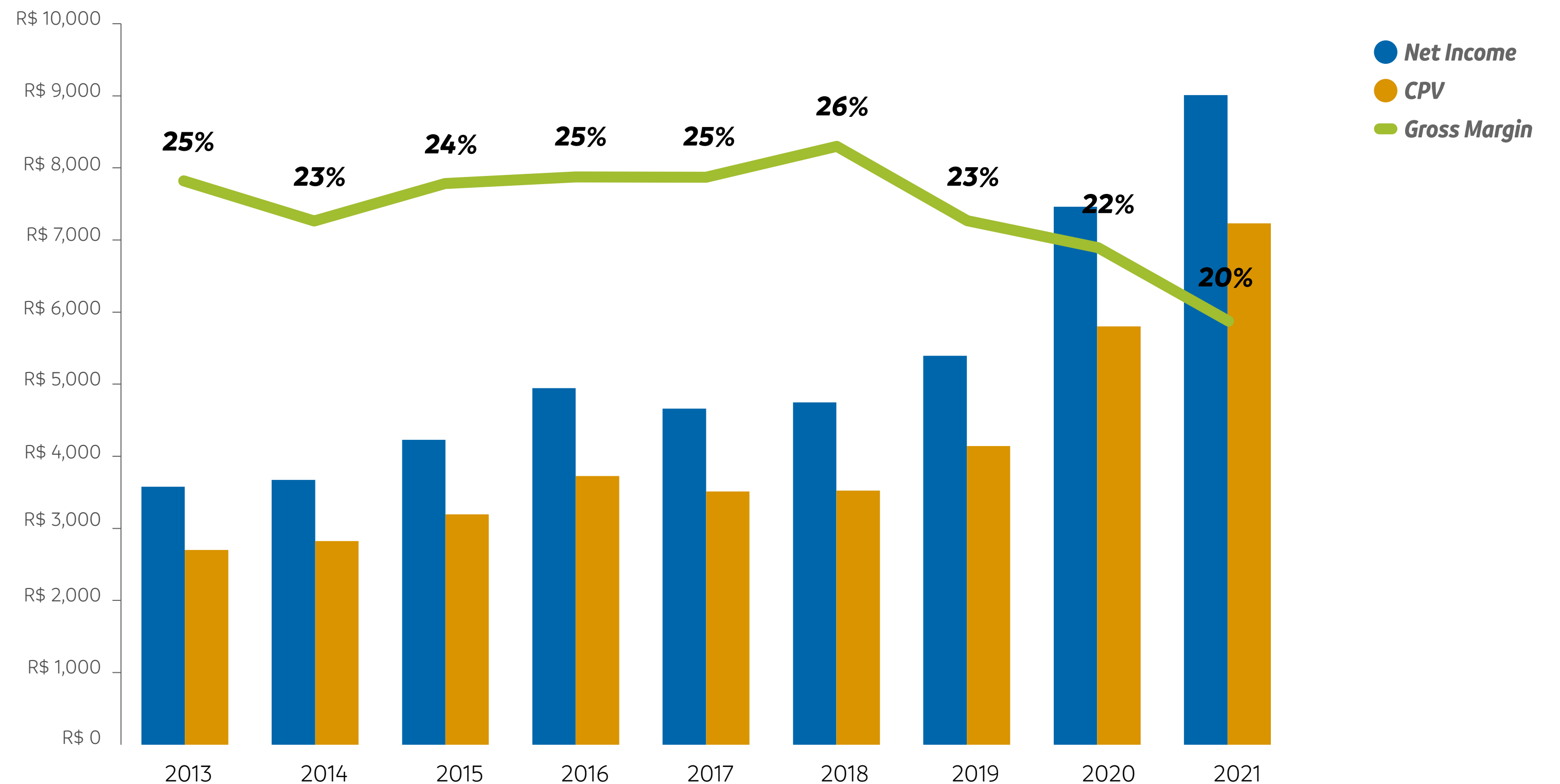
Net income

In the year, consolidated net income reached R\$ 9.0 billion, an increase of 20.8%, mainly due to the growth of net revenue in Brazil, which reached R\$ 6.7 billion (+25.6% YoY), driven by the combined effect of prices and volumes in the period. Additionally, international net revenue grew 8.5%, reaching R\$ 2.3 billion.

Costs and expenses

In 2021, sales and services costs reached R\$ 7.2 billion – up 24.7% compared to 2020, especially due to the growth of average prices in the Brazilian market for beans (+4.0%), sugar (+47.6%), and wheat (27.2%), as well as fish. Internationally, the increase was 10.1%, driven by sales and service costs in Chile, as well as the start of operations in Ecuador.

Evolution of annual net revenue x costs



Gross Profit

In the year, gross profit reached R\$ 1.8 billion, an increase of 7.1% compared to 2020, with a margin of 19.7% (a decrease of 2.5 p.p compared to the previous year).

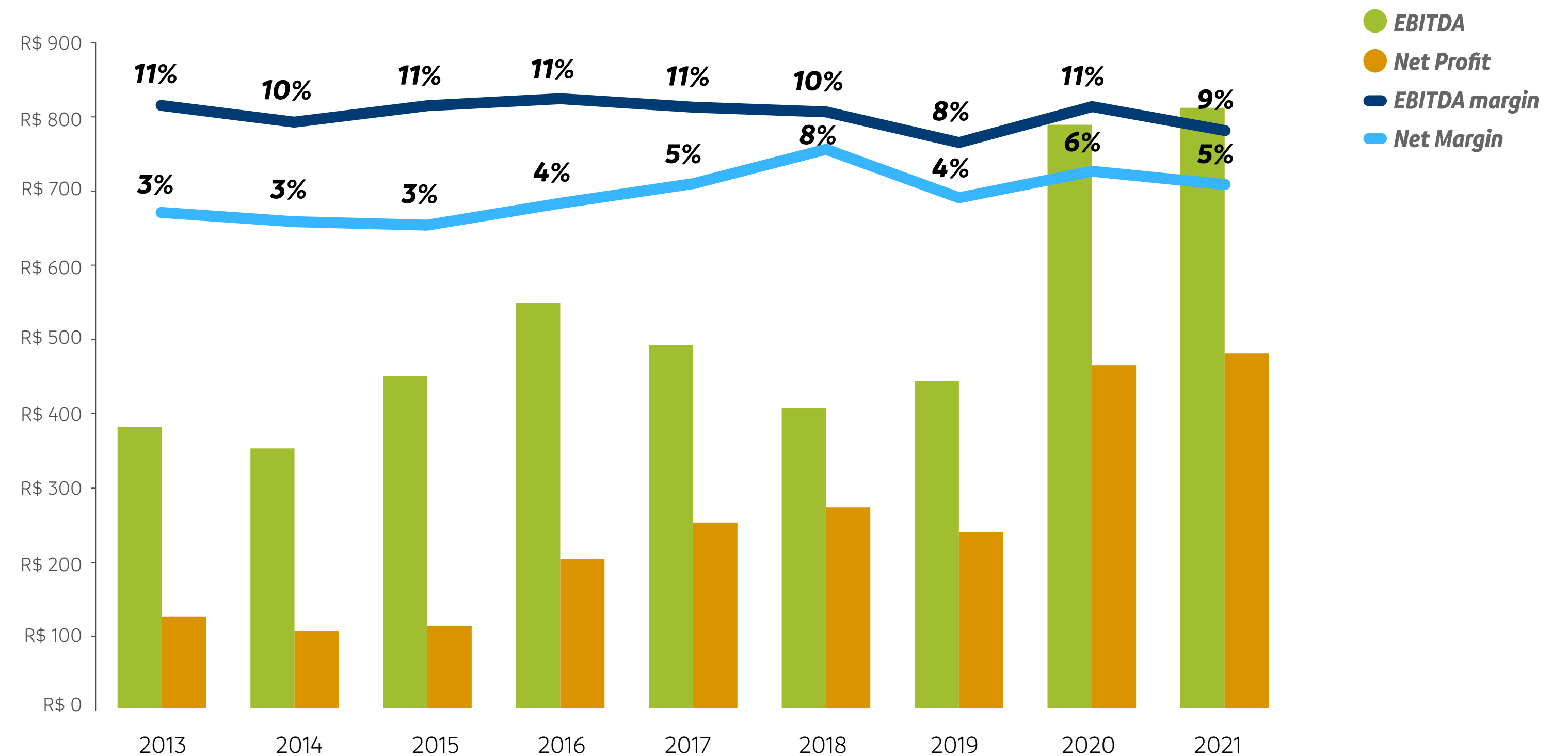
EBITDA and EBITDA margin

In the year, EBITDA reached R \$ 809.8 million, an increase of 2.9% compared to 2020, with a margin of 9.0% (a reduction of 1.6 p.p compared to 2020)

Net profit and earnings per share

In the year, net profit reached R\$ 478.7 million (+3.5% compared to 2020) with a margin of 5.3% (-0.9 pp). Considering 370 million shares in the company's capital at the end of February 2022, earnings per share reached R\$ 1.29 in the year, an increase of 3.5%.

Annual Profitability Evolution (R\$ MM)



Debt

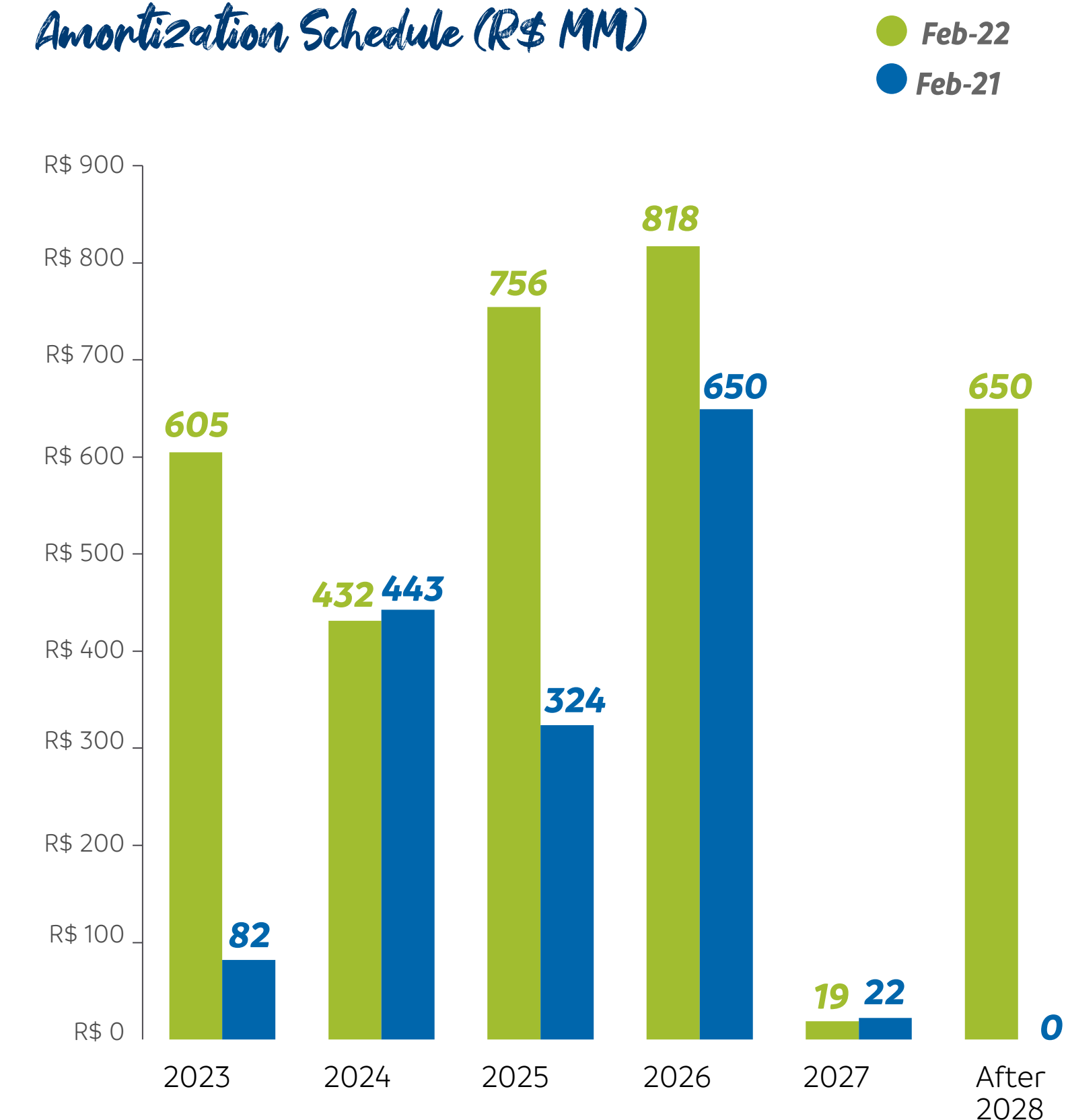
Total debt reached R\$ 3.3 billion, an increase of +48.7% compared to 2020 due to the 10th issue of debentures in the amount of R\$ 600 million (in the first quarter), and the 11th issue of debentures, in the amount of R\$ 650 million in the third quarter – with green series bonds in the amount of R\$ 150 million.

The increase in total indebtedness was also impacted by debts in the international segment to finance acquisitions in Ecuador (Agroindustrias Dajahu S.A.) and Uruguay (Silcom S.A.). Despite the four acquisitions made in the year, **the company has maintained a safe level of leverage, with room to meet its commitments and execute.**

Debt (in R\$ MM)

Closing Date	Feb-21	Feb-22	Feb-22 vs Feb-21	Feb-22 vs Nov-21
TOTAL DEBT	2,195.3	3,263.7	48.7%	-9.1%
Loans and Financing	909.9	1,005.2	10.5%	-17.5%
Debentures	1,285.5	2,258.5	75.7%	-4.8%
Short Term	682.1	599.9	-12.1%	-34.3%
Long Term	1,513.2	2,663.8	76.0%	-0.5%
LEVERAGE				
Gross Debt	2,195.3	3,263.7	48.7%	-9.1%
Cash + financial applications	1,114.9	1,630.1	46.2%	-14.3%
Net Debt	1,080.4	1,633.7	51.2%	-3.3%
<i>Div.Liq./ EBITDA (x)</i>	<i>1.4 x</i>	<i>2.0 x</i>	<i>0.6 x</i>	<i>-0.3 x</i>

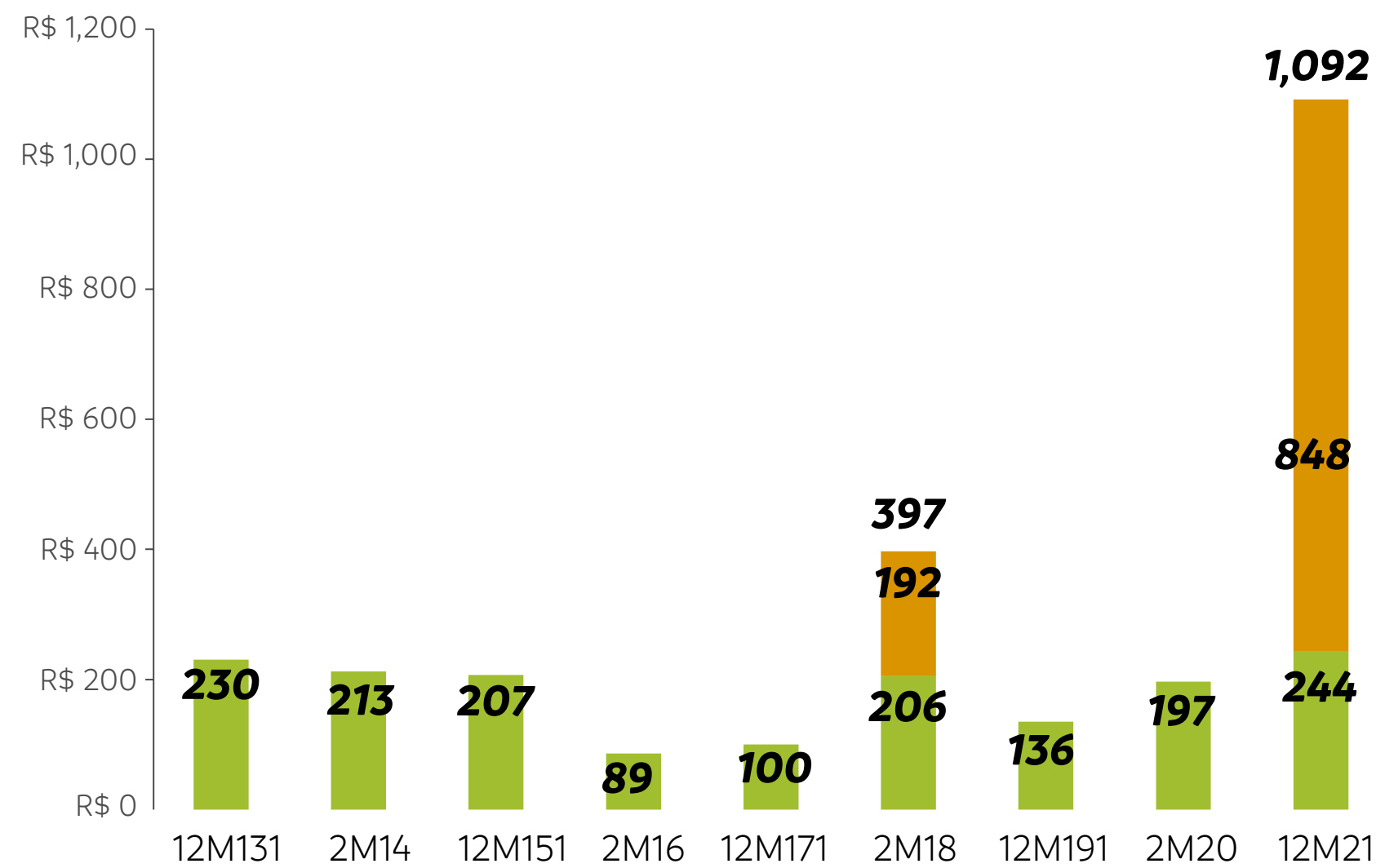
Amortization Schedule (R\$ MM)



Capex

In the year, Capex reached R \$ 1.1 billion (+455.1% compared to 2020), especially due to asset acquisitions both in Brazil and abroad, as well as investments in facilities and process improvements.

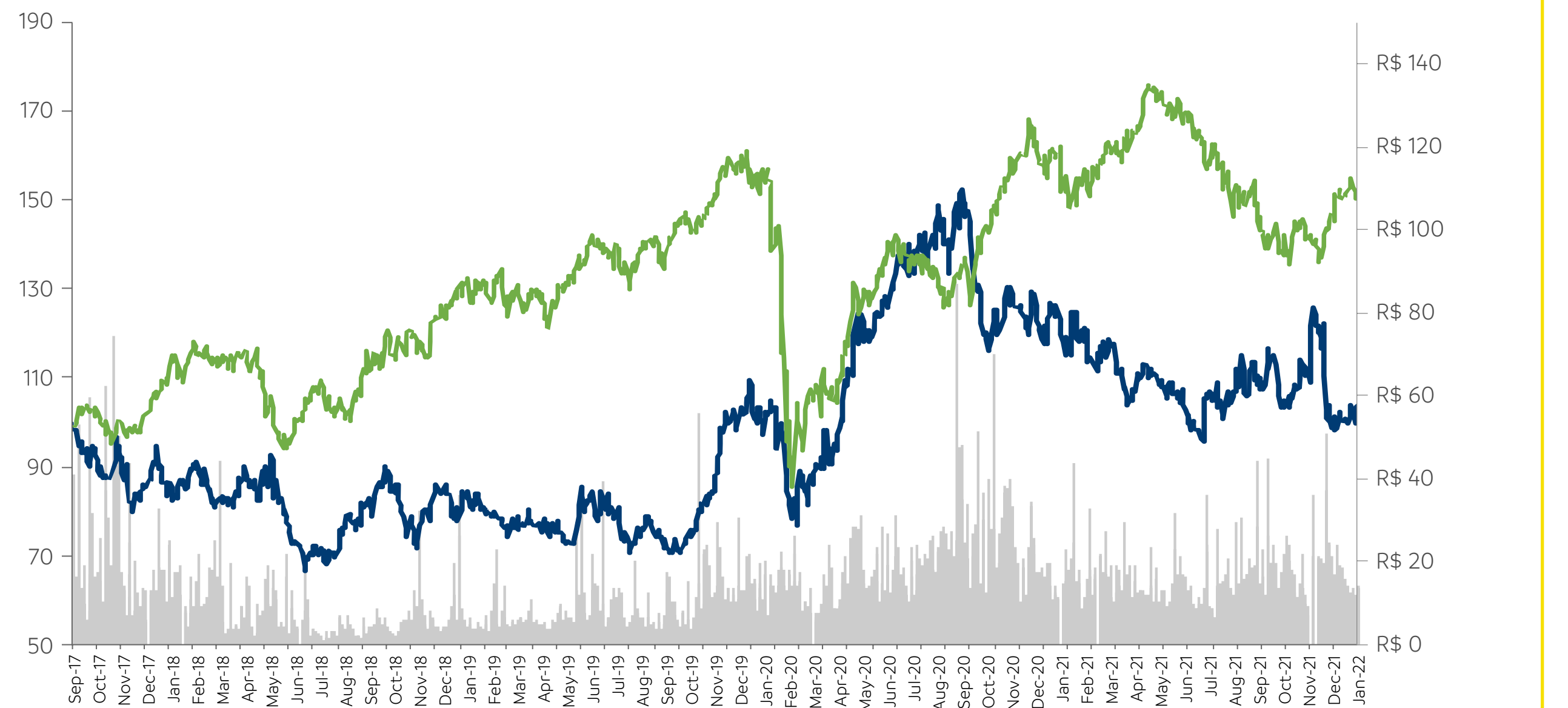
Annual Capex evolution (R\$ MM) ● Capex ● M&A



Stock Performance

On February 28, 2022, Camil's shares (B3: CAML3) closed at R\$ 9.08/share with a market cap of R\$ 3.4 billion (US\$ 651 million). Since the IPO in September 2017, CAML3's share price has increased by 1%. In the same period, Ibovespa registered a 55% increase.

Price evolution since IPO vs. Ibovespa - base 100



Value generated and distributed

GRI 201-1

In 2021, the company's added value to be distributed reached R\$ 2.1 billion.

The table below shows how it was distributed.



Other related information can be accessed in the of the company.

Direct economic value generated and distributed (in R\$ thousands)

GENERATED	
Revenue	R\$ 9,799,860
Operating costs	R\$ 7,725,303
Gross value added	R\$ 2,074,557
Total value added to distribute	R\$ 2,120,182
DISTRIBUTED	
Employee salaries and benefits	R\$ 538,066
Payments to capital providers	R\$ 349,889
Payments to the government	R\$ 753,506
Return on equity	R\$ 478,721
RETAINED	(R\$ 402,784)



From industry
to the *Table*



Food safety

2030 AGENDA: 2.1

For Camil, being part of people's meal routines represents a huge responsibility. This is because, in addition to taste and nutritional properties, it is essential to ensure that our products reach the consumer's table with the highest level of quality and health safety. To this end, in all our operations, we have developed strict control mechanisms, which unfold in policies, processes, and procedures to ensure compliance with the legislation of each country where we operate, as well as with other applicable requirements.

This care begins in the selection of raw materials through the engagement of our value chain. In all the countries in which we are present, we have entered into partnerships with the rural producers that integrate our supply portfolio in order to ensure that the cultivation, harvesting, and logistics processes adopted in the production cycle are aligned with the pre-established safety and quality criteria.



In this sense, we have our Development Program to promote suppliers who have received prior approval by the company's Credit Committee. Camil carries out regular visits to the crops planted in order to verify that the areas set for planting, which have received the approved disbursement amount, are being planted – learn more about the program on [page 86](#). In Uruguay, for example, Saman's technical department coordinates and supervises seed production with suppliers, in a process audited and monitored by the competent national agency. The company also maintains a laboratory accredited by the National Seed Institute (INASE) for the analysis of various categories of commercial and nationally certified seeds.

Regarding crops, the use of pesticides is controlled according to the limits defined by local legislation, with the requirement

that any product used has been properly registered at the official control agencies – such as the Ministry of Agriculture, Livestock and Supply (MAPA), in the case of Brazil. This theme is in line with the content disseminated by our specialists in the Development Program, contributing to expand the knowledge of our supply chain regarding the importance of the proper handling of these raw materials.

We carry out continuous evaluation of our suppliers in all the countries, based on criteria that goes beyond economic and financial aspects, covering quality and safety protocols of the raw materials and inputs provided, verifying compliance with technical and regulatory specifications, as well as market preferences. These and other measures – such as audits, control mechanisms, and periodic records – allow us to reliably track our supply chain.

“ We carry out continuous evaluation of our suppliers in all the countries, based on criteria that goes beyond economic and financial aspects, covering quality and safety protocols for the raw materials and inputs provided. ”

Sello Cotrisa

The Retiro unit, in Tucapel, was the first rice producer in Chile to receive the Sello Cotrisa, a certification of rice grain quality based on laboratory analysis. Since 2012, the unit attests that its sample and counter sample process is carried out under the highest standards of quality and control.

In the factories

GRI 103-1; 103-2; 103-3; 416-1



Our industrial factory units, facilities, and production processes maintain full compliance with the legal provisions and the directives of the official agencies of sanitary control and industrial safety. Thus, we adopt quality systems guided by the HACCP model (Hazard Analysis and Critical Control Point), ensuring the analysis and control of biological, chemical, and physical hazards at all manufacturing stages.

In addition, some of our plants have achieved certifications related to this theme, among which stand out:

Food Safety System Certification (FSSC) 22000

Unit: Camaquã, RS – Brazil

Globally recognized in food and beverage manufacturing, the certification is based on two ISO standards and additional requirements related to biosafety, which are internationally accepted in the food and beverage manufacturing industry. In the Camaquã unit, this certification was obtained for the processing and packaging of white and parboiled rice.

British Retail Consortium (BRC)

Units: Tucapel Retiro and Santiago (Chile) and Saman (Uruguay)

Considered a reference for compliance with good practices in food industry standards, according to the guidelines of the Global Food Safety Initiative (GFSI), the BRC certification was achieved by Tucapel, in Chile, in all its production units, which obtained the highest classification provided for the standard (AA – attesting to the safety management, integrity, legality, and quality of their products. In Uruguay, Saman obtained the same classification for the sixth consecutive year for the rice processing plants in Montevideo – certifying the milling, classification, and packaging processes of processed and whole-grain white rice, as well as the mixing and packaging process of fortified and parboiled rice in all their presentations. In 2021, the scope of certification was extended to the processing of rice crackers.

IBD seal for organic sugar

Unit: Barra Bonita, SP

The seal signifies that the product is grown without chemicals or GMOs, complies with national health, environmental, and labor laws, and that the guarantee extends to IBD-certified raw material suppliers.

BPM – HACCP System

Units: Tucapel Retiro and Santiago (Chile) Dahaju (Ecuador)

It attests to good manufacturing practices to guarantee operating conditions for the production of safe food, based on the adoption of tools and control methods focused on preventing any risk to the health of consumers.

Qualified Economic Operator (CEO)

Unit: Saman (Uruguay)

The Uruguayan unit is certified by the program, which is focused on facilitating the establishment of mutual recognition between customs agencies around the world. Thus, it certifies compliance with international standards in terms of supply chain security.

Kosher Supplier

Units: Camaquã, RS – Brazil and Saman, Uruguay

This certification certifies that the product is in accordance the specific norms governing the Orthodox Jewish diet. Globally recognized, it certifies maximum quality control in food production.

Health authorization for establishment

Unit: Costeño Alimentos (Peru)

In accordance with the Food Safety Regulation, the Sanitary Authorization is required for establishments dedicated to the primary processing of agricultural food – specifically legumes – issued by the National Agricultural Health Service of Peru.

HACCP System

Unit: Costeño Alimentos (Peru)

The General Directorate of Environmental Health and Food Safety (DIGESA) granted the certification of the Technical Validation of the HACCP Plan for the product lines of rice, sugar, mote wheat, dried potato, and rice crackers. It is a food safety system whose primary objective is to take the necessary measures to prevent possible risks of contamination and thus ensure food safety.

OAS Certification (Authorized Economic Operator)

Units: Peru

This certification, issued by the National Superintendency of Customs and Tax Administration, ensures that the company's processes and procedures are safe and sufficient to comply with customs regulations, resulting in improvements in the efficiency of supply chain processes.

Although these certifications are assigned to a part of our units, all follow the same quality standards, with systematic monitoring of indicators, with the performance of internal and external audits of good manufacturing practices. **In 2021, 100% of the plants in Brazil, for example, were evaluated by independent external consultants in order to validate the adherence of facilities, processes, and employees to good manufacturing practices. As a result of this work, we obtained an average of 83% adherence – an evolution of 6.8 p.p compared to the previous year.**

In Chile, Tucapel carries out periodic risk assessments focused on the training of employees, through audits carried out by the Quality and Internal Controls Department. Thus, the company establishes measurable objectives for continuous quality improvement, which includes the provision of specific training on the topic, in addition to the annual transversal training programs.

Once a year, a management review is carried out by the quality management system, generating action plans that provide for audits to verify risks, in addition to a food defense exercise to test the vulnerability of

factories. Based on these assessments, the company made investments throughout 2021 in the Retiro plant for the acquisition of equipment and improvement of industrial facilities, which further expanded production safety levels.

Also focused on safety and quality, Costeño Alimentos, in Peru, obtained the technical validation of its HACCP Plan issued by the General Directorate of Environmental Health and Food Safety (DIGESA) for the product lines of rice, sugar, mote wheat and dried potato and rice crackers. The plan covers strict quality control with the analysis of risk and good manufacturing practices, so that only products that have successfully passed all stages of evaluation reach the end customer.

Among the main recognitions of the quality system, the average evaluation of over 95% obtained from external audits carried out by Consteño clients stands out. Part of this result is attributed to the preventive approach adopted, which seeks to identify potential risks involved in the ingredients and different production processes, taking the necessary measures to avoid any contamination and thus ensure food quality and safety.

Principles of quality and safety

In all our units, the quality systems are guided by the HCCPP, reflected in the Hazard Analysis and Critical Control Points, involving seven fundamental principles:

- 1. Risk identification and assessment;**
- 2. Determination of critical control points;**
- 3. Establishment of critical limits;**
- 4. Creation of monitoring procedures;**
- 5. Development of corrective actions;**
- 6. Establishment of verification procedures; and**
- 7. Record keeping procedures for documentation.**

Attention to food safety extends to the logistics processes involved in distribution, through the strict control of the transport and storage conditions of our products on-route between the factories and the facilities of our customers.

Distribution channels

Among Camil's main competitive differentials are our logistics and distribution channels, which allow our products to reach different regions of the countries in which we operate. The company has strategically positioned distribution centers in Latin America. Distribution is carried out on a smaller scale by its own fleet – in Brazil, by Ciclo Logística Ltda – and on a larger scale by third-party service providers, for which Camil provides data on logistics intelligence, control of routes,

and sequence of deliveries of its products.

In addition, capillarity is especially a result of the relationship of trust and partnership established with our customers – mainly in wholesale and retail networks. The offering of several brands and product categories strengthens this relationship, providing synergy and flexibility in negotiations – and a wider range of foods for the final consumer to choose from.



Main customer groups by country



Brazil

Channel	Representativeness in sales
Key Accounts	41%
Retailers	32%
Wholesalers	23%
Distributor	5%
Total	100%

Category	Representativeness in sales
Grains	56%
Sweeteners	37%
Fish	0.4%
Pastas	5%
Spices and sauces	0.6%
Total	100%



Uruguay

Channel	Representativeness in sales
Supermarkets	29%
Wholesalers	26%
Purchasing groups	17%
Distributor	15%
Retailers	9%
Industry	2%
Catering	2%
Total	100%

Category	Representativeness in sales
Rice	88%
Olive	5%
Sugar	5%
Pastas	2%
Fish	0.5%
Total	100%



Peru

Channel	Representativeness in sales
Key Accounts	43%
Hotel sector	10%
Distributor	8%
Retailers	39%
Total	100%

Category	Representativeness in sales
Grains	87%
Sugar	4%
Olive	3%
Others	6%
Total	100%



Chile

Channel	Representativeness in sales
Retailers – Supermarkets	65%
Wholesalers and distributors	21%
Hotels and restaurants	9%
Industrial sector	5%
Others	0.2%
Total	100%

Category	Representativeness in sales
Rice*	91%
Legumes	6%
Added value	2%
Olive oil	1%
Total	100%

* Packaged rice, industrials, and food service.



Ecuador

Clients	Sales representativeness
Distributors	78%
Wholesalers	7%
Supermarkets (except large chains)	6%
Special costumers (by-products)	9%
Total	100%

Category	Sales representativeness
Aged rice*	83%
White rice	1%
By-products (rice fragments)	16%
Total	100%

* The aging process removes moisture from the grain, a preference of consumers in the mountainous region of the country, where 95% of sales are concentrated.

New challenges

In 2021, with the entry of new categories into our portfolio – pasta and coffee – the company restructured its Commercial Intelligence Department in order to serve the market in a regionalized way, with partners in dedicated locations. In addition, the Commercial Projects Department was created exclusively dedicated to sales integration activities and the improvement of commercial tools. In addition, we established a Go to Market (GTM) area for constant evaluation of the performance model and productivity, acting in an integrated way with the Commercial Strategy Department, responsible for assigning goals, managing funds, monitoring indicators, and projecting the variable remuneration of the entire sales team.

Combating food waste

GRI 103-1; 103-2; 103-3
2030 AGENDA: 12.3

Committed to sustainable development, Camil has increasingly sought to engage in initiatives to combat food waste throughout the production chain. In 2021, the topic was discussed, especially, within the framework of the Social Investment ESG Working Group, composed of professionals from different areas of the company.

According to data released by the Brazilian Agricultural Research Company (Embrapa), rice and beans are among the most wasted foods by Brazilian families – about 30% in total. For this reason, we have intensified communication actions on the subject associated with the Camil brand, which covers grains, advising consumers to plan in advance the amount of food to be prepared and to make use of already cooked rice and beans in other recipes.

“Rice and beans are among the most wasted foods by Brazilian families – about 30% of the total.”



Relationship with consumers



Our relationship with the end consumer of the foods we produce is anchored in the trust earned by our brands throughout their history – learn more about our brands in Chapter 1. In addition to the recognition for the attributes of quality, safety, and taste, we seek to establish an effective connection between our products and the people who choose them – and we regard that choice as a privilege, given the competitiveness of the markets in which we operate.

Therefore, brand management is at the heart of our corporate strategy, guided by consumption trends and especially by the preferences and demands manifested by consumers in the different markets in which we operate. Based on this information, we work on our communication

and marketing campaigns, highlighting the attributes that make a difference in people's lives. In this sense, we have intensified, whenever possible, the association of our brands with aspects of healthiness and rational consumption (see next page).

In 2021, we strengthened our performance based on trends accelerated by the pandemic – such as the resumption of home cooking driven by the period of social isolation, and the more active use of social networks. With the campaign "Home cooking with Camil" – teaching the preparation of meals in a simple and healthy way – we seek to foster interest in the habit of home cooking, offering recipes with our products, as well as special suggestions for the holidays.

Another successful campaign worth mentioning was 'Create and Recreate', with Coqueiro as the star of the show and the participation of several digital influencers who invited our customers to recreate fish recipes, demonstrating the copious possibilities for adding seafood to one's diet in a healthy, tasty, and nutritious way. It also reflected the campaign 'My Juicy Dough is Santa Amália', for which the brand promoted various content via social networks exploring recipes and cooking tips that included the pasta and cake mix product lines.

For 110 years, União – a highly reputed brand and market leader of refined sugar – has been making people's days sweeter. To meet the even more challenging context of 2021, União Confectionery and Business School Sweet Future was founded, helping to transform people's futures through confectionery arts. The initiative offered a digital platform, with

free courses on cooking techniques, finance, pricing, and other tips for those who seek to make confectionery a source of income. The União Confectionery School will continue to be active in 2022, with new initiatives and partnerships.

In addition to our main brands, with national performance and market leadership, the company also has regional brands in all its categories, with significant market share and a broad portfolio that meets the different needs and market segments.

In addition to platforms that disseminate information about our products – websites, social networks, and other communication vehicles – we maintain channels dedicated to serving consumers, such as SAC and the Ombudsmen channel, available by email and telephone (toll free) for most brands and countries.

Monitored satisfaction

In order to measure the level of consumer satisfaction with our products, we started monitoring the NPS (Net Promoter Score) for the company's main brands in 2021. The database used is based on interactions carried out with consumers through different service channels, such as our 1800 number, Contact Us, Reclame Aqui, social networks, and Consumidor.gov.

Thus, the customer services concluded during the period are considered, including all kinds of manifestations: complaints, questions, suggestions, compliments, criticisms, and requests. Between June 2021 and February 2022, the NPS of Camil – the average of all brands – was between 51 and 62, considered within the zone of quality recognition.

In addition to our main brands with national performance and market leadership, we maintain regional brands in all our operating categories, with significant market share and a wide portfolio that meets the different demands and segments.

Awards

Our commitment to providing superior quality products is widely recognized by the market and is a source of pride and gratitude.

The diversified portfolio of traditional brands, consolidated and recognized by the market, allows us to occupy leading positions in the markets. The strength of our work and our brands has been recognized with a number of awards:



Southeast's Most Memorable Brand - Top of Mind

Folha de São Paulo

União won the award for the most remembered brand in the Southeast region of Brazil. In a selection that includes companies from 85 different categories, our brand took first place.

Top Of Mind

Folha de São Paulo

For yet another year, our brands Camil and União were recognized by Folha de São Paulo with the Top of Mind 2021 award. Camil took first place in the beans category and União took first place in the sugar category.

FSSC 22.00

(Food Safety System Certification)

The Camaquã plant is the first Camil unit to be certified in FSSC 22.00. It is a certification focused on Food Safety and attests to the credibility and confidence of the entire supply chain of our products. The FSSC 22.00 scheme is based on two ISO standards for requirements related to biosafety, being an international certification recognized by the Global Food Safety Initiative (GFSI).

Top Supplier

SA Varejo

Camil Alimentos won the Top Supplier Award from SA Varejo magazine in the categories rice, beans, and refined sugar.

The New Reality of Habits and Consumption

Folha de São Paulo

In a study conducted by Folha de São Paulo, Camil was elected by Paulistanos as the most important brand in this even more challenging year. This award proves the importance of our brand and confirms our true purpose: nurturing relationships and being part of the day-to-day life of Brazilians.

Top of Mind Award Rio Grande do Sul

Revista Amanhã Magazine

Once again, Camil and Namorado were awarded in the rice and beans categories, as the most loved and remembered brands in Rio Grande do Sul. Camil took the first place in the bean category followed by Namorado in second place.

Healthy Diet

In response to market trends, we have strengthened our portfolio of products focused on healthy foods. In 2021, one of the highlights in this regard was the launch of Costeño rice flour, the first gluten-free produced at scale in Peru, which allows competitiveness both in relation to wheat flours – which represent 85% of the market – and the gluten-free category. As a result of a wide promotion campaign, with strong investment in traditional and digital advertising, we achieved a 29% share in the gluten-free flour market in supermarkets.

In Chile, the portfolio of foods with added health benefits totaled 21 products in February 2022, including legumes, olive oil, flours, and rice crackers – the latter launched in 2021, the year in which Tucapel rice oil was also highlighted, launched in June exclusively for the Walmart chain, and Perlitas Banquete with its varieties of beans and chickpeas in October, which in addition to being quick to prepare, offers high-quality vegetable protein, which can replace that of animal origin, a food trend on the rise in the country.

Still in Chile, the generation of healthy food products has innovation as a pillar. An example of this is the Polo de Pulsos Project, developed in partnership with the Agriaquaculture Nutritional Genomic Center (CGNA) for the development of a lupine-based premix, which was used in the formula of Tucapel Rice Flour Plus to improve levels of protein intake. The initiative is the result of the “Polo Territorial de Legumbres” program, focused on developing functional ingredients for the valorization of family farming. Thus, it was designed to create foundations for the generation of a new national industry of functional ingredients derived from legumes (such as chickpeas, beans, and lentils). In addition to being associated with human health benefits, valuing the consumption of such products enhances small and medium-sized agriculture among the regions of Valparaíso al Ñuble, directly benefiting about 150 producers. In addition to Tucapel, several public and private organizations in Chile participate in the project.

In Uruguay, the highlight is the launch, in 2021, of Lulemu Granola, a brand marketed by Saman that already offered a wide range of rice-derived products such as crackers, snacks, and alfajores, among others.

Access to fair prices

2030 AGENDA: 2.1.

Camil is committed to the first goal linked to the second Sustainable Development Goal (SDG), which proposes to “end hunger and ensure access by all people, in particular the poor and people in vulnerable social situations, including infants, to safe, nutritious and sufficient food all year round”. In this sense, we have endeavored to offer a wide range of brands to consumers of different income groups, at various pricing levels – from the most economical to premium ones.

In addition, in all countries of operation, we have adopted a policy of price formation, working to pass on prices based on increases in the cost of raw materials. With this, we seek to generate less impact on the purchasing power of families – a measure of great social relevance in the inflationary context recorded in Latin America throughout 2021.



Boosting innovation

2030 AGENDA: 9.4, 9.5.

In December 2021, Camil Alimentos partnered with the innovation hub AgTech Garage. The focus of Camil's partnership with AgTech Garage, the main hub specializing in agribusiness in Brazil, is focused on supporting and strengthening its raw material supply chain. As a partner of the hub, the company will be at the frontier of innovation, with the possibility of connecting and collaborating with a business ecosystem composed of over 60 large companies, universities, entrepreneurs, incubators, and 860 startups working in various areas such as product traceability and quality, beverage and food processing, precision agriculture, and drones, among others. It also enables the company to invite startups and participate in all the initiatives geared towards integrating and strengthening the culture of open innovation promoted by AgTech Garage.

Digital presence

In recent years, social networks have gained more and more significance in strengthening our brands among different publics. Aware of the potential of this tool, in 2021 we invested in our relationship with customers and consumers through the following digital platforms:

INSTITUTIONAL CHANNELS

INSTAGRAM

camilBrazil
ciauniao
coqueirooficial
oficial.pescador
acucardabarra
duculaoficial
oficial.neve
momijioficial
oficialpaijoao
oficialcarreteiro
arrozpop
bom.maranhense
namoradooficial
butui.oficial

FACEBOOK

camilnamesa
ciauniao
coqueirooficial
oficialpescador
acucardabarra
duculaoficial
oficial.neve
momijioficial
oficialpaijoao
oficialcarreteiro
arrozpop
bom.maranhense
namoradooficial
butui.oficial

WEBSITE

www.camil.com.br
www.uniao.com.br
www.coqueiro.com.br
www.pescadornalata.com.br
www.acucardabarra.com.br
www.ducula.com.br
www.acucarneve.com.br
www.arrozmomiji.com.br
www.paijoao.com.br
www.carreteiroBrazil.com.br
www.arrozpop.com.br
www.bommaranhense.com.br
www.namorado.com.br
www.butui.com.br

YOUTUBE

camilvideos
ciauniao
CoqueiroOficial

A photograph of two employees from Camil standing in a warehouse. They are wearing white hairnets and earplugs, and light-colored work jackets with the Camil logo. The background shows high industrial shelving units filled with stacks of goods. A blue graphic overlay is on the left side of the image, containing the text.

Social and
*Relationship
Management*

 Camil

To fulfill the purpose of nurturing relationships that bring more flavor to day-to-day life, Camil has human beings as one of its strategic pillars. That's why, everyone from employees to the surrounding communities, including customers, suppliers, and investors, all people who interact with the company are fundamental to achieving our business objectives and, consequently, to expanding the positive impact we generate in society.



Employees

GRI 102-8; 102-41; 405-1
2030 AGENDA: 8.5.

Responsible for the effective execution of our strategy on a daily basis, Camil's employees are at the heart of our ESG agenda, not only for directing the company's social performance — so that the internal culture positively impacts other audiences — but also for the assertive conduct of initiatives related to the environment and corporate governance. At the end of 2021, our functional staff totaled 7,534 people³, distributed among the five countries in which we operate: Brazil (which concentrates 70% of the team), Chile, Peru, Uruguay, and Ecuador.

Compared to 2020, there was an increase of 13.2% in the total employees, due in particular to the acquisition of the pastas business unit—which aggregated about 800 people in Brazil — and the operation started in Ecuador, where we maintained the employment of the 157 employees of the acquired company.

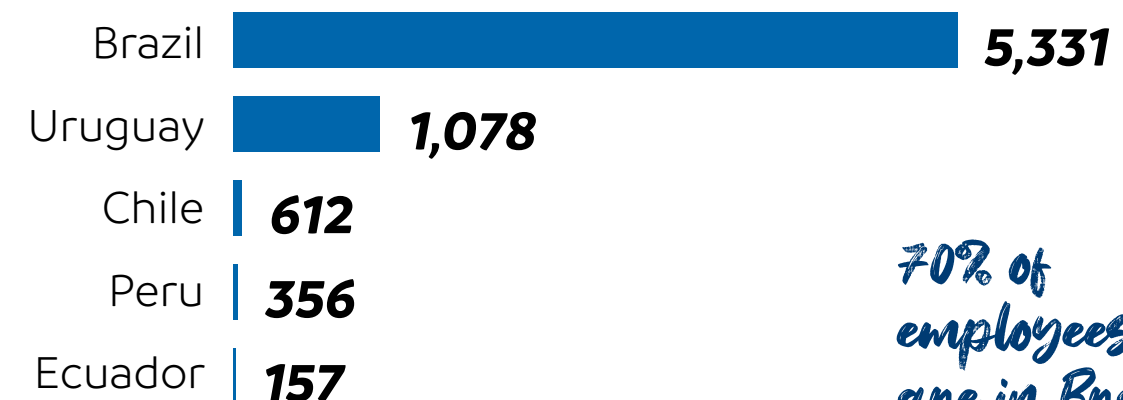
³ The number refers to direct employees. Throughout the year, 749 outsourced workers worked in our operations.

Staff profile

Total employees

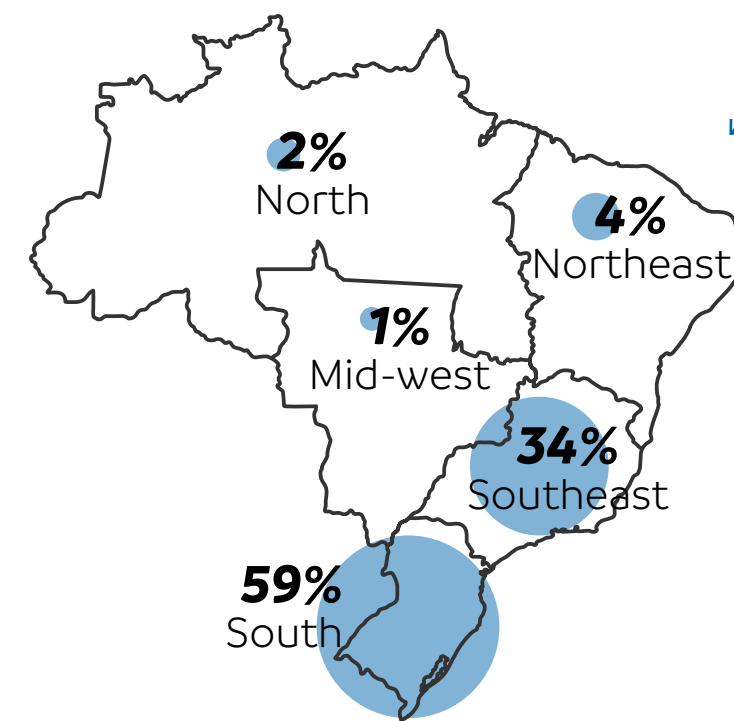


Number of employees, by country



70% of employees are in Brazil

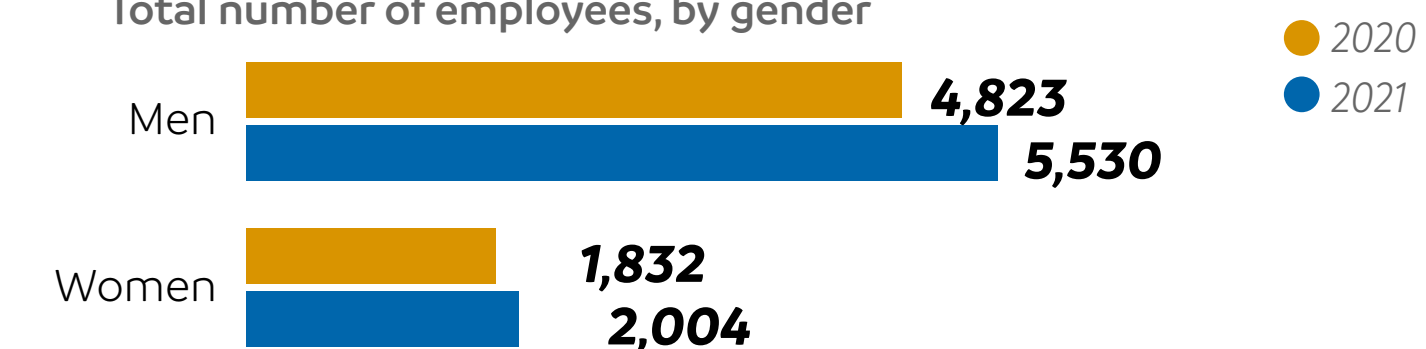
Percentage of employees in Brazil, by region



Employees, by gender



Total number of employees, by gender



Total employees, by functional category and gender

Functional category	Men	Women	Total
Board	8	1	9
Management	85	26	111
Coordination / Esp.	208	72	280
Supervisor	123	30	153
Technical	107	62	169
Leader	169	37	206
Administrative	412	406	818
Operational	4,242	1,252	5,494
Commercial	97	26	123
Internship	12	20	32
Trainee	67	72	139

Strengthened culture

Guided by our values, Camil's culture is among the company's main intangible assets and is reflected in the daily conduct of its businesses and relationships. In order to identify and strengthen our cultural pillars, given the moment of operational expansions – especially with the integration of acquired companies – an in-depth assessment was carried out on the subject. Through dialogue between 10 multifunctional focus groups, combined with leadership meetings, we discussed ways to strengthen our culture and constant alignment with Camil's values, focusing on the current and future challenges mapped out.

Focusing on the dissemination of the company culture, we have expanded our internal communication platforms and initiatives. Among the highlights is the revitalization of the corporate magazine, Camiliana, distributed among all our units – with relevant news about our operations, the markets in which we operate, and, especially, our team – focusing on actions aimed at employee recognition, such as sharing reports from company professionals on “inspiring stories”, such as initiatives and practices of respect and empathy towards others.

Such actions have contributed to the success of the integration processes of the acquired companies. With full respect for regional



characteristics these processes are conducted by a trained team, which develops diagnoses and action plans focused on knowledge management, the identification of good practices adopted by the acquired workforce, and the gradual implementation of our policies, processes, and tools. Business integration events are also held in the company in order to reinforce the culture and sense of belonging to new employees.

As a result of these actions, we have recorded continuous improvements in the assessment of our organizational climate. **In 2021, the favorability index expressed by employees who responded to the climate survey conducted by Mercer-Valor was 93%, while that of prosperity reached 83% (compared to 80% in 2020). These indexes reflect important developments in people management, directing us to the constant improvement of our work environment.**

Admissions and dismissals

GRI 401-1

In 2021, Camil admitted 1,636 people and fired 1,938. The reduction of 302 jobs was mainly due to the synergy between business units, which enables it to operate with a leaner structure – maintaining efficiency and performance. In addition, for strategic reasons, in Brazil we closed operations at a manufacturing facility in Santa Cruz do Sul (RS).

Check out the data on admissions, dismissals, and turnover in Indicators Notebook.

Diversity, equity and inclusion

GRI 103-1; 103-2; 103-3; 405-1
2030 AGENDA: 5.1, 5.5, 8.5, 10.2, 10.3.

For Camil, the promotion of diversity in the workplace enhances the productivity and efficiency of teams, contributing decisively to decision-making, risk management, and innovation. Thus, our people management practices regard the fight against discrimination to be an essential premise in order to build an increasingly inclusive culture, anchored in equity and the provision of opportunities to minority groups, such as women, people with disabilities, the LGBTQIA+ community, blacks, and older generations.

In 2021, in line with our values of trust and responsibility, the working group dedicated to the theme implemented actions to promote internal awareness, such as lectures, conversation circles, and training programs. We have developed the Diversity and Inclusion Leaflet to guide the quality of our relationships based on our values and, above all, respect. In this way, we seek the understanding of all Camil employees on the subject and its concepts, with the aim of creating a more welcoming environment, free of prejudice and discrimination.

In the same year, we conducted our first diversity and inclusion Census, which had the voluntary participation of 77% of the company's employees, in four countries – Ecuador, given the recent acquisition, was not part of the initiative. The objective was to obtain a corporate diagnosis on the subject, based on self-declared data on race/ethnicity, gender identity, LGBTQIA + community presence, and religious orientation, among others. Based on the results, we will continue on our diversity and inclusion journey, improving policies and practices, aided by programs aimed at the inclusion of the above-mentioned groups.

Engagement actions

CAMIL VALORIZA

Emphasizing practices linked to the company's values, such as entrepreneurship, and in synergy with the value of proximity, the Camil Valoriza program prioritizes horizontal recognition. Thus, employees can recognize their colleagues based on the values and competencies of the company, regardless of hierarchy, area, or unit, promoting links and engagement with the Camil culture and its way of being.

HEALTHY LIFE

Always with the focus on our people, the goal of the Camil Healthy Life program is to encourage employees to adopt a balanced lifestyle in all dimensions that involve well-being, and achieve physical, mental, social, and financial health.

STORIES OF DEDICATION

We celebrate the relationships created and strengthened throughout the employee's journey with Camil, after five years of in-company employment, as a way to promote relationships based on trust.

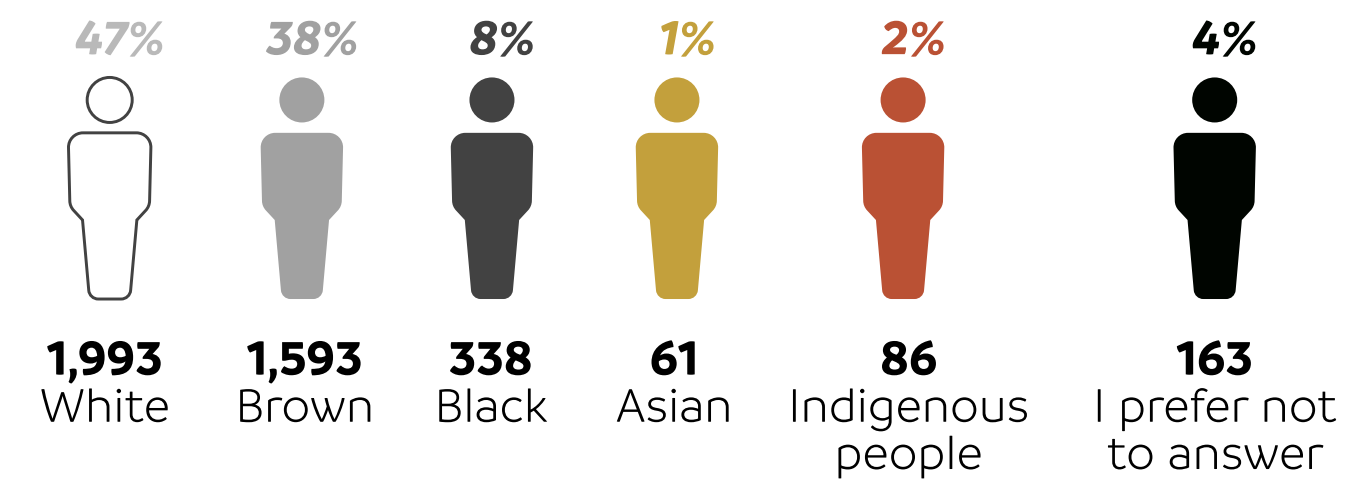




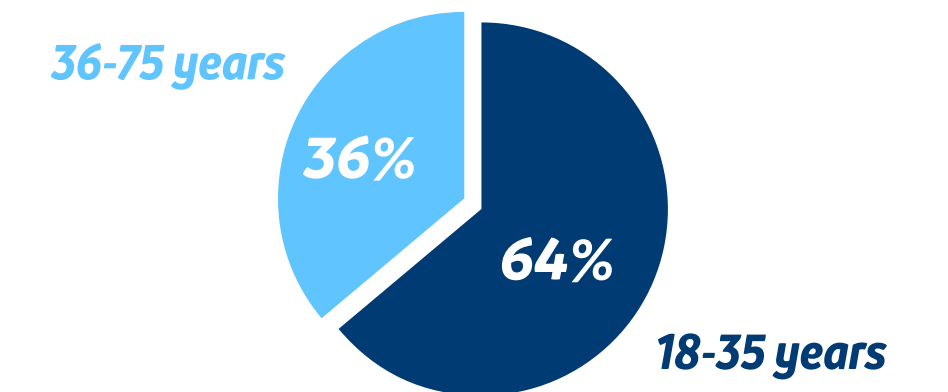
Engagement - the percentage of voluntary participation in surveys



Race and color



Age



The census also provided more detailed information on the presence of people with disabilities in the company.

Professional development

GRI 103-1; 103-2; 103-3; 404-1; 404-3
2030 AGENDA: 4.3, 4.4.

To promote the continuous development of our professionals, the company develops training programs focused on technical, behavioral, and cultural aspects. In 2021, there were 85.4 thousand hours dedicated to training, distributed among all functional categories. Throughout the year, we strengthened Camil Academia, expanding the offer of training contents – among these contents, we intensify those related to the ESG theme in order to engage employees in our socio-environmental and governance agenda.



Number of training hours, by functional category*

Category	Male	Female	Total
Board	4	1	5
Management	1,031	327	1,357
Coordination	3,129	1,471	4,600
Technical	8,462	2,273	10,735
Administrative	34,656	16,592	51,248
Operational	12,768	2,898	15,666
Internship	1,379	424	1,803
Apprenticeship	11	3	14
Total	61,439	23,988	85,427

* Consolidated data

Thus, we maintained our continuing education agenda, with emphasis on the following programs and actions:



Sales School: a training resource dedicated to the sales team, offering business, technical, behavioral, and leadership knowledge in order to generate more assertive and strategic sales. Topics such as efficient communication, commercial mathematics, consultative sales techniques, trade marketing, and business plans are taught at the Sales School offered by Camil. In addition to the Sales School, the P&M in the Field Program enabled the integration between the People and Management teams (P&M) and the members of our sales force – by accompanying sales professionals in daily operations, P&M specialists can better understand the challenges involved in the activities and thus develop training programs compatible with the needs of the business.



School of leaders: with a focus on developing performance leaders, considering their role in gaining efficiency and influencing the team, our School of Leaders was also strengthened in 2021. Among the topics worked on with the leaders from the different countries, behavioral aspects and the ESG agenda deserves a highlight. It should also be noted that the school serves as a platform for identifying and training potential successors in the company's senior management positions.



Business School: created in 2020, it has the function of training people in the different aspects of Camil's business. The training is provided by more experienced employees, who act as knowledge multipliers. In 2021, there were about 130 participants in four countries, who took classes on various subjects, with an emphasis on the relationship between ESG and people management.



Training program in Barra Bonita (SP): partnership established in 2021 with DuPont Sustainable Solutions, a specialist in complex operations and risk management, for the implementation of a pilot project at the Barra Bonita unit. Reinforcing the company's commitment to the health and safety of its employees, the main objective of the project is to increase engagement and responsibility regarding the topic of safety at all levels of leadership and to evolve the maturity of the company's safety culture.



Itaqui Training School (RS): created in 2020 to promote the continuing education of both employees and the surrounding community, the school reinforces our commitment to human development by offering basic training and professional qualifications free of charge. In the first year of activities, carried out in the Itaqui unit, 28 classes were formed, exclusively by the internal public – especially operators, mechanics, electricians, and planners. In all, in 2021 we concluded 556 hours of professional training, focusing on computers, languages, and management, training 341 people, of whom 17 were promoted after completing the courses. The success of the employee initiative this year allows the school to move forward in the coming years by opening the courses to the local community in order to extend the benefits of education.



ESG Qualification: with the aim of disseminating knowledge about the social, environmental, and governance aspects involved in the business, we hold ESG workshops for all employees throughout the year. In addition, we inserted the theme among the contents transmitted at the time of the integration of new professionals, in addition to intensifying the awareness of the People & Management team in relation to ESG aspects to be considered in the people management processes.



Quality Workshop: with the aim of disseminating knowledge and developing guidelines regarding food quality and safety, Camil conducts the Quality Workshop for area managers of all its production units.

In the event, which lasts three days, topics such as food safety culture, pest control, and packaging analysis are discussed, among others, with the participation of the Operations Board and external speakers.

Thus, it is an opportunity to integrate the team and strengthen the quality of our products.

In addition to the initiatives for collective training programs, actions are developed focused on the professional development of each employee based on the Individual Development Plan (IDP), prepared based on performance evaluations carried out periodically, which indicate the demands for technical or behavioral improvement. In 2021, these evaluations were carried out in units in Brazil and Chile, covering 1,098 people – 15% of our functional staff. In Uruguay, the process began to be implemented by Saman in two pilot areas – and should be extended to the rest from 2022. In addition, we carry out annually a succession mapping so that action and development plans are drawn up with a view toward career plans and advancement within the company.

*Employees who participated in performance reviews, by gender**



* Does not include employees from Uruguay, where the process was developed on a pilot basis.

“ Each year we conduct a succession map so that action plans and development plans are drawn up with a view toward career paths and the advancement within the company.”

Youth opportunities

TRAINEE PROGRAM

Camil recognizes the importance of attracting and retaining talent, which makes it possible to foster the sustainable growth of our business from the perspective of diversity and inclusion. Thus, we have developed the Trainee Program, structured to prepare professionals for outstanding positions in our team and who share our values and are willing to help build an increasingly better work environment. In 2021, trainees were selected for the areas of People and Management, and Operations, who are presently undergoing competency development and who are to deliver a project within their area of the company at the end of the program.

VOLUNTEER PROGRAM

In February 2022, we launched Camil's Volunteer Program, with the Volunteer Mentoring Program, in partnership with FESA CROMA, the social branch of FESA Group – a supporter of social transformation and professional development projects. The goal of the project, which will be active until July 2022, is to support the preparation of apprentices for entry into the labor market. In this first edition of the program, 46 people of various ages over 18 years old were selected to participate in mentoring sessions with company employees from various areas, positions, experiences, and ages.

Occupational Health and Safety

GRI 103-1; 103-2; 103-3; 403-1; 403-2; 403-3; 403-4; 405-5; 405-6; 405-9
2030 AGENDA: 8.8.

Creating conditions that ensure the physical and emotional integrity of our employees is a commitment of Camil, which has been committed to consolidating and disseminating emphasis on occupational health and safety as an essential part of our culture.

In addition to ensuring legal compliance in relation to the topic, in the different countries and segments, the company develops voluntary actions to raise awareness, monitor, and continuously improve processes in order to mitigate risks of occupational injuries and diseases. In 2021 alone, R\$ 14 million was invested by the company in the modification of facilities to minimize such risks in the different work environments. On another front, we seek to promote preventive health care among our employees, in order to contribute to their quality of life.

In all industrial units, specialized teams formed by doctors, nurses, engineers, and occupational safety technicians coordinate activities, supported

by local managers and the internal Accident Prevention Commission (CIPA), in Brazil, and similar bodies in other Latin American countries – the Joint Committee on Health Hygiene, and Safety in Chile; the Occupational Safety and Health Commission in Peru; and the Safety and Health Commission in Uruguay. Record-keeping of accidents and incidents, continuous training and dialogues dedicated to the topic, and on-site audits for the inspection of facilities and behavioral aspects are all part of the daily life of the company.

Thus, occupational health and safety management covers all Camil workers and includes specific goals, which are approved by senior management and linked to the ESG agenda and the variable remuneration of managers at different levels. As a result of this work, with a focus on zero accidents, we have achieved substantial, continuous evolution, with increased investments and resources directed to the area, resulting in a reduction of 70% of accidents with leave between 2018 and 2021, with emphasis on Brazil, which had a reduction of 84%.



Pilot project

Through a partnership established in 2021 with DuPont Sustainable Solutions, a specialist in complex operations and risk management, we implemented an OSH training pilot project at the Barra Bonita (SP) unit.

Reinforcing the company's commitment to the health and safety of its employees, the main objective of the project is to increase the engagement and a sense of responsibility on the subject, at all levels of leadership, and drive the evolution of Camil's safety culture.

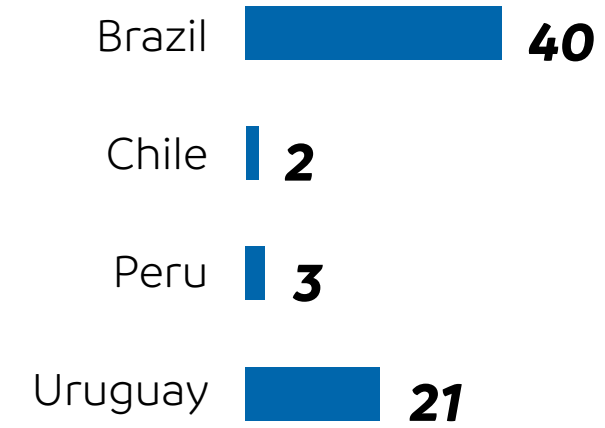
Evolution of the occurrence of accidents with leave - 5-year-period

Number of work accidents (typical)

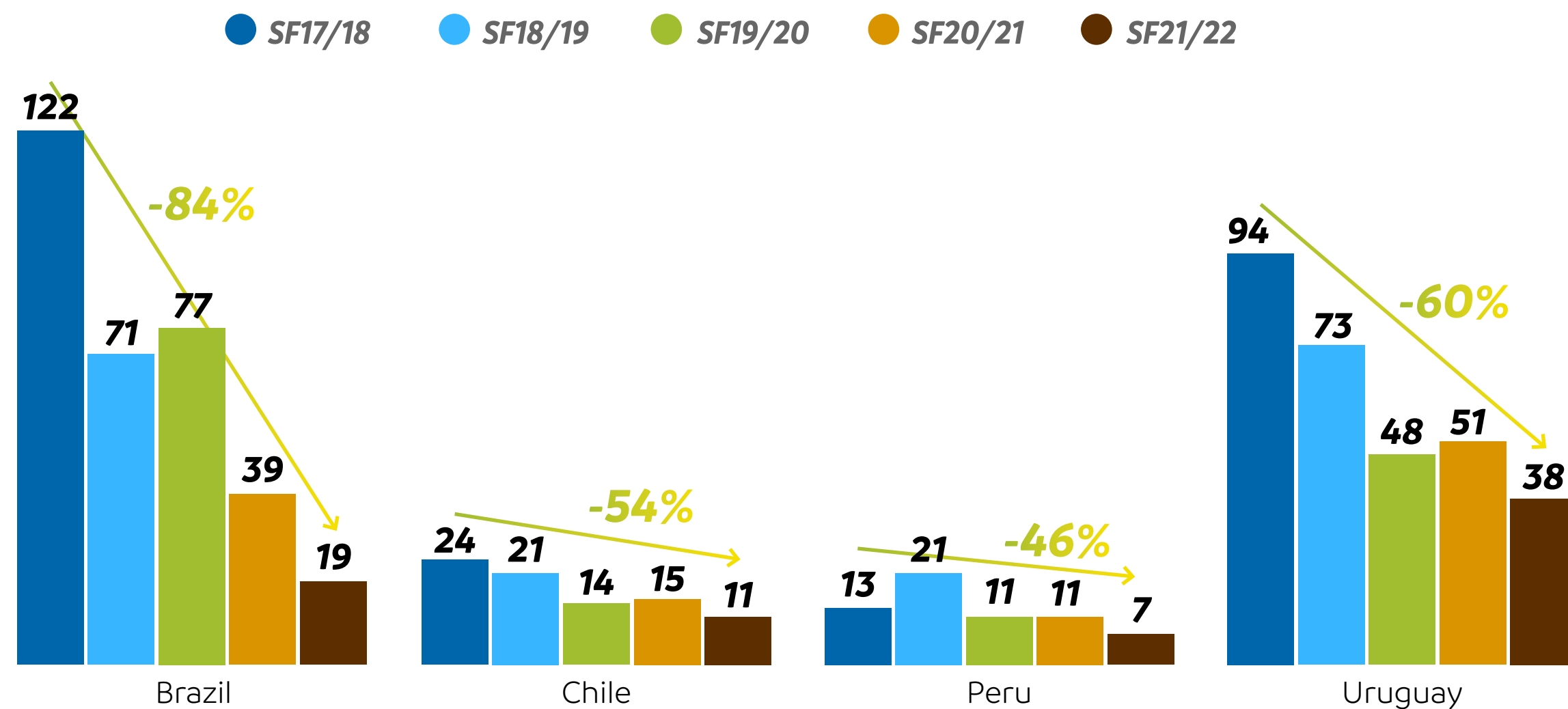
With leave



Without leave



Accidents with leave, by country



Health care promotion

Camil adopts mechanisms to monitor the health of employees, such as medical exams upon admission, periodic ones, upon return from leave, change-of-risk, and dismissal. In some units, there is a facility installed for performing complementary medical exams in the facilities themselves, so there is no need for the employee to travel.

“Units were awarded due to their effort to reduce the number of work accidents.”



Suppliers

GRI 102-9; 102-10; 103-1; 103-2; 103-3; 204-1
2030 AGENDA: 2.3.

Suppliers represent a fundamental link in Camil's value chain, ensuring the raw material that, together with our rigorous production processes, guarantees the quality and safety of the food we offer to consumers. In this sense, we seek to build solid and prosperous relationships with all our suppliers, especially rural producers – responsible for growing and harvesting the grains or other raw materials used in our products – for which we dedicate special development programs.

Camil is committed to hiring local suppliers, and most of the company's partnerships are with small and medium-sized local producers, thus contributing to its development and fostering the economy in the regions that produce our inputs. At the end of 2021, Camil had about 7.4 thousand active suppliers in the five countries in which we operate – most based in Brazil, where 85% are concentrated in the South and Southeast regions.

Total number of active suppliers in 2021

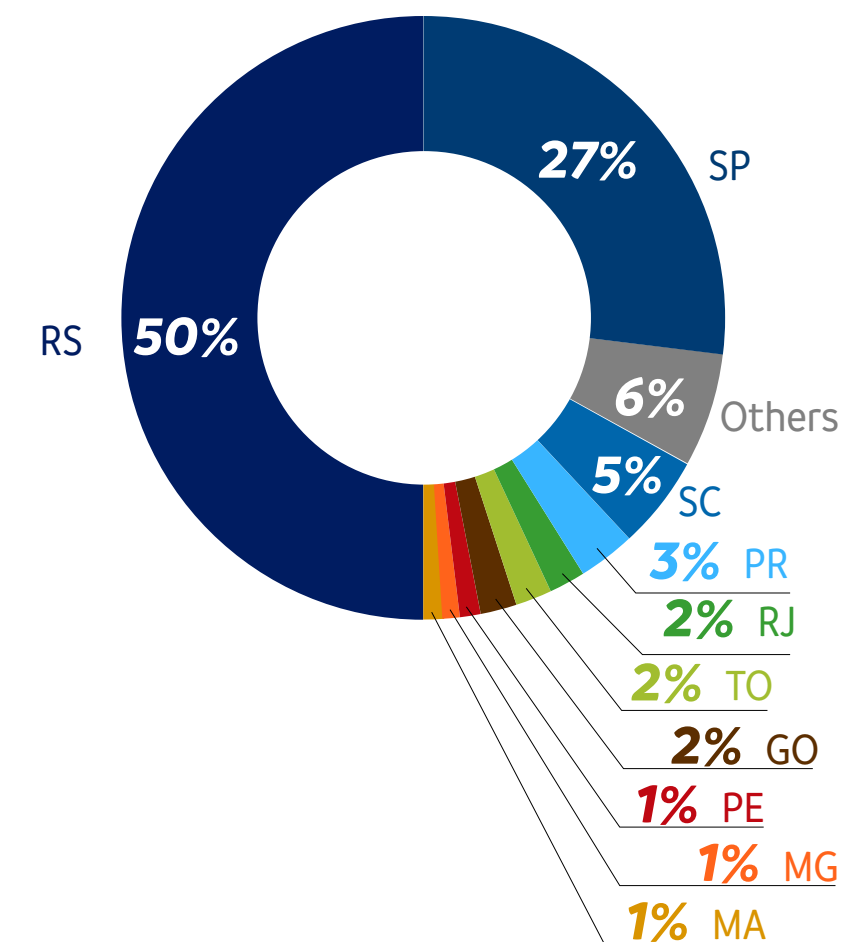
Brazil	Chile	Ecuador	Peru	Uruguay
4,222	784	26	730	1,851

Country	% of imported inputs	% of national inputs
Brazil	6%	94%
Chile	37%	63%
Ecuador		100%
Peru	48%	52%
Uruguay	8%	92%

Payments to suppliers - global value - in R\$

Brazil	Chile	Ecuador**	Peru*	Uruguay*
R\$ 7,092,783,858	R\$ 416,539,767	R\$ 95,414,759	R\$ 328,869,833	R\$ 1,295,888,406

Distribution of payments to suppliers in Brazil, by state




*Value converted to reais.


**Amount paid to suppliers after the acquisition of the company by Camil – the period from September 1, 2021, to February 28, 2022.


Aligned with the premises of efficiency and cost reduction, Camil applies a procurement management system that compares key market indicators for each category, acquiring quantities that adhere to production plans and sales budget. Among the suppliers of each category, the following stand out:

 **Rice** – the company offers support to partner producers by contributing to the volume and quality of grain necessary for the supply of the year. In 2021, in Brazil, due to the severe drought recorded in the South and excess rain in the states of Goiás and Tocantins, we had a drop in rice production. In Ecuador, in order to support local suppliers, we procured milled rice all year round – and not just in the harvest season.

 **Beans/other grains** – For the supply of beans, 100% of purchases are carried out on the spot market, maintaining a pulverized supply base.

 **Sugar** – With most contracts in the B2B model, all long-term, Camil has strategic suppliers, with fixed contract for the raw material in the crystal and refined categories.

 **Fish** – The supply of fish for distribution in local markets is provided by a diverse supplier base, complemented by imports to reach the necessary volumes for sales. It should be noted that, in 2021, there was a rupture in the sardine supply chain due to adverse weather conditions, which generated low capture levels of the species in ideal quality conditions.

 **Coffee** – With the strategic location of our factory (the epicenter of the production and marketing of coffee in Brazil), we maintain a broad supplier base. Our purchases can be in spot mode or via fixed-term contracts, according to the company's strategy and the market context.

 **Pastas** - The supply of flours takes place through commercial agreements with the main mills in the country, especially those located in the states of Paraná and Rio Grande do Sul.

Suppliers considered critical for ESG aspects – particularly for environmental and labor issues – are monitored to ensure legal compliance and alignment with the good practices disseminated by the company. In 2021, as a result of the actions proposed by the working group that conducts this theme internally, all suppliers identified as crucial for socio-environmental issues and ethical conduct, in the different segments in which we operate, signed a sworn statement in relation to these themes. The signing of this document is already part of the process of hiring new suppliers and, in 2022, will be extended to the supply chain of the newly acquired segments of flour and coffee.

Another initiative conducted during the year by the working group was the revision of the indirect supply policy in order for the new version of the corporate guideline to be published at the end of 2021, reinforcing Camil's focus on continuous improvement of its processes.

Development Program

A highlight in the company's relationship with its supply chain is the Development Program, aimed at small and medium-sized rice suppliers in Brazil. In 2021, about R\$ 553.2 million was invested in the program, benefiting 184 producers.

The dynamic is simple: Camil registers producers who wish to participate in the program, who then receive periodic technical visits from the company's specialists. On average, four visits are carried out, the first in the planting stage, the second during irrigation, the third in crop protection applications (fungicides, herbicides and insecticides) and the fourth in the pre-harvest period. One of the requirements is the use of seeds certified by accredited agencies. Crop protection products must be duly registered at MAPA for rice cultivation and comply with the legislation and environmental goals of the company. Thus, the objective of the program is to raise the standard of the food produced, reinforcing Camil's commitment to quality, as well as economically support and develop suppliers in the regions where the company maintains operations.

Therefore, it reinforces the relationship with the value chain, ensuring the acquisition of raw materials already at the time of planting, which allows greater control of partial inventories. As a result, the company ensures greater assertiveness in guaranteeing delivery in the harvest season and in the control of the varieties of inputs used in planting, with a focus on quality.

In Chile, Camil has intensified the "Caminemos Juntos" program to strengthen ties with national rice producers. In addition, we have developed suppliers of legumes in Argentina, allowing us to shorten delivery times along the supply chain, reducing the risk of disruption and maintaining quality.

In Uruguay, in 2021, the total planted area was 68.9 thousand hectares, receiving 625 thousand tons from the rice industry and 20 thousand tons of seed. 53.5 thousand hectares were financed, distributed among about 90 producers, with an approximate investment of R\$ 312 million.

It is worth noting that the Technical Department of SAMAN, composed of seven agro-cultural engineers, constantly oversees each of the producers in all phases of the harvest, monitoring the investment made by the company.



Communities

GRI 103-1; 103-2; 103-3; 413-1
2030 AGENDA: 8.3, 10.2.



Aware of the social role it plays in society, especially in the regions where it operates, Camil seeks to establish a relationship with the community based on ethics, solidarity, proximity, and cooperation. Thus, we seek to contribute more and more effectively to sustainable development, in line with the principles of the Global Compact, of which the company is a signatory.

Our social responsibility policy defines guidelines for the three dimensions of Camil's social impact, structured as demonstrated in the infographic below.

Camil Social Responsibility Policy

Guidelines for the three dimensions of Camil Alimentos' social impact:



QUALITY OF LIFE AND WELL-BEING

Focus on promoting a healthy, safe, and motivational work environment.



INCLUSION AND DIVERSITY

Valuation and integration of cultural diversity in the company.



SOCIAL INVESTMENT

Support and promote social investment in the communities surrounding our units.

In this way, our social responsibility initiatives focus on nurturing and fostering relationships, so that the pillars guide the approval and search for projects aligned with our business. Thus, we increasingly seek to implement impactful actions that boost the sustainable development of communities that we support.



Camil Social investment

Focus: fostering and nurturing relationships

ACT IN COMMUNITIES AROUND OUR UNITS THAT ARE STRATEGICALLY ALIGNED TO THE BUSINESS, WITH FOOD ALWAYS AS A CENTRAL FOCUS.

TERRITORIES

1

Reduction of hunger and malnutrition

2

Professional training

3

Nutrition education

4

Reduce food waste

PREMISE: HIGH-IMPACT AND SELF-SUSTAINING ACTIONS, WITHOUT GENERATING DEPENDENCE ON THE BENEFICIARIES IN RELATION TO THE COMPANY.

In this context, we support and develop several socio-environmental projects in the different countries in which we are present, both with our own resources and through tax deductions – applicable to Brazil, based on mechanisms such as the Childhood and Adolescence Fund (FIA) and the Elderly Law. In 2021, the investments made through these mechanisms reached R\$ 613 thousand. In addition, R\$ 1.3 million in company resources was allocated by Camil for the benefit of the communities.

Investments in social projects

OWN RESOURCES		
Country	Supported initiatives	Value
Brazil	Renovation of the Escola Getúlio Vargas de Itaqui (RS)	R\$ 60,000.00
Brazil	Expansion of the oncology sector of Hospital Santa Casa de Itaqui (RS)	R\$ 70,000.00
Brazil	The development of a mobile app for the Centro Educacional Profa. Maria de Lourdes Couto Cabral, in Navegantes (SC)	R\$ 100,000.00
Brazil	Associação De Assistência à Criança Deficiente (AACD), (Teleton)	R\$ 300,000.00
Brazil	Assistência Social Jardim Peri, in São Paulo (SP)	R\$ 44,500.00
Brazil	Ação da Cidadania – Maranhão and Minas Gerais	R\$ 45,489.00
Brazil	Gastromotiva/Cozinha Solidária – São Paulo (SP)	R\$27,004.61
Chile	“Cuidado del medio ambiente”	R\$ 12,348.56
Uruguay	Supportive donations to different social, neighborhood, governmental, and educational organizations, which contribute to social welfare in the different localities where Saman is present.	R\$ 167,438.30
Peru	Donation to Fundación Nuestro Hogar (A.N. A.R)	R\$ 263,725.00
Total		R\$ 1,333,505.17



INCENTIVIZED RESOURCES - BRAZIL

<i>Supported initiative</i>	<i>Incentive mechanism</i>	<i>Value</i>
Innovation Center for Children and Adolescents of Criciúma (SC)	Childhood and Adolescents Fund (FIA)	R\$ 127,290
Multifunctional Room for Children with Disabilities, Balneário Camboriú (SC)	Childhood and Adolescents Fund (FIA)	R\$ 150,859.51
Quality of Life for the Elderly, Itá (SC)	The Elderly Fund	R\$ 78,699.80
Idosos Multiplicadores, in Southern Brazil	The Elderly Fund	R\$ 175,891.22
Projeto Mais Saúde, in Southern Brazil	The Elderly Fund	R\$ 23,569.50
Expansion of the Hospital de Maternidade de Jaraguá do Sul (SC)	Childhood and Adolescents Fund (FIA)	R\$ 28,389.02
Elderly Citizen – Year III – Post-pandemic Re-inclusion (Southern Brazil/SC)	The Elderly Fund	R\$ 28,389.02
Total		R\$ 613,088.07

Featured projects

Own resources



Brazil

Doce futuro (Sweet Future)

Launched in November 2021, the Confectionery and Business School União Doce Futuro reaffirms the tradition of União – the leading sugar brand in Brazil – of offering technical and inspirational content for the preparation of sweets. In addition to further promoting the proximity of consumers to the brand – one of the most traditional in Brazil, highly renowned in the sweeters segment – the initiative focuses on boosting entrepreneurship, in line with our strategy of social investment in professional development. By supporting income generation and social inclusion, based on the strategic pillars of sales and growth, this project also boosts Camil's business agenda, attracting new consumers of the sweeteners segment, so as to integrate positive social impact and business growth. To expand access and capillarity, the school works through a digital platform, which features exclusive content on cooking and business management – in all, there are 15 learning modules. This way, classes can be held from anywhere. Just two months after the launch of the project, we had 3,000 people registered on the platform, of which 91% were women – which confirms the initiative's potential to support female inclusion and promote gender equality. To learn more visit: www.docefuturo.com.br

Renovation of Escola Getúlio Vargas, in Itaqui (RS)

Maintained by City Hall, the school serves about 250 elementary students. The institution sought support for the renovation of the facilities, which included the restoration of the roof and walls of the school, ensuring more safety and comfort for the school community.

Social Assistance Garden Peri (Casper)

The institution located in Jardim Peri, in the North Zone of São Paulo (SP), serves children and adolescents (from 6 to 15 years old), with classes and workshops offered during after-school hours. Camil Alimentos continuously supports the institution, funding the hiring of a computer science teacher in order to promote the digital inclusion of the community.




Click here
and access
the project's
website

Hospital Santa Casa, Itaqui (RS)

Through a partnership with the Pioneers Foundation, we supported the expansion of the Oncology Building by 656 m2, in addition to the acquisition of furniture and equipment. The expectation is that, with the new space, the capacity to serve the community will be doubled to 65 people a day.

Centro Educacional Professora Maria de Lourdes Couto Cabral, de Navegantes (SC)

It serves children from the community, including the children of Camil employees. To supplement school meals, we donate 2.2 thousand liters of milk monthly. In addition, we collaborate with the fraternization party of the center, a special date for students and family members.

Ação da Cidadania (Maranhão and Minas Gerais)

Camil collaborated by donating about 12 tons of food for the assembly of basic food baskets for families in situations of social vulnerability, as a way of supporting communities faced with food insecurity caused by the pandemic. The communities that received the donations were selected based on the analysis of the local Human Development Index (HDI) and their proximity to the company's manufacturing units.

Gastromotiva (São Paulo)

A cooking solidarity project also focused on donating food to people in situations of food insecurity. In addition, they teach professional qualification courses to support the generation of employment and income.



Peru

In Costeño, throughout the year, donations of about three tons of food were made to organizations that fight hunger in the country, such as the Food Bank of Peru, the National Institute of Civil Defense and

the Sodexo Association. In addition, the company allocated R\$ 260 thousand to Fundación Nuestro Hogar (A.N.A.R), which develops actions for children and adolescents at risk.



Chile

In the city of Retiro, a special initiative of rapprochement is carried out with the surrounding communities of the factory. Called "Vamos Caminhar Juntos", the program involves biannual meetings with neighbors to assess the impact of our operations on the community, as well as listen to their requests, share information about the company, and cooperate with local development actions.

Another prominent initiative in 2021 was the communication campaign aimed at the community of Retiro, focusing on covid-19 prevention. In partnership with health agencies of the municipality, we also participated in the distribution of PPE. On another front, environmental education actions were also developed with the community, focusing on waste reduction.



Uruguay

Among the main social responsibility initiatives developed by the company in the country are product donations to various social organizations that serve the local community. In addition to third-sector organizations, schools and community groups are supported, with emphasis on those integrated into rural producers of our value chain.

Given the sanitary restrictions imposed by the pandemic, in 2021 we continued to suspend the

activities of the "Saman a todo moña" program, which gives students and educators from public and private educational institutions the opportunity to visit our production units. The activities are expected to resume throughout 2022, contributing to strengthen the bond between the brand, children, and their families, generating a link between the theoretical concepts learned in the classroom and the real and practical operation of a rice factory. On average, about 4 thousand students participated in the initiative per year.

Incentivized resources



Brazil

Centro de Inovação de Criciúma (SC)

The project, developed by Bairro da Juventude dos Padres Rogacionistas aims to provide 1.5 thousand children, adolescents, and youths in vulnerable social situations with a space for innovation and learning, offering subsidies for the development and qualification of educational activities.

Multifunctional Room of the Association for the Support of Families of the Disabled (AFADEFI), in Balneário Camboriú (SC)

Implementation of a space dedicated to pediatric multifunctional stimulation, containing pedagogical materials and equipment that support the cognitive, visual, and tactile development of children.

Quality of Life for the Elderly, Itá (SC)

It aims to stimulate, in the elderly, the regular and oriented practice of physical activity to promote health and well-being. In all, about 140 senior citizens participate in the activities.

Idosos Multiplicadores, in Southern Brazil (SC)

It enables the production and distribution of informative audiovisual materials developed by elderly multipliers, used in actions designed for this age group.

Hospital e Maternidade de Jaraguá do Sul (SC)

Expansion of facilities, including maternity and intensive care units (ICUs). The institution serves about 190 thousand patients a year.

Senior citizens – Post-pandemic Re-inclusion, in Southern Brazil (SC)

The project, which is now in its third year, promotes the digital inclusion of the elderly through workshops offered at the Municipal Library. Four classes are available, with 15 seats each.

The Mais Saúde Project

The project seeks to expand and strengthen the practice of physical activities and nutritional guidance with the elderly through guided walks, group activities of stretching, functional and outdoor exercise in outdoor gyms, and nutritional guidance with healthy eating workshops.

Investors

Trust, agility and transparency are hallmarks of Camil's relationship with our investors – at the end of 2021 there were 115 institutional and 43 thousand retail investors (among individual and legal entities), a substantial growth compared to the year of the IPO, when we reached three thousand investors. In order to ensure that this strategic group of stakeholders is adequately and sufficiently informed about the conduct of business, the company values the timeliness of disclosures, carried out primarily through official channels such as B3 and the Securities and Exchange Commission of Brazil (CVM), in addition to our Investor Relations Portal.



[Click here to access the Investor Relations website](#)



In order to broaden the dialogue with the market, we held meetings with experts from analysis consulting firms and investment funds, presenting results and clarifying any doubts about our strategy and business model. Communication also takes place through the channel "[Talk to IR](#)", accessible via website and by e-mail ri@camil.com.br.

Value generation

In 2021, the company continued with actions focused on generating value for shareholders. Camil completed the 6th buyback program and, after the cancellation of 10 million shares that were held by the treasury, in 2022 it announced the 7th buyback program, with the aim of acquiring up to 10 million ordinary shares of the company's own share issues. Additionally, Camil distributed more than R\$ 105 million in revenues in 2021.

Since the IPO in 2017, the company has totaled R\$ 387 million in buyback programs, canceled 50 million common shares, made R\$ 586 million in distribution of proceeds (dividends and JCP), and made acquisitions of companies within the expansion plan that totaled more than R\$ 1.1 billion.

Interactions with investors 2021

Since the start of the Covid-19 pandemic, we have enhanced interactions with the market with scale gain and increased transparency with the market by our participation in virtual events, including live streams, conferences, NDRs, and various events with live broadcasts for analysts and investors, with the participation of company executives and Q&A sessions. By way of direct agendas and alongside our partners in the market, we have reached over **6 thousand investors in 2021**.

On December 1, 2021, we held the fourth edition of Camil Day, an annual public event in which investors, analysts, and the press participate. Held virtually, the meeting was conducted by the company's Board of Directors, who presented challenges and achievements of the year, in addition to comment on strategic plans, ongoing projects, business risks, and opportunities. The full recording of the event is available on Youtube – [access here](#).

Recognition

For the third time, our IR team, CEO and CFO were recognized by Institutional Investor – one of the main awards in the financial market – in the segment 'Food & Beverages – Small Caps'. Camil also received this award for being one of the best performing companies in ESG.

Ratings

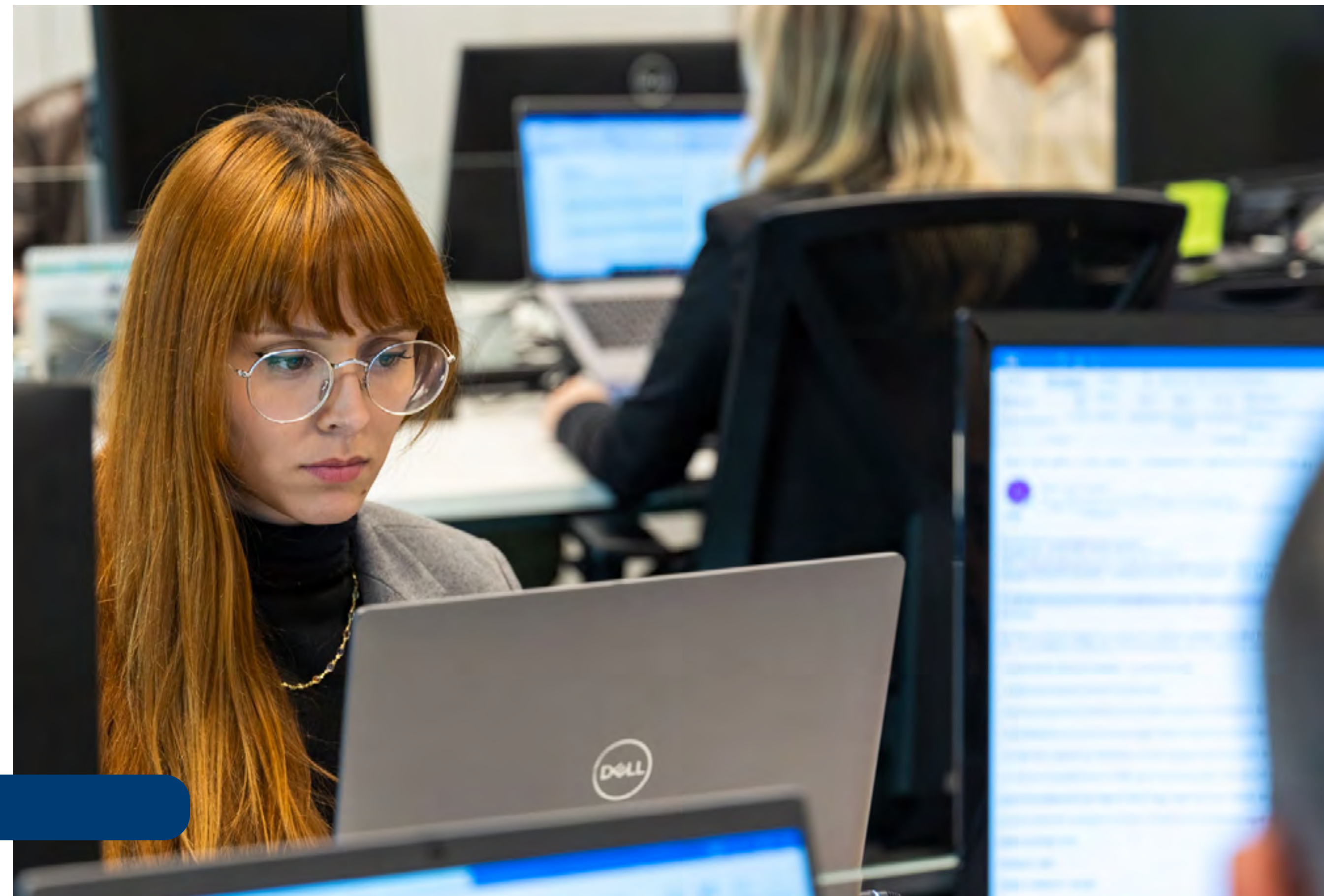
On June 30, 2021, the rating agency Standard & Poor's reaffirmed the company's long-term national rating as 'AAA(bra)' with a stable outlook on a global scale, and 'BB - ' having a stable outlook as well.

Others publics

GRI 102-12; 102-13

In addition to the investors and other publics already addressed in this report – employees, communities, customers, and suppliers, Camil maintains relationships with several other stakeholder groups. Representative entities of the sector, financial and educational institutions, other companies, representatives of the government in all its spheres, the press, and non-profit organizations, among others, constitute our social connections.

As a form of social engagement, we associate with business entities and movements, of which the most noteworthy is the United Nations Global Compact. In addition, Camil participates in several market forums and associations linked to the food industry in Latin America.



A young green seedling with two leaves growing out of dark brown soil, with a blue graphic overlay containing text.

Environmental

Management

Environmental commitment

GRI 102-11; 103-1; 103-2; 103-3

Camil is committed to complying with all laws, policies, regulations, procedures and regulations applicable to its activities in all countries in which it has operations. This involves, among other aspects, its relationship with the environment.

Thus, environmental conservation is among the company's operating premises in order to direct efforts so that natural resources are used rationally in all our activities in order to avoid waste and unnecessary impacts on the environment in line with our strategic pillar of eco-efficiency.

Committed to the conservation of the planet, Camil has developed a series of initiatives for continuous improvement of the environmental performance of operations, coordinated by a specific working group, which has professionals from the various units in the different countries in which we operate. In this way, in addition to achieving an increasingly accurate diagnosis of the impacts and externalities of our activities, we have advanced in the prioritization of strategic actions, which will continue to be developed in 2022 and following years – for example, our first greenhouse gas emissions inventory will be published in 2023.

Below, we report on policies and practices associated with the environmental aspects most relevant to our business.



Energy

GRI 302-1
2030 AGENDA: 7.2, 7.3, 9.4.

Camil understands the importance of proper energy management both for gaining efficiency in operations and reducing impacts on the environment and climate. Thus, in addition to developing mechanisms for our own generation and acquisition of renewable energy, we have invested in the continuous improvement of preventive maintenance processes of equipment and the rational use of this resource.

In a successful circular economy initiative, focused on assigning value to one of the main wastes of our operations, we have utilized the rice husk produced by some of our industrial plants for power generation. By directing this

resource to the production of biomass, we reduce the demand for fossil fuels, as rice husk possesses high calorific value and regularity for the production of thermoelectric energy.

The company has two small thermal power plants already in operation in Brazil⁴, in Itaqui and Capão do Leão, in Rio Grande do Sul – and is currently developing the construction project of a new power plant in Cambaí, as well as in Itaqui, with funds obtained from the issuance of green debentures in the amount of R\$ 150 million⁵. Expected to start operations in 2023, the new thermal power plant will have the capacity to consume up to 100% of the husk generated in our Itaqui plant.



⁴The thermal power plants have been under Camil's management since 2019.

⁵The debenture was attributed the Green Seal issued by the consulting firm Sitawi, attesting that the debt complies with the Green Bond Principles.

In Brazil, in 2021, 136,089 tons of rice husk were consumed, resulting in the production of more than 45 thousand MWh of energy. Aligned with the same purpose, the subsidiary Saman, in Uruguay, has a 45% stake in Galofer, the country's main rice husk-burning power generation plant, which in 2021 consumed 58,023 tons of rice husk, generating about 37 thousand MWh of energy. In addition, the company has been studying other sustainable projects, with the intention of achieving increasingly clean energy matrix.

Reducing energy consumption, gaining energy efficiency, and

expanding our own generation of renewable energy from biomass – from the husk of processed rice – are among the company's key ESG goals. Among the achievements in this direction, the ISO 50001 Energy Management System (EMS) certification obtained in 2021 by Tucapel, in Chile, stands out, further confirming the evolution of our performance related to the theme.

In the period covered by this report, direct energy consumption, represented by the sum of electric energy and fuels used, totaled 1,017.7 thousand Giga Joules (GJ). Compared to the previous year, there was a 19.8% reduction in the volume of electricity consumed.

Energy consumption, by source (in GJ)

Electricity	468,480.3
LPG	66,797.5
Diesel	8,595.8
Gasoline	132
Rice husk	158,518.8
Firewood	315,205.2

Electricity consumption (in GJ)

SF20/21	584,081.4
SF21/22	468,480.3

The company has been studying other sustainable projects, with the intention of achieving an increasingly clean energy matrix.

Water

GRI 303-1; 303-3
2030 AGENDA: 6.4, 9.4.

Water is a key input for food industries. At Camil, the resource is used in a lower volume than the industry average, given our non-vertical business model and with less water-intensive products when compared to those generated by other players in Latin America. Nevertheless, water is mainly used in our operations for fish, in the parboiling process of rice, and in the production of pastas, in addition to human consumption in our facilities. The company's environmental management guidelines contemplate both the reduction of consumption and the intelligent use of water resources — most of our cleaning processes, for example, are performed by dry-cleaning, thus reducing consumption, while water withdrawal volume is monitored systematically in order to identify any deviations in an agile manner. In addition, water quality analyses are carried out periodically in the units, which ensures safety for consumption and use in operations.

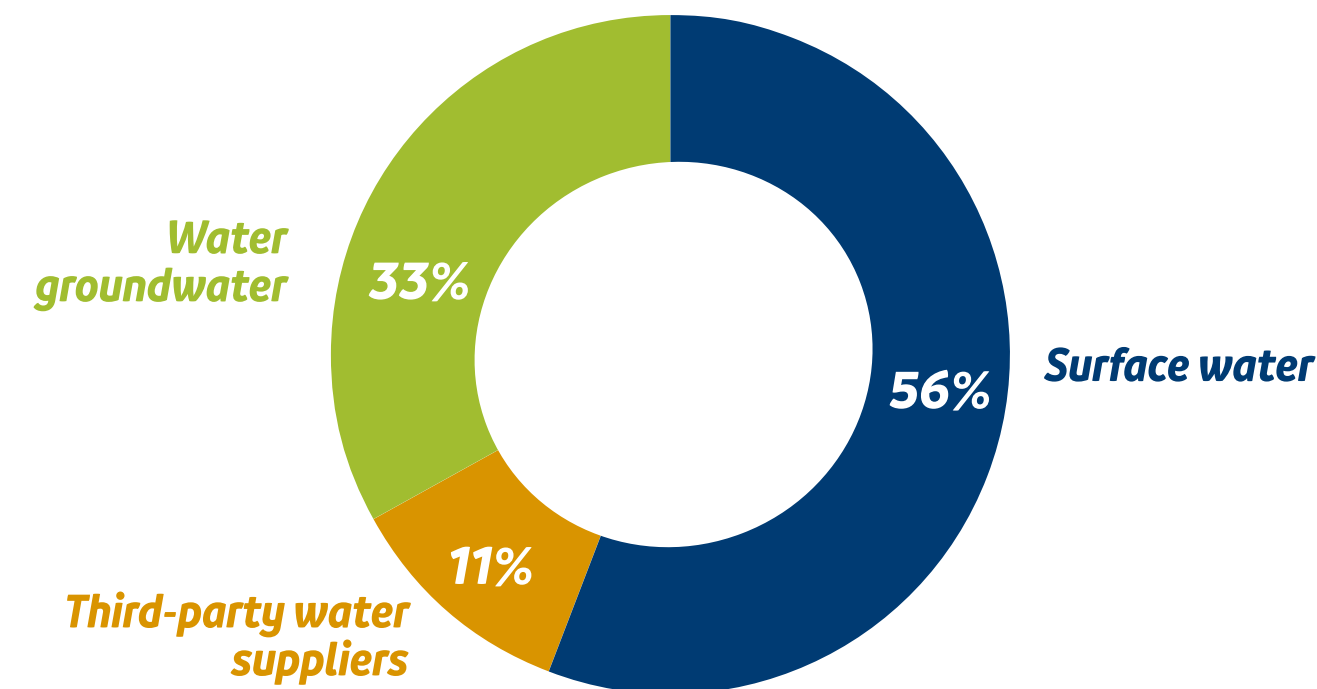
The total water consumption in Camil's units was 1.8 thousand megalitres in the period, 8% lower than in the last reporting cycle. Of this volume, about 1.02 thousand megalitres — or 56% — were captured from surface water at the plants in Brazil. The remaining 44% — approximately 818 thousand megaliters — are from groundwater, supplied by local supply companies.

Total water withdrawal, by country - SF 21/22

(in megalitres - ML)



Percentage of water withdrawal, by source - SF 21/22



Areas of hydric stress

Camil maintains operations in three areas identified as areas of hydric stress: Itapecuru Mirim (MA) and Recife (PE), in Brazil, and Sullena, in Peru. In these regions, the company applies strict monitoring standards and has been developing projects to improve water management in order to mitigate the impacts of operations on the water supply of the population.

Throughout 2021, our units worked to improve water management. In Peru, in addition to implementing a routine verification of leaks in the facilities, we invested in changing the water taps and faucets of the Arequipa unit, adopting automatic models in order to reduce waste.

The industrial process in Saman's plants in Uruguay uses minimal quantities of water, adopting a closed circuit system: the volume applied in the particulate matter treatment process is reused for the cleaning of facilities – which restricts consumption for these activities to only 25% of the groundwater catchment. The unit also has rainwater catchment systems, in addition to periodically monitoring the quality of the volume released by natural springs near

the plant. In March 2021, flow meters were installed in all groundwater supply wells for Saman plants using this source in order to quantify the water used.

In Ecuador, on the other hand, the water used in our activities comes from a well and is brought in by trucks. Due to the lack of public drinking water supply, all local enterprises have to purchase this resource from official suppliers. Since the end of 2021, when Camil acquired the operation, we have been analyzing alternatives to ensure water in the necessary quantity and quality, mitigating risks to production and other forms of consumption. Some initiatives in this regard began to be implemented in 2022, such as the installation of filters in local underground wells for water purification.

Water disposal

Camil units adopt the necessary procedures for the proper treatment and disposal of effluents generated by manufacturing and administrative operations, ensuring compliance with regulatory regulations. Periodic monitoring and inspections are also carried out, according to the legislation of each country. Thus, our management of effluents meets the requirements of the operating licenses.

“ Throughout 2021, our units worked to improve water management. ”



Materials

GRI 301-1
2030 AGENDA: 9.4.

The materials used by Camil⁶ to carry out their activities throughout 2021 amounted to over 32.3 thousand tons. Of the total, 78.5 tons were non-renewable materials, such as PVC and poly-laminates. Renewable materials such as plastic, metal, paper/cardboard, glass, and woods consist of almost the entirety, reaching 32.2 thousand tons, composed of 99.7% recyclable materials.

In Chile, Tucapel prepared in advance for the regulatory requirements that will come into force with the so-called REP Law (Extended Producer Responsibility), its main implication being the mandatory final treatment of the

packaging of products produced or imported by the company – and switched plastic materials for non-recyclable packaging to recyclable plastic materials. In the same sense, in Uruguay, Saman joined the Packaging Management Plan of the Chamber of Industry of Uruguay (CIU), contributing economically to the recycling of packaging used in the domestic market.

At Costeño, in Peru, a partnership with the supplier allowed us to modify the packaging model adopted by the company in order to reduce the volume of material used, making them more sustainable – to learn about other initiatives in this area, see the box on [page 105](#).

⁶Check out the list of the main materials used in our operations in the Indicators Notebook.

Waste

GRI 306-1; 306-2; 306-3; 306-4; 306-5
2030 AGENDA: 12.5.

The treatment and final disposal of the waste generated from Camil's operations follow the norms and legal provisions, in accordance with processes and parameters established by environmental agencies of the countries in which it has units. In this sense, we carry out waste segregation, storage, and the final disposal suitable for each type, prioritizing the routing to recycling facilities and utilization as an energy source.

Collection and final disposal are carried out by third-party companies, duly licensed for this activity. Internally, selective collection is carried out, in addition to internal training modules for the team and the implementation of actions designed to raise awareness regarding correct waste disposal.

In 2021, Camil's units generated around 375.3 thousand tons of waste – of which 99% (375.2 thousand tons) was non-hazardous.

Hazardous waste

(in tonnes)

Brazil	80.7
Chile	0.99
Ecuador	0.03
Peru	0.04
Uruguay	3.6

Non-hazardous waste

(in tonnes)

Brazil	233,158.7
Chile	26,975.7
Ecuador	42.6
Peru	1,051
Uruguay	113,937.7



In factories, the main hazardous wastes generated are chemical containers, lamps, printer toner cartridges, and cloths contaminated by equipment maintenance activities, among others. Non-hazardous waste is comprised of discarded raw materials (rice unsuitable for commercialization), waste from the processing of inputs (such as rice husk, seeds), plastics, cling film, leftover packaging, paper and cardboard, scrap (damaged machinery, polyethylene, and laminates), ash and impurities, and organic waste (derived from administrative activities).

In Chile, residues resulting from the cleaning of rice upon arrival at the Tucapel plant, after being segregated, are deposited for reincorporation into the soil, improving the biophysical conditions of soils. Part of this material is directed to composting, carried out by a company duly authorized by the supervisory bodies.

Also in Chile, while a portion of the husk from the process of rice processing is used as fuel in the plant (see [page 99](#)) in two drying ovens, the remainder (about 16.3 tons) is taken to the collection sites of Central La Glória, an authorized project currently under construction for electric power generation from biomass.

In Costeño, Peru, part of the waste obtained in the processing of white rice, cling film, cardboard, polyethylene scrap, and laminates is commercialized by a company authorized to carry out these operations. In Uruguay, Saman prioritizes the reuse of waste before final disposal, such as the use of rice husk as an alternative fuel in third-party ovens, for reuse at the plant, and bedding in poultry farming.

Eco-friendly packaging

Since the beginning of 2021, Camil has been working intensively on research and development initiatives focused on making the packaging of our products increasingly sustainable. As a result of these efforts, several studies and tests were carried out on biodegradable materials or ones with other sustainable attributes in order to ensure the quality of food packaging, while ensuring less use of natural resources and more appropriate post-consumption disposal conditions, thus avoiding disposal in landfills. Reducing volumes of plastics and paper along with expanding the use of recyclables are among the main objectives of the projects, which are set to be implemented in the coming years.

In Brazil, Camil establishes strategic partnerships with nationally based non-profit organizations dedicated to recycling in order to comply with the National Solid Waste Policy. Among the highlights in this regard is the partnership with [Prolata](#), which has a network of 50 partner waste-picker cooperatives, from the north to south of the country, ensuring that the equivalent volume of all our cans placed on the market annually, especially fish cans, are collected and disposed of correctly. On another front, we participate in the [Recover Program](#) with Pragma in order to implement actions of reverse logistics of post-consumer packaging, through investments, primarily, in trade associations and cooperatives of waste pickers. In 2021, we recovered 1,850.26 tons of recyclable packaging placed on the national market.

INDICATOR

DESCRIPTION

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GRI 102: GENERAL THEMES 2016 - ETHICS AND INTEGRITY

102-16	Values, principles, standards, and behavioral norms	13; 32	
102-17	Mechanisms for advice and communication on ethics issues	32	

GRI 102: GENERAL THEMES 2016 -GOVERNANCE

102-18	Governance structure	27	
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INDICATOR

DESCRIPTION

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JUSTIFICATION

GRI 102: GENERAL THEMES 2016 -STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	9	
102-41	Employees covered by collective bargaining agreements	75	
102-42	Identification and selection of stakeholders	9	
102-43	Approach to engage stakeholders	9	
102-44	Issues and concerns raised by stakeholders	9	

GRI 102: GENERAL THEMES 2016 -REPORTING PRACTICES

102-45	Entities included in the financial statements	8	
102-46	Definition of the content and limits of material topics	9	
102-47	List of material subjects	9	

INDICATOR	DESCRIPTION	PAGE	JUSTIFICATION
102-48	"Explanation of the consequences of any restatements of information provided in previous reports"	8	
102-49	"Significant changes compared to previous years with regard to the list of material topics and the limits of topics covered"	8	
102-50	Reporting period	8	
102-51	Date of most recent report	8	
102-52	Reporting cycle	8	
102-53	Contact information for questions about the report	8	
102-54	Reporting premisses in accordance with GRI standards	8	
102-55	Summary of GRI content	106	
102-56	External verification	-	The report was not verified by external audit.

INDICATOR	DESCRIPTION	PAGE	JUSTIFICATION
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GRI 103: FORM OF MANAGEMENT 2016

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103-2	Management of the material topic	32; 35; 61; 67; 77; 79; 82; 84; 87; 98	
103-3	The evolution of management	32; 35; 61; 67; 77; 79; 82; 84; 87; 98	

GRI 201: ECONOMIC PERFORMANCE 2016

201-1	Economic value generated and distributed	57	
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GRI 204: PROCUREMENT PRACTICES 2016

204-1	Proportion of spending on local suppliers	84	
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INDICATOR

DESCRIPTION

PAGE

JUSTIFICATION

GRI 205: COMBATING CORRUPTION 2016

205-2	Communication and training on anti-corruption policies and procedures	32	
205-3	Confirmed cases of corruption and measures taken	32	

GRI 301: MATERIALS 2016

301-1	Materials used, listed according to weight or volume	103; 131	
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GRI 302: ENERGY 2016

302-1	Energy consumption within the organization	99; 128	
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GRI 303: WATER AND WASTEWATER 2018

303-1	Interactions with water as a shared resource	101	
303-3	Water withdrawal, by source	101; 130	

INDICATOR

DESCRIPTION

PAGE

JUSTIFICATION

GRI 305: EMISSIONS 2016

305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	-	The company did not prepare an inventory of emissions for the reporting period.
305-2	Indirect greenhouse gas (GHG) emissions from energy procurement (Scope 2)	-	The company did not prepare an inventory of emissions for the reporting period.

GRI 306: WASTE 2020

306-1	Waste generation and significant waste-related impacts	104	
306-2	Managing significant waste-related impacts	104	
306-3	Waste generated	104	
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306-5	Waste sent to final disposal	104; 132	

INDICATOR	DESCRIPTION	PAGE	JUSTIFICATION
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GRI 401: EMPLOYMENT 2016

401-1	New hires and employee turnover	76; 121	
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

403-1	Occupational health and safety management system	82	
403-2	Hazard identification, risk assessment, and Incident Investigation	82	
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403-4	The participation of workers; consultation, and information provided to workers concerning labor health and safety	82	
403-6	Promotion of Occupational Health	82	
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GRI 404: CAPACITY BUILDING AND EDUCATION 2016

404-1	Average number of training hours per employee	79; 123	
404-3	Percentage of employees receiving regular performance and career development evaluations	79; 125	

GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016

405-1	Diversity of governance bodies and staff	75; 77; 117	
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GRI 406: NON-DISCRIMINATION 2016

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Indicators Notebook

Profile of employees

GRI 102-8; 405-1

Total number of employees, by country and gender

(on 02/28/22)*

	Men		Women		Total	
	2020	2021	2020	2021	2020	2021
Brazil	3,230	3,768	1,428	1,563	4,658	5,331
Uruguay	859	944	115	134	974	1,078
Chile	433	416	203	196	636	612
Peru	301	274	86	82	387	356
Ecuador**	-	128	-	29	-	157
Total	4,823	5,530	1,832	2,004	6,655	7,534

* In some countries, a portion of the employees registered in the period were working under temporary contracts due to increased demand related to seasonal operational activities (such as rice processing during harvest season)

** Camil started its operations in Ecuador through acquisition in 2021, so there are no 2020 indicators.

Total number of company employees (collaborators) - 2021

	Men	Women	Total	Men %	Women %
Brazil	3,768	1,563	5,331	71%	29%
Uruguay	944	134	1,078	88%	12%
Chile	416	196	612	68%	32%
Peru	274	82	356	77%	23%
Ecuador	128	29	157	82%	18%
Total	5,529	2,004	7,534	73%	27%

Number of employees in Brazil, by region

Region	2020	2021
South	3,276	3,132
Southeast	991	1,814
Northeast	222	222
North	106	106
Midwest	63	57
Total	4,658	5,331

Number of employees under temporary contract

	Men	Women	Total
Brazil	NA*	NA	NA
Uruguay	234	43	277
Chile	36	23	59
Peru	26	6	32
Ecuador	0	0	0
Total	296	72	368

Number of outsourced employees

	Men	Women	Total
Brazil	NA*	NA	672
Uruguay	0	0	0
Chile	49	3	52
Peru	14	0	14
Ecuador	11	0	11
Total	74	3	749

*NA - data not available

Part-time company employees*

	Men	Women	Total
Brazil	482	143	625
Uruguay	0	0	0
Chile	10	10	20
Peru	0	0	0
Ecuador	0	0	0
Total	492	153	645

Full-time company employees

	Men	Women	Total
Brazil	3,286	1,420	4,706
Uruguay	944	134	1,078
Chile	406	186	592
Peru	274	82	356
Ecuador	128	29	157
Total	4,803	1,808	6,888

Number of employees, by age group and gender

País	Up to 29 years of age		Between 30 and 50 years of age		Over 50 years of age		Total
	Men	Women	Men	Women	Men	Women	
Brazil	1,106	415	2,123	913	539	235	5,331
Uruguay	220	25	529	86	195	23	1,078
Chile	98	42	224	130	94	24	612
Peru	52	12	181	61	41	9	356
Ecuador	31	8	73	20	24	1	157
Total	1,507	502	3,130	1210	893	292	7,534

*The concept of part-time employment adopted refers to employees who have a shorter working day than a regular one, according to the legislation of each country.

Number of employees by functional category and gender

	Brazil			Uruguay			Chile			Peru			Ecuador		
Functional category	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Board	7	1	8	0	0	0	0	0	0	1	0	1	0	0	0
Management	57	17	74	9	2	11	11	3	14	4	4	8	4	0	4
Coordination / Esp.	104	41	145	38	0	38	49	21	70	4	3	7	0	0	0
Supervisor	42	13	55	50	6	56	11	7	18	20	4	24	0	0	0
Technical	65	33	98	7	2	9	30	27	57	16	7	23	0	0	0
Leadership	131	29	160	28	4	32	10	4	14	13	7	20	0	0	0
Administrative	300	308	608	56	31	87	24	25	49	106	42	148	12	19	31
Operational	2,984	1,030	4,014	755	89	844	281	109	390	110	14	124	112	10	122
Internship	11	20	31	1	0	1	0	0	0	0	0	0	0	0	0
Apprenticeship	67	71	138	0	0	0	0	0	0	0	1	1	0	0	0
Total	3,768	1,563	5,331	944	134	1,078	416	196	612	274	82	356	128	29	157

Admissions and dismissals

GRI 401-1

Number of admissions, by Country, age group and gender

País	Up to 29 years of age		Between 30 and 50 years of age		Over 50 years of age	
	Men	Women	Men	Women	Men	Women
Brazil	552	188	358	145	42	6
Uruguay	3	1	4	3	2	0
Chile	104	46	58	49	12	6
Peru	3	3	9	3	0	1
Ecuador	13	3	18	4	0	0
Total	675	241	447	204	56	13

Admission rate*, by gender and country

	Men	Women	Total
Brazil	25%	22%	24%
Uruguay	1%	3%	1%
Chile	42%	52%	45%
Peru	9%	24%	12%
Ecuador	11%	9%	11%

* The following formula was used for the calculation:
Admission rate = No. of admissions/total number of employees.

Number of dismissals, by country, age group and gender

Country	Up to 29 years of age		Between 30 and 50 years of age		Over 50 years of age	
	Men	Women	Men	Women	Men	Women
Brazil	522	179	556	191	84	14
Uruguay	4	0	18	6	9	2
Chile	96	42	75	59	14	5
Peru	0	0	2	1	0	0
Ecuador	15	1	31	10	1	1
Total	637	222	682	267	108	22

Turnover*, by country

Brazil	3.18
Uruguay	0.004
Chile	3.79
Peru	1.49
Ecuador	NA

* Turnover: monthly desmissals / average active HC of previous months
 *Feb/21 up to previous month.

Training programs

GRI 404-1

Investments in professional training

Brazil	R\$ 1,758,835
Uruguay	R\$ 1,112,025
Chile	R\$ 342,457
Ecuador*	NA**
Peru*	NA

Total number of training hours, by functional category

Functional category	Men	Women	Total
Board	4	1	5
Management	1,031	327	1,357
Coordination	3,129	1,471	4,600
Technical	8,462	2,273	10,735
Administrative	34,791	16,766	51,557
Operational	13,890	3,015	16,905
Internship	122	133	255
Apprenticeship	11	3	14
Total	61,439	23,988	85,427

Average number of training hours, by functional category - Brazil

Functional category	Men	Women	Total
Board	0.6	1.0	0.6
Management	10.2	13.8	11.0
Coordination	4.0	4.4	4.1
Technical	124.5	65.4	104.6
Administrative	76.4	46.0	63.0
Operational	2.7	2.1	2.6
Internship	11.1	6.7	8.2
Apprenticeship	0.2	0.0	0.1

Average number of training hours, by functional category - Uruguay

Functional category	Men	Women	Total
Board	0	0	0
Management	45.6	24.3	41.7
Coordination	22.5	132.4	29.5
Technical	0	0	0.0
Administrative	29	34.6	31
Operational	5	4.7	5
Internship	0	0	0
Apprenticeship	0	0	0

* Information not available for Ecuador and Peru.

** NA – Data not available

**Average number of training hours,
by functional category - Chile**

Functional category	Men	Women	Total
Board	0	0	0
Management	3.7	14.3	6.0
Coordination / Esp.	10.5	17.8	12.7
Supervisor	5.0	9.7	6.9
Technical	12.4	4.2	8.5
Leadership	11.7	3.8	9.4
Administrative	5.6	6.9	6.3
Operational	4.5	2.7	4.0
Internship	0	0	0
Apprenticeship	0	0	0

**Average number of training hours,
by functional category- Peru**

Functional category	Men	Women	Total
Board	0	0	0
Management	0	0	0
Coordination	0	0	0
Technical	0	0	0
Administrative	0	0	0
Operational	6.6	10.6	7.0
Internship	0	0	0
Apprenticeship	0	0	0

**Average number of training hours,
by functional category - Ecuador**

Functional category	Men	Women	Total
Board	0	0	0
Management	0	0	0
Coordination	0	0	0
Technical	0	0	0
Administrative	0	0	0
Operational	0	0.2	0
Internship	0	0	0
Apprenticeship	0	0	0

Performance analysis

GRI 404-3

Total number of performance reviews conducted in 2021, by Category

Functional category	Men	Women	Total
Board	6	1	7
Management	80	19	99
Coordination / Esp.	100	56	156
Supervisor	45	20	65
Technical	29	27	56
Leadership	10	4	14
Administrative	131	166	297
Operational	281	109	390
Internship	7	7	14
Apprenticeship	0	0	0
Total	689	409	1,098

Number of performance reviews, by gender and functional category - Brazil

Functional category	Men	Women	Total
Board	6	1	7
Management	69	16	85
Coordination / Esp.	52	35	87
Supervisor	34	13	47
Technical	0	0	0
Leadership	0	0	0
Administrative	108	142	250
Operational	0	0	0
Internship	7	7	14
Apprenticeship	0	0	0
Total	276	214	490

Number of performance reviews, by gender and functional category - Chile

Functional category	Men	Women	Total
Board	0	0	0
Management	11	3	14
Coordination / Esp.	48	21	69
Supervisor	11	7	18
Technical	29	27	56
Leadership	10	4	14
Administrative	23	24	47
Operational	281	109	390
Internship	0	0	0
Apprenticeship	0	0	0
Total	413	195	608

Occupational Health and safety*

GRI 403-9

OSH data – Brazil	2020	2021
Number of hours worked	8,779,835	8,841,092
Number of days lost	2.219	452
Number of accidents with leave**	39	19
Number of accidents without leave**	54	40
Company employee frequency rate (FR)	4.44	2.15
Severity rate (SR) of company employees	253	51
Number of near accidents (incidents)	117	110

OSH data – Chile	2020	2021
Number of hours worked	1,468,693	1,325,765
Number of days lost	NA	11
Number of accidents with leave**	15	11
Number of accidents without leave**	2	2
Company employee frequency rate (FR)	10.21	8.3
Severity rate (SR) of company employees	140	116.2
Number of near accidents (incidents)	NA	1

* The formulas used in the calculations were:
 Frequency rate (FR): No. of accidents with leave x 1000000/HHT
 Severity rate (SR): No. of days lost x 1000000/HHT

** In addition to workplace accidents, an additional 12 commuting accidents were recorded – 11 with leave and one without.

OSH data - Ecuador	2020*	2021
Number of hours worked	-	936
Number of days lost	-	NA
Number of accidents with leave	-	NA
Number of accidents without leave	-	NA
Company employee frequency rate (FR)	-	NA
Severity rate (SR) of company employees	-	NA
Number of near accidents (incidents)	-	3

OSH data - Peru	2020	2021
Number of hours worked	1,427,680	979,632.8
Number of days lost	NA	43
Number of accidents with leave	8	7
Number of accidents without leave	3	3
Company employee frequency rate (FR)	5.6	7.1
Severity rate (SR) of company employees	81	43.9
Number of near accidents (incidents)	NA	0

OSH data - Uruguay	2020	2021
Number of hours worked	2,139,896	2,170,812
Number of days lost	NA	1,709
Number of accidents with leave	50	38
Number of accidents without leave	0	21
Company employee frequency rate (FR)	23.37	18
Severity rate (SR) of company employees	701	787
Number of near accidents (incidents)	NA	22

* The factory was acquired by Camil in October 2021.

Energy

GRI 302-1

ENERGY CONSUMPTION – non-renewable sources

<i>Fuel</i>	<i>Brazil</i>	<i>Chile</i>	<i>Ecuador</i>	<i>Peru</i>	<i>Uruguay</i>	<i>Total consumption</i>	<i>Consumption in GJ</i>
Diesel (L)	4,483.8	108,123	16,068	383.2	113,076.5	242,134.5	8,595.8
Gasoline (L)	400	3,032	560	102	NA	4,094	132
LPG (Kg)	471,572.8	40,812	319,305	487,684.8	117,950	1,437,324.6	66,797.5

ENERGY CONSUMPTION – renewable sources

	<i>Brazil</i>	<i>Chile</i>	<i>Peru</i>	<i>Uruguay</i>	<i>Total consumption</i>	<i>Consumption in GJ</i>
Biomass (rice husk) in MWh	24,785	2,394	16,854	-	44,033	158,518.8
Firewood in MWh	-	4,473	-	83,084	87,557	315,205.2

Electricity consumption from the grid (KWh)

Brazil	Uruguay	Chile	Peru	Ecuador	Total consumption	Consumption in GJ
88,895,000	30,891,800	6,584,029	2,560,275	1,202,317	130,133,421	468,480.3

Electricity consumption from the grid - Brazil (kWh)

Electricity consumption from the grid - Uruguay (kWh)

Electricity consumption from the grid - Chile (kWh)

Electricity consumption from the grid - Peru (kWh)

Electricity consumption from the grid - Ecuador (kWh)

SF 20/21*	SF 21/22
84,715,997	88,895,000

SF 20/21	SF 21/22
31,077,326	30,891,800

SF 20/21	SF 21/22
6,017,571	6,584,029

SF 20/21	SF 21/22
3,098,772.84	2,560,275.09

SF 20/21*	SF 21/22
-	1,202,317

*The data reported in the 20/21 crop year report has been revised.

* Company acquired in October 2021, so there is no consumption data for the 20/21 crop year.

Water

GRI 303-3

TOTAL WATER WITHDRAWN PER SOURCE (ML)

	Brazil	Uruguay	Chile	Peru	Ecuador
Surface water (includes wetlands, rivers, lakes, and rainwater)	1,024.9	-	-	-	-
Groundwater	589.8	12.3	7.9	-	-
Third-party water (public supply)	174.8	16.8	12	2.2	1.4
Hydric stress area	-	-	-	0.8*	-

* Given the complexity of access to water in Sullana's headquarters, it is considered an area of hydric stress.

Water withdrawal - Brazil

	SF 20/21	SF 21/22
Surface water (includes wetlands, rivers, lakes, and rainwater)	1,070,9	1,024,9
Groundwater	699,6	589,8
Third-party water (public supply)	186,6	174,8

Water withdrawal - Uruguay

	SF 20/21	SF 21/22
Groundwater	9,2	12,3
Third-party water (public supply)	21,6	16,8

Water withdrawal - Chile

	SF 20/21	SF 21/22
Groundwater	7,4	7,9
Third-party water (public supply)	11	12

Water withdrawal - Peru

	SF 20/21	SF 21/22
Third-party water (public supply)	3,3	2,2
Hydric stress area	NA	0,8*

Water withdrawal - Ecuador*

	SF 20/21	SF 21/22
Third-party water (public supply)	-	1,4

*Referring to Sullana's headquarters.

*Company acquired in October 2021.

Materials

GRI 301-1

Non-recyclable materials (in tonnes)

	<i>Brazil</i>	<i>Uruguay</i>	<i>Chile</i>	<i>Peru</i>	<i>Ecuador</i>
Polylaminated materials	0	76.3	0	0	0
PVC (polyvinyl chloride)	0	0	2.2	0	0

Recyclable materials (in tonnes)

	<i>Brazil</i>	<i>Uruguay</i>	<i>Chile</i>	<i>Peru</i>	<i>Ecuador</i>	<i>Total</i>
Plastics	10,223.1	118.4	714	451.1	64.3	11,570.9
Metal	16,435.1	127.2	4.3	0	0	16,566.6
Paper	3,065.9	0	144.6	8	0	3,218.5
Glass	0	0	895.2	0	0	895.2
Wood	0	0	25.3	0	0	25.3
Total	29,724.1	245.6	1,783.4	459.1	64.3	32,276.5

Waste

GRI 306-4; 306-5



Hazardous waste (in tonnes)

	SF 20/21	SF 21/22
Preparation for reuse – outside the organization	NA	0.03
Recycling – outside the organization	NA	31.9
Incineration (with energy recovery) – outside the organization	NA	15.1
Landfill – outside the organization	NA	33.7
Total	NA	80.7

Non-hazardous waste (in tonnes)

	SF 20/21*	SF 21/22
Incineration (with energy recovery) – within the organization	NA	110,908
Incineration (without energy recovery) – outside the organization	NA	110.1
Recycling – outside the organization	NA	4,626.3
Landfill – within the organization	NA	27,147
Landfill – outside the organization	NA	6,406.7
Other – outside the organization	NA	83,960.8
Total	NA	233,158.9

* 20/21 crop data could not be traced. Therefore, they will not be incorporated into the report.



Hazardous waste (in tonnes)

	SF 20/21	SF 21/22
Preparation for reuse – outside the organization	-	3.6

Non-hazardous waste (in tonnes)

	SF 20/21*	SF 21/22
Incineration (with energy recovery) – outside the organization	59,733.7	63,670
Recycling – outside the organization	-	347.3
Landfill – within the organization	7,854.2	8,005.6
Landfill – outside the organization	93.1	161.5
Other – food and shelter for animals	-	41,753.3
Total	67,681	113,937.7*

*The increase is due to the amount of waste that is generated in relation to the rice inserted by Molinos and what is agreed upon annually with the prefectures of each department, depending on the space they have in their landfill. This value can vary from year to year, either increasing or decreasing.



Hazardous waste (in tonnes)

	SF 20/21	SF 21/22
Incineration (with energy recovery) – outside the organization	0.77	0.99

Non-hazardous waste (in tonnes)

	SF 20/21*	SF 21/22
Incineration (with energy recovery) – within the organization	170.0	418.9*
Incineration (with energy recovery) – outside the organization	17,830.9	16,326.5
Preparation for reuse – outside the organization	-	8,750.4
Recycling – outside the organization	-	67.7
Composting – outside the organization	-	312.2
Landfill – outside the organization	111.6	81.8
Other* * – outside the organization	1,525.0	1,018.3
Total	19,637.5	26,975.7

*In the 20/21 season, the ovens at the Tucapel units operated from March to August, while in the 21/22 season, they worked from March 2021 to January 2022 to improve the conditions of stored rice, hence the increase in incineration within the organization.

**Used for composting and soil improvement; applied directly to agricultural land.



Peru

Hazardous waste (in tonnes)

	SF 20/21	SF 21/22
Landfill – within the organization	-	0.01
Landfill – outside the organization	0.02	0.03
Total	0.02	0.04

Non-hazardous waste (in tonnes)

	SF 20/21*	SF 21/22
Preparation for reuse – within the organization	-	3.6
Recycling – outside the organization	-	56.8
Landfill – outside the organization	26.4	160.3
Other* – outside the organization	946.9	830.3
Total	973.3	1,051

*Ash and impurities are deposited at a collection point – they do not generate contamination due to being organic waste.



Ecuador

Hazardous waste (in tonnes)

	SF 21/22
Preparation for reuse – outside the organization	0.03

Non-hazardous waste (in tonnes)

	SF 21/22
Recycling – outside the organization	15.6
Landfill – outside the organization	27
Total	42.6

2021 CAMIL SUSTAINABILITY REPORT

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