

 Camil

ESG Report

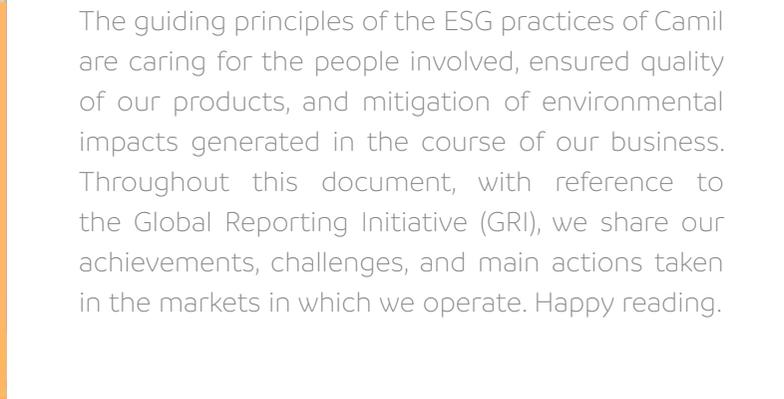
2020





Our ESG Formula

Welcome to our first ESG Report. This is a tool to promote transparency, where we can share some of the advances the company has made and affirm our commitment to the sustainability of our operations. The guiding principles of the ESG practices of Camil are caring for the people involved, ensured quality of our products, and mitigation of environmental impacts generated in the course of our business. Throughout this document, with reference to the Global Reporting Initiative (GRI), we share our achievements, challenges, and main actions taken in the markets in which we operate. Happy reading.



Summary

Message from Management

In 2020, we all faced one of the most challenging and unexpected scenarios of our generation: the Covid-19 pandemic. The global supply chain, affected by the rising cost of purchasing raw materials, has been a cause of many uncertainties for economies and industries.

For Camil it was no different. We faced cost increases in the items purchased by the company coupled with the high demand in the sector caused by the rush to supermarkets at the beginning of the pandemic, followed by the normalization of inventories in the third and fourth quarters. We acted quickly and in a coordinated way to ensure our supply chain, which was essential to not allowing shortages of food on the table of our consumers, in addition to proving the resilience of our business model with improvements in our results, even in the face of such adversity.

With the pandemic, we focused on protecting our teams by strengthening occupational health and safety protocols and expanded our contribution to mitigate the impacts to society by donating food, equipment, and utensils to health services in the regions where our units are located, as well as intensifying support for the most vulnerable populations. We prioritized social solidarity and reinforced our commitment to continued production for the supply of supermarkets, homes, and families.

We undertook to align the Company with the sustainability agenda for the coming years. To that end, we created new management committees, in particular, the ESG and Ethics Committee, which endeavors for the inclusion of ESG practices in the next five years. We also created eight material themes in 2020 assigned to working groups, which act to execute actions related to the environment, social responsibility, and corporate

governance in the four countries in which we operate.

In this context, the company's business model is intrinsically linked to the 2030 Agenda proposed by the United Nations (UN), particularly the Sustainable Development Goal (SDG) 2, which reinforces the importance of "ending hunger, achieving food security and improving nutrition, and promoting sustainable agriculture".

"We prioritized social solidarity and reinforced our commitment to continued production for the supply of supermarkets, homes, and families."

We ended 2020 and started 2021 with a positive financial balance, with growth achieved through actions aimed at agility, security, and supply volume assurance. We reached new heights as a company, with a gross revenue of R\$ 8.5 billion for the year, a historical growth record of 36% compared to the previous year. And our appetite for growth continues, as we recently announced new acquisitions: the agro-industrial rice producer and processor Dajahu in Ecuador — which marks our entry already as market-leaders in another Latin American country — and Santa Amália, one of the most traditional producers of Brazilian pasta, marking the entry of Camil into this sector. In addition, the first steps were taken this year on a journey in yet another product category in Brazil with the acquisition of the coffee brand trademark Seleto.

Perseverance, commitment, and union are Camil's core values, just as the proximity and partnership we have with our stakeholders are fundamental to our recipe for success. Thus, we have compiled in this report the main data and information about our business, so that the market can get to know Camil in its essence: Trust, Entrepreneurship, Enthusiasm, Proximity, and Responsibility.

On behalf of Camil, I would like to thank our suppliers, employees, and partners for their quality and commitment, and above all, the customers, for without their preference we would never get so far. We also cannot forget to thank our shareholders and Board of Directors for their continued trust in us throughout this year. We remain confident in our capacity for growth and the quality of our work by which and reinforce our commitment to society.

Luciano Quartiero
Chief Executive Officer



2020 in numbers



Approximate production volume of
2,2 million tons/year



Exports to over **50** countries



More than
300 tons
of donated food products



R\$ 8,5 billion
of gross revenue, a growth of 36% compared
to the previous year



2
new management committees founded: the
Strategy, Innovation, Branding and Marketing
Committee, and the ESG and Ethics Committee



About
14 thousand
customers and 300 thousand sales locations
in Brazil



Rated as one of the top
5
best companies in People Management
by Valor Carreira



43%
of the rice husk produced by Camil was
used internally for steam and energy
generation



The company's energy generation grew
7%
in Brazil, from the 2019-2020 Crop to the
2020-2021 Crop, reaching 4,185,668 MW



Profile

Corporate Profile

Founded in 1963, Camil Alimentos S.A. is a multinational company of Brazilian origin that offers food consumer goods in several categories, strongly recognized for its brands and quality, occupying leading positions in the regions where it operates.

With business in Brazil, Uruguay, Chile, and Peru, Camil is headquartered in the city of São Paulo (SP) and its structure has 28 processing units and 16 distribution centers in Latin America. Of those, 12 grain processing units are in Brazil, as well as one for sugar and one for fish, and another 14 plants for grain processing are distributed in Uruguay (9), Chile (2) and Peru (3).

Camil serves about 14 thousand customers and is present in approximately 300 thousand sale locations in Brazil, in addition to exporting to over 50 countries. The company has extensive experience in grain marketing, processing, import and export of food, and similar products of its own production and of third parties.

“Its structure has 28 processing units and 16 distribution centers in Latin America.”



Our Products



Grains

rice, beans, other grains (popcorn corn, canjica, among others), as well as high added value products (such as rice crackers)

Brazil



International



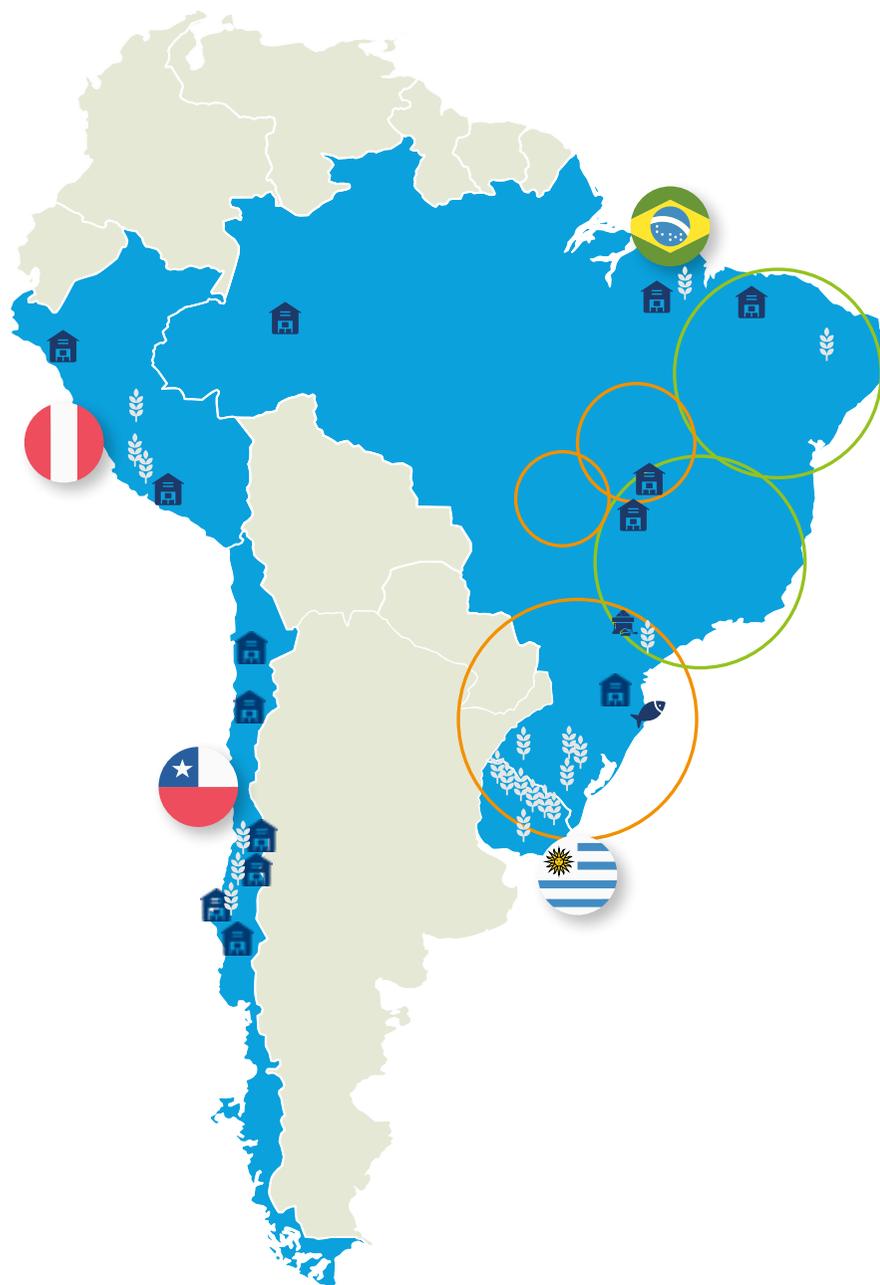


**Sugar,
sweeteners,
cake mix and
derivatives**



**Canned fish
(sardines and
tuna) and pâtés**





Plants and Distribution Centers in Latin America

-  Grain processing units: 26
- 12 in Brazil
- 14 international
-  Fish processing units: 1
-  Sugar packaging units: 1
-  Distribution centers: 16
-  Rice-producing regions
-  Bean-producing regions

28
processing facilities

16
distribution centers in Latin America

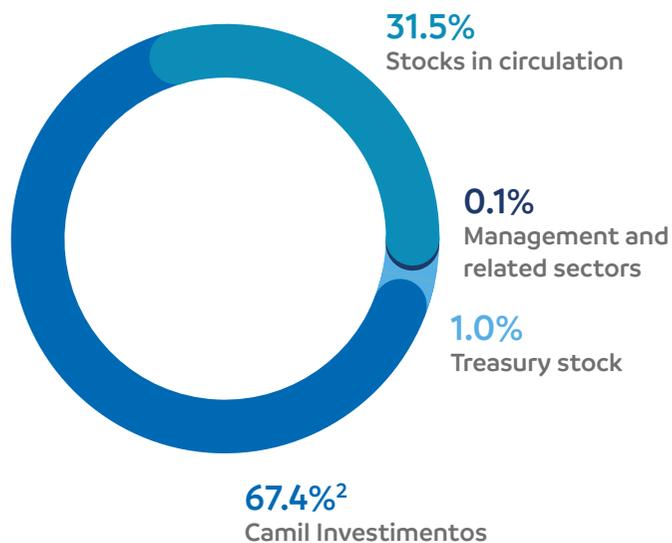
Operation in **4** countries and presence in multiple categories in Brazil



Ownership Structure

A publicly traded company since 2017, Camil has shares traded in the special listing segment of B3 - Novo Mercado, under the ticker CAML3. At the end of February 2021, the company had 370 million ordinary shares. Of this total, 32% were in circulation and 67% belonged to its majority shareholder Camil Investimentos and related individuals.

Ownership Structure
(on 02.28.2021)



² Includes the individual shares of Camil's investment partners.



History

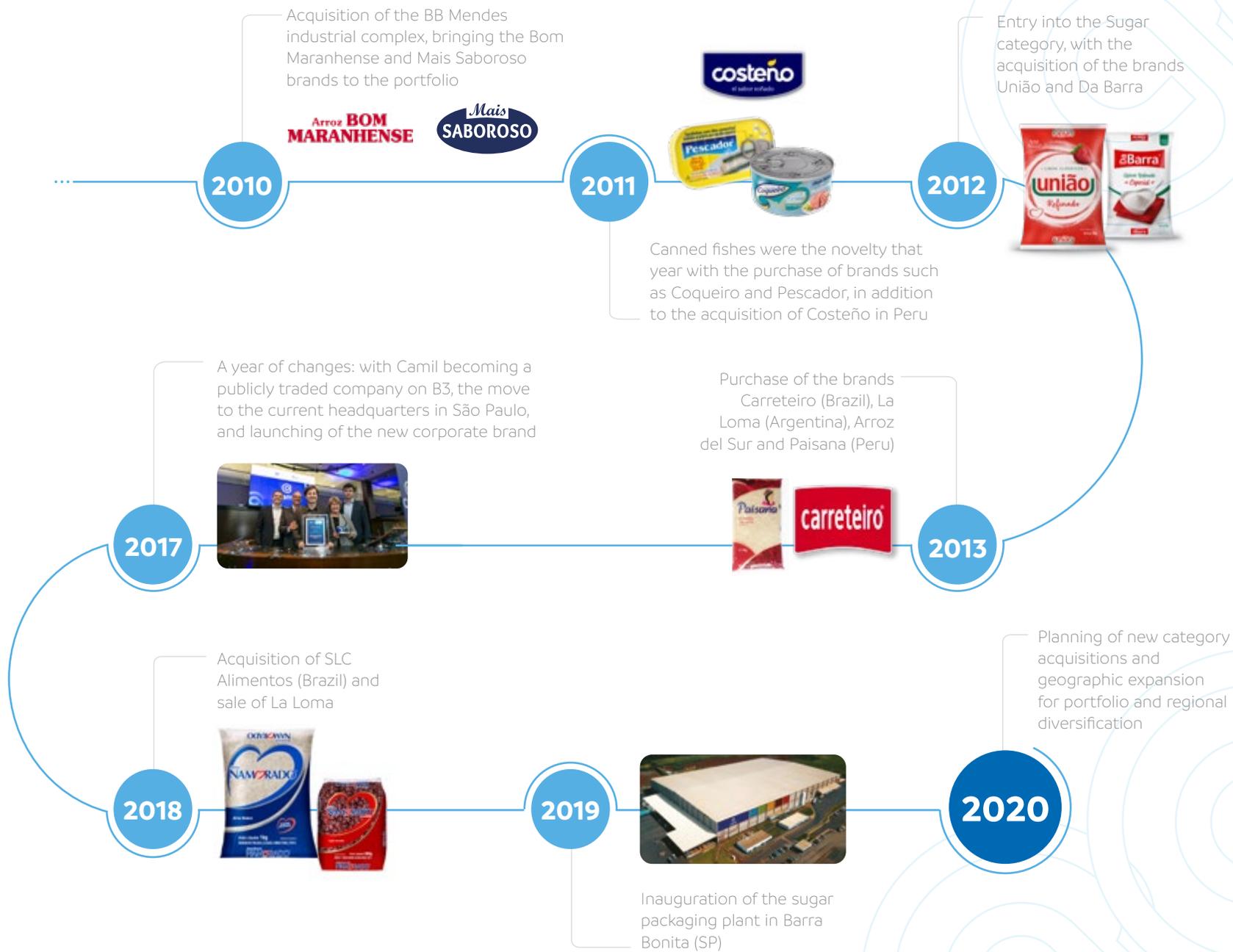
One of the largest food companies in South America today, Camil Alimentos began its trajectory in the Brazilian market in 1963 with the visionary Jairo Quartiero, through a cooperative of rice producers (Cooperativa Agrícola Mista Itaquense Ltda). In 1974, in a pioneering way, the company began to offer rice packaged in 5kg packages, in a market that sold only in bulk. The following year, it expanded its operations by opening its first storage, distribution, and customer service center in São Paulo (SP).

The 80s and 90s were a period of many transformations and organic commercial expansion, marked by the company's entry into new markets (such as beans), and the relocation of its headquarters from Rio Grande do Sul to São Paulo. Throughout the 2000s, the Company adopted a new growth strategy: the acquisitions of units and leading brands in Brazil and Latin America and from 2011 began diversification of its product portfolio in Brazil.

In 2017, Camil became a publicly traded company on the B3 Novo Mercado at the highest level of corporate governance, under the ticker CAML3. In addition to the funds raised in the IPO, the company proceeded with issuing debentures linked to agribusiness receivables certificates (CRAs). In 2020, most of the company's efforts focused on mitigating the impacts of Covid-19 and executing strategic planning for the coming years.



“In **2017**, Camil became a publicly traded company on the B3 Novo Mercado **at the highest level of corporate governance**, under the ticker CAML3.”



Arroz **BOM MARANHENSE** Mais **SABOROSO**

costeño



Entry into the Sugar category, with the acquisition of the brands União and Da Barra



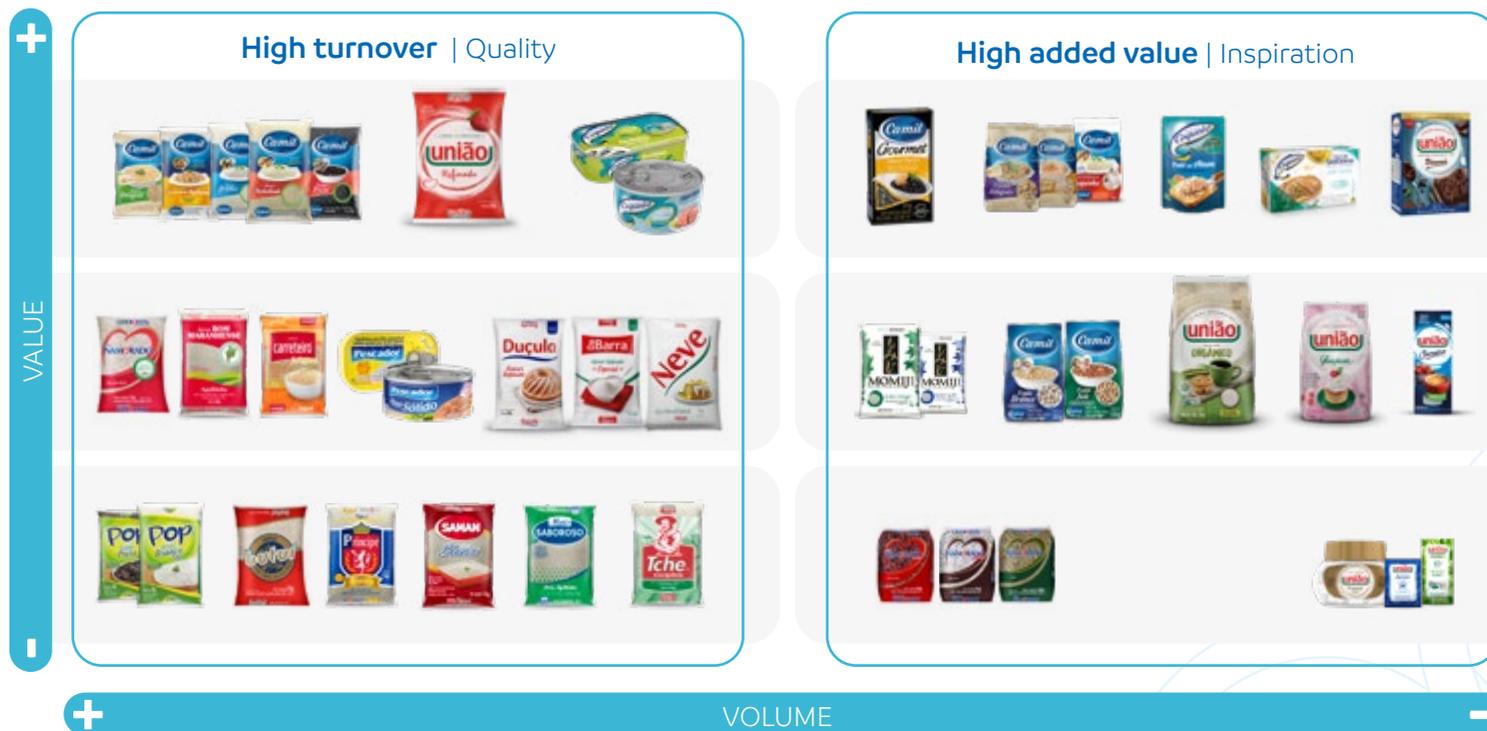
Purchase of the brands Carreteiro (Brazil), La Loma (Argentina), Arroz del Sur and Paisana (Peru)



Products and Branding

With products that prioritize the quality and food safety of consumers, Camil's portfolio is quite complete, including brands that customers are highly familiarized with. The items marketed by Camil are not limited to the traditionally known brands, such as Camil and Namorado for rice and beans, Union and Da Barra for sugar, and Coqueiro and Pescador for fish. The company has other regional brands and of different price ranges to serve all consumer niches.

There are products of greater added value which provides healthiness, such as wholegrain and organic, and others of greater practicality, which include cake mix, and also those aimed at specialized cuisine, such as oriental rice.



Brazil

With strong performance in food safety and standardization of management processes, with monitoring the quality of the grains and the technical specifications of each product, the Company operates with three main products in the country: grains (the flagship product being rice and beans), sugar, and fish, under the following brands:



Market leader in Brazil and with a strong presence in São Paulo (SP), it has the most complete portfolio in the grain category, including rice, beans, gourmet products, ready-to-eat meals, lentils, chickpeas, peas, soybeans, popcorn kernel, canjica, and brown rice crackers.



A national brand, Namorado expands the reach of Camil in Brazilian cuisine, offering rice products and beans, among others.



União is a reference brand in the kitchen of the Brazilian public and has the most complete portfolio of sweeteners on the market. It is a leader in the refined sugar category and has expanded its presence in the food segment with sweeteners and with ready-to-bake mixtures.



Focused on sugar, Da Barra incorporates refined and brown sugar variations into a flagship brand.



Part of the Camil Foods brand portfolio since 2011, Coqueiro has undergone an important rejuvenation with an update of its logo, new packaging, and redesign of its message.



Camil also owns the Pescador brand, which sells canned tuna and sardines.

Uruguay

Focused on exports, Camil has its share in Uruguay's grain market with SAMAN, which acts mainly to ensure a close relationship with the supplier chain, raising the quality of its products.



The main rice producer in the country, SAMAN has a 48% market share and has a state-of-the-art industrial and technological infrastructure that allows managing the rice cycle from production to commercialization.

Chile

With an operation aimed at the domestic market, Camil's operations in Chile focus on rice, as well as other products.



Traditional in the country, Tucapel was voted the most valuable rice brand in Chile in 2020, reaffirming Camil's commitment to quality and brand recognition in the countries in which it operates.

Peru

Camil's activity in Peru is focused on sales of packaged goods in the domestic market, supplying mainly small and medium-sized businesses, concentrated in two main brands:



Costeño has a long history and extensive portfolio of products that make it one of the brands best known to Peruvians in rice and other products as well.



Paisana, a brand of rice and beans, offers healthy food to Peruvians.

Other brands

As the main result of acquisitions and incorporations of other companies, other brands were added to the portfolio due to their relevance and strong presence in specific regions of the country. In this way, the company's portfolio becomes more complete, efficient, and competitive, ensuring scale to the operation and ensuring service to all publics.

“the company's portfolio becomes more complete, efficient, and competitive.”



Rice



Arroz **BOM MARANHENSE**



Rice and beans



Sugar



Strategy and brand recognition

Camil's marketing strategy focuses on consumer trends. Therefore, in 2020, it focused on practicality, healthiness, greater added value, and rationality, with advertising campaigns, live content with influencers, and social media content raising these topics.

In 2020, due to the pandemic, the company also brought entertainment to consumers, with live performances by singers such as Luan Santana, Diogo Nogueira, and Joelma, focused on food donations.

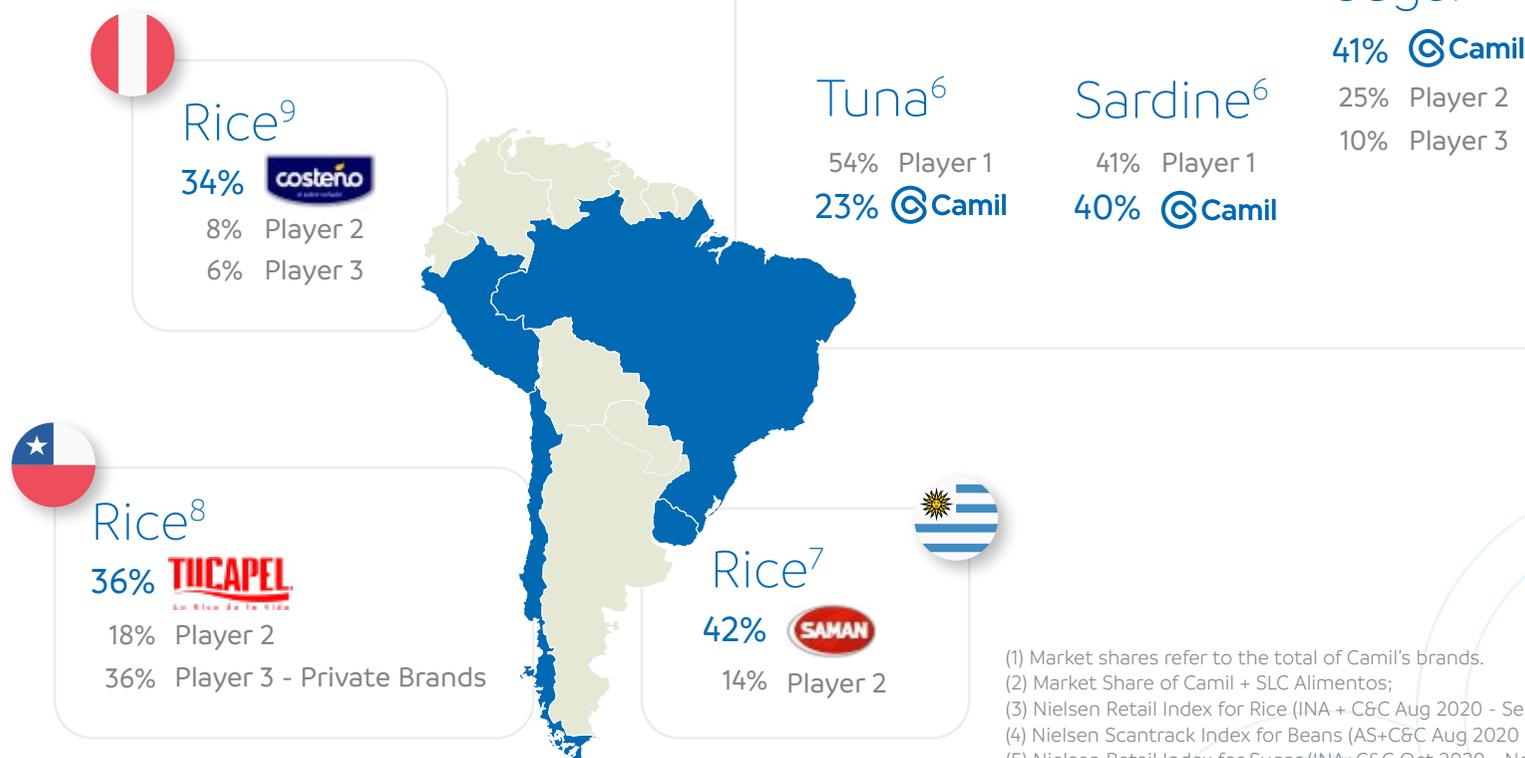
In 2020, Camil's brands were recognized by the biggest awards in the country, such as Top of Mind by Jornal Folha de São Paulo awarded to the Camil and União brands.

“In **2020**, Camil's brands were **recognized** by the biggest awards in the country, such as **Top of Mind** by Jornal Folha de São Paulo awarded to the **Camil** and **União** brands.”



Leadership in all regions and sectors¹

The quality of the product, coupled with well-executed marketing strategy puts Camil in a prominent position in all countries in which it operates, as can be seen below:

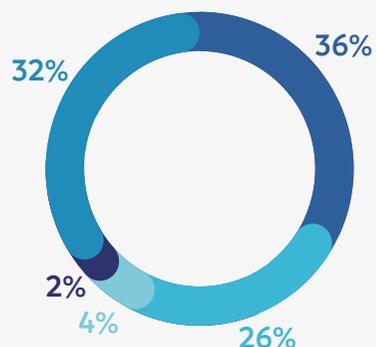


(1) Market shares refer to the total of Camil's brands.
 (2) Market Share of Camil + SLC Alimentos;
 (3) Nielsen Retail Index for Rice (INA + C&C Aug 2020 - Sep 2020);
 (4) Nielsen Scantrack Index for Beans (AS+C&C Aug 2020 - Sep 2020);
 (5) Nielsen Retail Index for Sugar (INA+C&C Oct 2020 - Nov2020 for 1kg - represents around 90% of the market for refined products);
 (6) Nielsen Retail Index for Sardines and Tuna (INA+C&C Octv2020 - Nov 2020);
 (7) Uruguay; Consecha Comision Sectorial del Arroz market share;
 (8) Nielsen Scantrack Chile;
 (9) Kantar Worldpanel Peru.

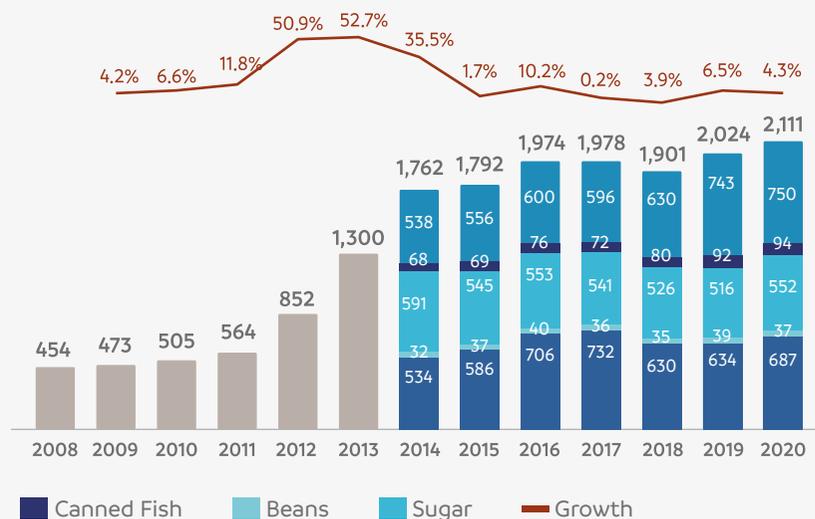
Record production volumes

Camil's total production in 2020 was 2.1 million tons of food, an increase of 4.5% compared to the previous year. The amount produced is divided into the following categories:

Production Breakdown



Volume and growth (in millions of tons and %)



Market Share

In a fairly pulverized market such as the grain market in Brazil, Camil is the leader in market share in rice, with 14%¹² of the volume sold in the country, and takes second place in beans, with 9%³. In fish products, it represents 40% in sardines and 23%⁴ in the tuna segment. In sugar, with the União brand — which in 2020 turned 110 years old — the company is an absolute leader, with 41%⁵ of the market. In South America, it has a 48%⁶ share of the market in Uruguay, 33%⁷ in Chile, and 37%⁸ in Peru, totaling 677 thousand tons produced in the three countries.

Source: 1) Market Share of Camil + SLC Alimentos; 2) Nielsen Retail Index for Rice (INA+C&C Aug 2020 - Sep2020); 3) Nielsen Scantrack Index for Beans (AS+C&C Aug 2020 -Sep 2020); (4) Nielsen Retail Index for Sardines and Tuna (INA+C&C Oct 2020 - Nov 2020); (5) Nielsen Retail Index for Sugar (INA+C&C Oct 2020 - Nov 2020 for 1kg - represents around 90% of the refined products market); (6) Uruguay: Consecha Comision Sectorial del Arroz market share; (7) Nielsen Scantrack Chile; (8) Kantar Worldpanel Peru;

Business model

With high growth rates over the years, in volume and turnover, and resilient to crisis related to basic food products, Camil has a business model based on three pillars:



Trademark

Wide portfolio of leading brands in various product categories



Distribution

Solid distribution platform with geographic and consumer market coverage



Added value

Operational focus on the phases of the production chain with guaranteed efficiency and quality, especially in cost-benefit, processing, packaging, and marketing.

This positioning in the production chain, without participation in the cultivation or direct fishing of the traded items, reduces exposure to price and volume volatility and the transfer of cost variations to the final prices of the products, even in unfavorable economic scenarios.



Grains



Sugar



Canned Fish

Brands						
Agriculture/Fishing	✗	✗	✗	✗	✗	✗
Origination	✓	✓	✓	✓	✗	✓
Processing	✓	✓	✓	✓	✗	✓
Packaging	✓	✓	✓	✓	✓	✓
Distribution	✓	✓	✓	✓	✓	✓
Marketing	✓	✓	✓	✓	✓	✓
Pricing and purchasing strategy	<ul style="list-style-type: none"> • Weekly purchases. • Camil offers stocking to producers, with reduced logistics costs, increasing the competitiveness of the company in negotiation. 	<ul style="list-style-type: none"> • Price regulation protects SAMAN's margins. • Prices paid to producers are based on the selling price (no foreign exchange risk despite submitted to export). 	<ul style="list-style-type: none"> • Local purchases at market prices. • Importing SAMAN rice. 	<ul style="list-style-type: none"> • Most of the rice is imported from SAMAN. 	<ul style="list-style-type: none"> • Long-term contracts with Raízen: volume guarantee (take or pay) • Contracts based on international sugar prices. • Super Barra: a project to internalize the packaging process. 	<ul style="list-style-type: none"> • Acquisition of several suppliers at market prices, supplemented by import contracts. • Industry concentration favors price discipline.

Strategy and competitive advantages

Camil emphasizes building strong brands, connecting with consumers through value-added services and campaigns that contribute to the differentiation of the company's products, as well as a solid distribution platform in the regions where it operates, combined with efficient management of operations. This strategy allows the company to capture a brand premium in the operating markets and is an important pillar for the company's long-term value.



Strategic Basis

- Ⓞ Expansion of brand leadership and participation in the Brazilian rice and beans market;
- Ⓞ Continuous expansion of operations in Brazil and other countries;
- Ⓞ Strengthening of the supply, distribution, sales, and maintenance platform of efficient operational management;
- Ⓞ Expansion of the brands portfolio and products in new categories with growth potential through selective and strategic acquisitions.



Competitive advantages

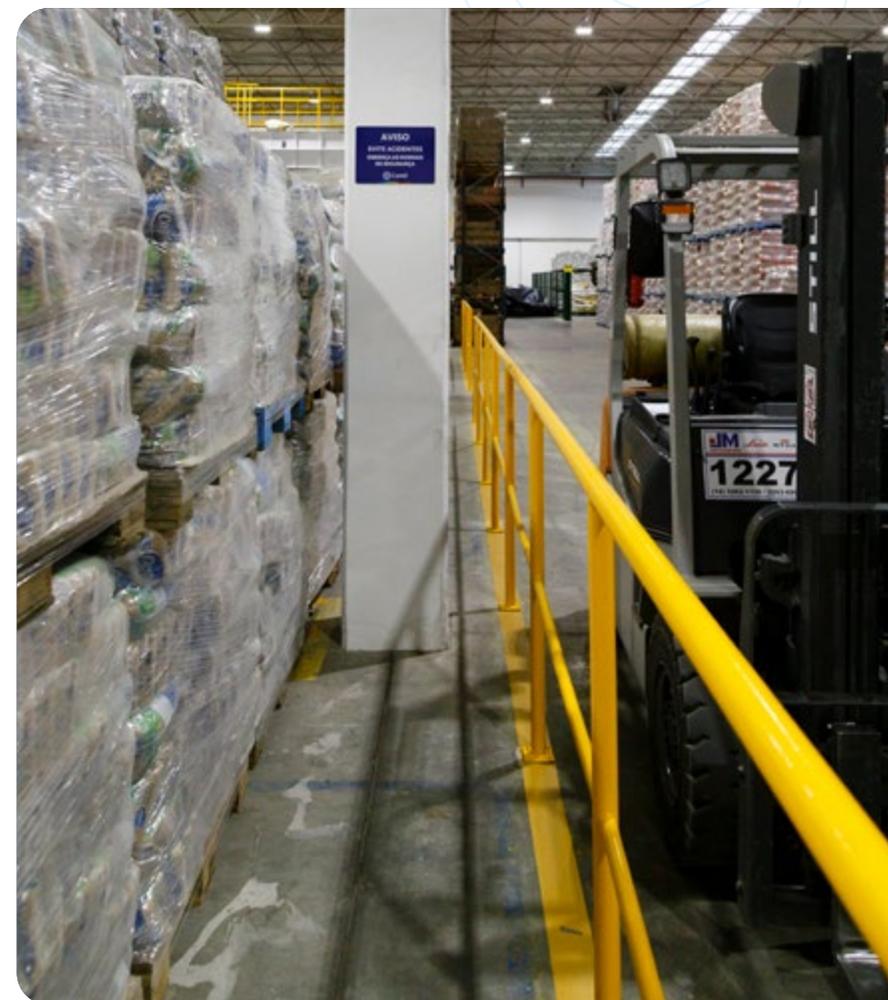
- Ⓞ Leading brands with strong recognition in the food sector in South America;
- Ⓞ Ability to successfully identify, acquire and integrate strategic acquisitions;
- Ⓞ Solid and resilient business model;
- Ⓞ Distribution platform with wide capillarity and solid relationship with customers and suppliers;
- Ⓞ History of good practices of corporate governance and professionalized administration.

Future outlook for the business

The company's growth strategy involves increasing the market share of rice and beans in Brazil, where the market is heavily fragmented, either organically and through acquisitions. In Brazil, the company is also evaluating other possibilities for the acquisition of other grocery shelf items that share a similar dynamic synergy of logistics and sales with the company's current operations, including items such as coffee, pasta, and flour.

The company also aims to expand participation in other South American countries where it is already present and aims to operate in new markets on the continent, focusing on categories within its realm of expertise. In this way, Camil reinforces its position as a relevant Brazilian multinational in the food sector of Latin America.

“The company also aims to expand participation in other South American countries where it is already present and aims to operate in new markets on the continent.”





Corporate Governance

Camil stands for its commitment to ethics in its activities and decision-making processes. The conduct of the company's professionals is based on the best practices of corporate governance and has as reference the principles of corporate responsibility, accountability, transparency, and equity in decisions made in a collegiate manner.

In 2017, Camil became a publicly traded company on the Novo Mercado, a special segment that requires the highest level of B3 corporate governance. A testament to the ethical performance is the presence of the company's roles in several B3 stock indexes – such as the Differentiated Corporate Governance Stock Index (IGC), which brings together companies listed in the Novo Mercado or at Levels 1 or 2. Camil shares also make up the Corporate Governance Index – Novo Mercado (IGC-NM) and the stock index with Differentiated Tag Along (ITAG).

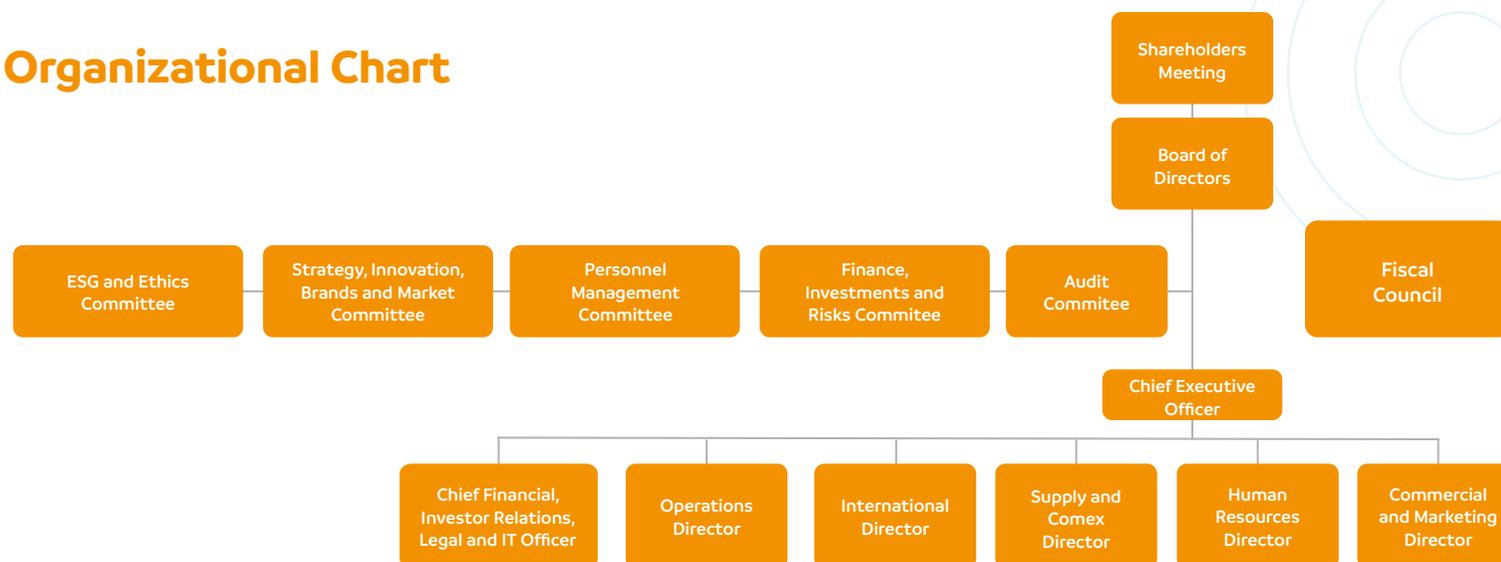
The company publishes an annual report on the Brazilian Code of Corporate Governance at the Comissão de Valores Monetários (CVM), (similar to the USA's Securities and Exchange Commission), in which it discloses which practices provided for in the document are followed internally — those not applied are justified, according to the principle “practice or explain”. The report is available on Camil's [IR website](#).

Camil has a corporate governance structure adhering to best market practices. The maximum instance of deliberation in Camil is the General Meeting of Shareholders, held annually, when ordinary, and, whenever necessary, in an extraordinary meeting. The General Meeting elects the members of the Board of Directors and the Supervisory Board, among other duties.



“In 2017, Camil became a publicly traded company on the Novo Mercado, a special segment that requires the highest level of B3 corporate governance.”

Organizational Chart



Board of Directors

Established in 2008, Camil has a Board of Directors composed of a minimum of five and a maximum of nine members, appointed by the General Meeting of Shareholders, with terms of two years, and re-election is allowed.

In addition to the duties provided for in the laws prescribed for corporations — such as guidelines for the conduct of business, electing and dismissing directors, assigning functions, and supervising activities — Camil's bylaws establish other duties of the Board of Directors.

Among them, approve proposals for the declaration of interim and interim dividends, authorize payments of interest on

equity, prepare and disclose reasoned opinion on the terms and conditions of corporate reorganizations, validate capital increases and other transactions that give rise to the change of control, stating whether they ensure fair and equitable treatment to the shareholders of the company.

It is also the responsibility of the board to approve the acquisition or disposal of corporate interests, associations or joint ventures or corporate groups when the value is equal to or greater than R\$ 50 million.

At the end of February 2021, the Board of Directors was composed of seven full members, four of whom were

independent, representing 57% of the total members, professionals who had no link to Camil, in accordance with applicable law. The list of members of the company's Board of Directors can be seen below. Minutes are available on the [Investor Relations website](#).

Members of the Board of Directors

Jairo Santos Quartiero

Chairman of the Board of Directors

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

Fiscal Council

The Supervisory Board is responsible for the verification and control of the company's accounts, in addition to the legality

of the acts practiced by the board members, following the guidelines of the laws prescribed for corporations.

In addition to the duties provided for in the legislation, the Supervisory Board monitors the work of external audits on a quarterly basis. Camil's Supervisory Board is not permanent and may be constituted at the request of the shareholders. It is composed of three effective members and an equal number of alternates, all residents in the country, shareholders or not, elected and dismissed at any time by the General Meeting, for a term of one year, with re-election being allowed.

The list of the members of the company's Fiscal Council can be seen below. Minutes are available on the [Investor Relations website](#).

Members of the Supervisory Board

Marcos Silveira

Effective member

Maria Elena Cardoso Figueira

Effective member

Eduardo Augusto Rocha Pocetti

Effective member

Maria Cecilia Rossi

Alternate member

Ademir José Scarpin

Alternate member

Fernando Cruchaki de Andrade

Alternate member

Advisory Committees

In order to contribute to essential topics for the management of Camil, the Board of Directors has advisory committees for specific topics, composed of advisors and external members. In addition to deliberating and approving key issues, the committees propose good market practices, also directing the work of the Executive Board. Currently, the company has the following advisory bodies: (a) Finance, Investments and Risks Committee; (b) People and Management Committee; (c) Strategy, Innovation, Brands and Market Committee; (d) ESG and Ethics Committee; and (e) Audit Committee.

The ESG and Ethics Committee and the Strategy, Innovation, Brands and Market Committee were established in January 2021 and the Finance, Investments and Risks, and People Management Committee were reformulated in the same month. It is worth noting that, as determined by the Novo Mercado regulations, only the Audit Committee is a statutory committee.

Below are the main assignments of each Committee.

Audit Committee

Statutory, the body's main function is to monitor and propose improvements to the Board of Directors in processes and matters related to accounting, financial reporting, risk management, internal controls, internal and external audit, and compliance.

In addition to other roles and responsibilities, it also advises on the hiring and dismissal of independent auditors for the preparation of independent external audits as well as on any other service, supervising their activities and evaluating their annual work plan.

Finance, Investments and Risks Committee

The Finance, Investments and Risks Committee is responsible for periodically reviewing the budget, quarterly and annual results, as well as the company's investment plan and finances. The body recommends financial operations that it deems necessary.

Periodically, it studies the impact of the investment plan and the financing plan on the capital structure. It also establishes parameters and limits for internal control systems and risk management, ensuring the operationalization of related processes, mechanisms, and controls as well as the coherence of financial policies with strategic guidelines and the business profile.

Personnel Management Committee

The Personnel Management Committee is responsible for deliberating, monitoring, and suggesting improvements in developing guidelines and practices, human resources, and management system for topics related to culture, organizational climate, and corporate structure. The forum also participates in decisions related to the hiring or dismissal of directors and continuously monitors the retention and succession plans at the presidency and Board of Directors levels.

Strategy, Innovation, Brands and Market Committee

In January 2021, the company created this committee, which role is focused on strategic direction, including innovation guidelines, brand appreciation, market positioning, and institutional image, accounting for operational, industrial,

and corporate aspects. The committee also defines practices and guidelines for innovation, research, and technological development.

ESG and Ethics Committee

As it becomes relevant in the market, sustainability strategies require greater focus within the company. For this reason, and in accordance with the business model and strategies proposed by senior management, the Ethics Committee became the ESG and Ethics Committee in January 2021, which acts to direct the Company's actions in the environmental, social and governance spheres — Environmental, Social and Governance (ESG), so that the company is aligned to the movement for Sustainable Development. The committee also monitors the Integrity Program and analyzes observance and compliance to the standards of conduct defined in the Code of Ethics and other policies, proposing, when necessary, improvements to these documents.

Remuneration and ESG

Throughout 2020, the company's senior management monitored socio-environmental indicators as the basis for the creation of targets linked to socio-environmental issues. Thus, all directors of Camil, from 2021 on, have in the composition of their variable remuneration linked to goals to be met related to environmental conservation, governance practices, and social responsibility.

Board of Executive Directors

Elected by the Board of Directors, the Executive Board of Camil has two statutory members and non-statutory members responsible for the execution of the company's strategies. The executive directors are legal representatives and have the function of implementing the general guidelines established by the Board of Directors, guided by the values and purpose of the organization. Resumes are available on the [Investor Relations website](#).

Composition of the Executive Board

Luciano Maggi Quartiero

Chief Executive Officer - Statutory

Flavio Jardim Vargas

Chief Financial and Investor Relations Officer - Statutory

Renato Accessor da Silva Costa

Operations Director

André Ferreira Ziglia

Supply and Comex Director

Renato Gastaud

International Director

Erika Maria Porto Magalhães

Human Resources Director

Carlos Daniel Cappadona³

Commercial and Marketing Director

³ Carlos Daniel Cappadona joined the company in May 2021.

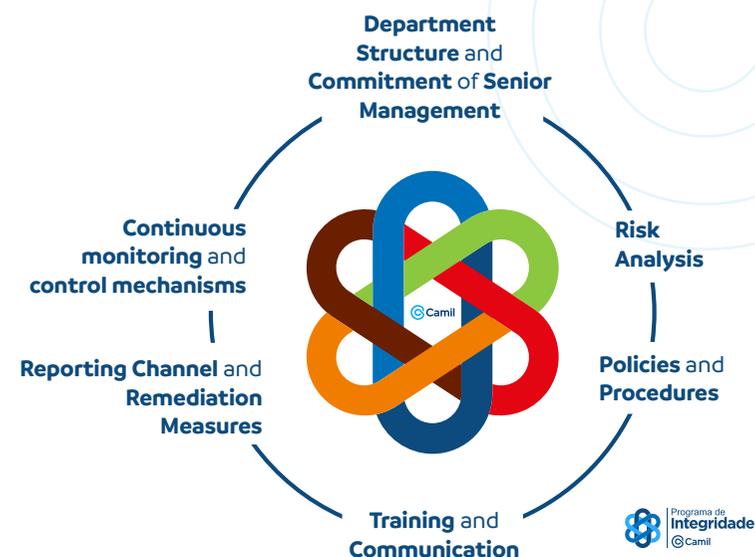
Ethics and integrity

Camil has a consistent history of value generation, growth, and returns to shareholders. This is only possible because it operates consciously and transparently. Operating in several countries, ethical and responsible attitudes are essential to the fulfillment of the strategy of expanding market relations, exploiting competitive advantages, and ensuring the integrity and sustainable growth of the company.

The Integrity Program

With the intention of ensuring that business is conducted according to the best principles of governance and compliance based on legality, transparency, and corporate responsibility, Camil is implementing its Integrity Program.

By encompassing measures, policies, and procedures aimed at preventing, detecting, and remediating the occurrence of improper conduct that is in non-compliance with current legislation and other internal policies, the program plays a key role in strengthening the company's image. The Integrity Program is coordinated by the compliance department, which was established at the end of 2020 and has six supporting pillars:



1 Department structure and commitment of senior management:

the first pillar of the program precisely to ensure its effectiveness, with broad and visible support from senior management. The compliance department reports directly to the Audit Committee, ensuring that it operates independently.

2 Risk analysis:

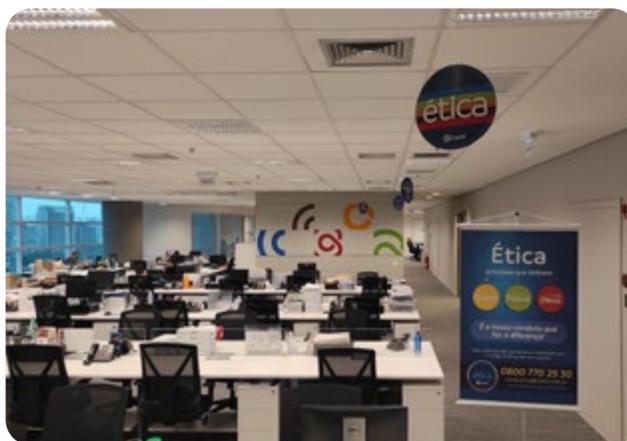
contemplates risk assessment related to the theme, which brings elements for improvement and review of the other pillars of the program and the conduct of third-party reputational analysis to identify and mitigate risks.

3 Policies and procedures:

covers the review of processes that pose compliance risks for the company and defines flows, procedures, and approval techniques and steps aimed at mitigating such risks. These revised processes and defined guidelines are formalized through policies and procedures.

4 Training and Communication:

aims to ensure that all employees are aware of the risks of compliance and what policies and guidelines Camil has in place to mitigate such risks and ensure the conduct of activities in an ethical and responsible manner. The pillar also aims at broad and clear announcements about the Ethics Channel so that attitudes contrary to the guidelines of the Camil Code of Ethics can be identified and treated.



“The pillar also aims at broad and clear announcements about the Ethics Channel so that attitudes contrary to the guidelines of the Camil Code of Ethics can be identified and treated.”

5 Reporting channel and remediation measures:

includes conducting internal investigations related to possible fraud or misconduct committed in violation of the guidelines of the Camil Code of Ethics and other policies. Complaints are made based on suspicions and concerns brought to attention through the website, email or telephone of the Camil Ethics Channel. Remedial measures are taken for cases considered appropriate.

6 Continuous monitoring and control mechanisms:

aims to define control mechanisms that ensure compliance with company policies and compliance procedures as well as monitoring by means of indicators of the Integrity Program to promote the continuous improvement of processes and activities.

Camil Ethics Code

The Camil Code of Ethics aims to strengthen and promote integral and transparent conduct. Updated in 2019, it brings together the purposes and values that should guide the behaviors and attitudes of all those involved in conducting the business of Camil. It values compliance with legislation and the improvements in the business environment in order to provide a more responsible and sustainable organizational culture.

The code applies to all Camil employees, third parties, business partners, shareholders, and board members. The Camil Ethics Code addresses topics such as sustainability, General Data Protection Law (GDPL), intellectual property, ethical conduct guidelines, prevention of moral and sexual harassment, among others. The full document is available on the [company's website](#).

“The code applies to all Camil employees, third parties, business partners, shareholders, and board members.”



Ethics Channel

In order to provide an organizational environment open to dialogue and transparency, Camil enables the reporting of possible violations of the Code of Ethics as well as other policies and applicable laws through its Ethics Channel.

The channel is managed by a third party and independent company, ensuring absolute secrecy and anonymity of the informer. Proper treatment of each situation is conducted by the Compliance Department, and by the Camil Operational Ethics Committee in the first instance, and by the ESG and Ethics Committee and/or Board of Directors in the second.

All complaints follow an investigation protocol and are directed via the system to the responsible departments, according to the type of complaint, for analysis and suggestion of treatment.

The Camil Ethics channel is available through the following means:



www.canaldeetica.com.br/camilalimentos



canal.etica@camil.com.br



0800 770 2530

operating during business hours

Ethics Campaign

In 2020, as a way to raise awareness among employees and reaffirm its commitment to the Camil Ethics Code, Camil promoted a communication and training campaign, which featured posters, mobile content, stickers, pamphlets distributed in the units, online training with issuance of a certificate of completion, and signing of the acceptance term to the Code of Ethics.



Risk Management

In order to approximate aspects of risk management to senior management, incorporate the activity into the decision-making process, and obtain risk management practices aligned and integrated with the strategic objectives of the business, the company devoted itself throughout 2020 to review the approaches and methodologies used to manage its risks, based on the best and most recent international market practices (COSO ERM 2017 and ISO 31000: 2018). Thus, the company endeavored to establishing and consolidating relationships with agents most exposed to risk and respective focal points — departments and business units — to support the identification, analysis, treatment, monitoring and reporting of risks, as well as strengthen the risk management culture and isolate opportunities for improvement.

In 2020, the company updated its Risk Management Policy and formalized its risk exposure and tolerance levels, through the issuance of a risk tolerance statement in order to establish definitions, guidelines, and evaluation criteria to ensure that the main business risks are identified, evaluated and minimized at an acceptable level.

The new guidelines adopted for risk management were developed in conjunction with the Executive Board, reviewed by the Audit Committee, and approved by the Board of Directors. The new risk management approach adopted by the company has been applied ever since through the execution of risk assessment with the participation of the top executives, committee members, and advisors to assess and define

the emerging and/or critical risks for the business (short-term vision/crop year). The results of these assessments are consolidated and make up the company's risk map, which is reviewed annually and reported to the Board of Directors and its advisory committees.

Risks are managed by the respective people involved (risk owners), and the Executive Board with the assistance and with the coordination of the Risk Management Department, they are evaluated and classified according to their impact and the probability of occurrence, as well as the responses that the Company presents to the threats and opportunities imposed by them to the execution of their strategies, thus improving control measures and minimizing exposure.

The Finance, Investments and Risks Committee, in addition to other functions, is responsible for mapping, measuring, and monitoring the company's risk exposure, as well as defining parameters and acceptance levels, recommending strategies for mitigation in line with the company's Risk Management Policy, as well as establishing parameters and limits for the company's internal risk prevention systems and proposing improvements when necessary.

In addition, a working group on ESG was structured to discuss issues of risks and compliance that permeate environmental, social, and corporate governance in the company for its activities in Brazil and Latin America.

Privacy Program

Camil works to identify, control and remedy any risks related to the processing of personal data that are under its responsibility. Thus, in 2020, it began the implementation of a privacy program in compliance with the General Law on the Protection of Personal Data, n° 13.709 / 18, in order to strengthen the sense of responsibility in the culture of personal data management of its employees and stakeholders.

The objectives of the program includes:

- ④ Strengthen information security practices in the processing of personal data;
- ④ Mitigate risks of leaking and misuse of personal data;
- ④ Create a safe environment for all people who share their personal data with Camil;
- ④ Provide transparency on the use of personal data and clear opportunities to exercise rights to all holders.

To structure the program, Camil hired a specialized consulting firm, as well as a law firm specialized in the theme. Steps were carried out such as mapping the flow of personal data in the activities, interviews with professionals responsible for data security, identification of gaps in the mapped activities, definition of legal basis, classification of risks, among others.

The Compliance Coordinator assumed the function of Data Protection Officer (DPO), with reporting to risk management, controls, Compliance and Internal Audit, and to the Chief Financial Officer and Investor Relations Officer serving as Chief Protection Officer (CPO) of the company. Periodically, the Compliance department reports the results and status of the privacy program to the CPO and the Audit Committee.

At the end of February 2021, Camil was in the implementation phase of the second phase of the GDPL adaptation project. This step includes sending monthly GDPL communications, training in GDPL policies to all departments handling personal data, preparing impact reports, as well as setting up an GDPL Operational Committee.

“Periodically, the Compliance department reports the results and status of the privacy program to the CPO and the Audit Committee.”



ESG

Camil integrates best practices into its management strategy and implements themes relevant to the market and business development, with actions aimed at the sustainable growth of operations in each country and category in which it operates.

In this way, the ESG - Environmental, Social and Governance — acronym used to refer to the set of environmental, social and governance practices of a business — is given special attention on the company's agenda.

In addition to a tool that cultivates social purpose within organizations, Camil believes that ESG contributes to risk management and reinforces the company's concern for long-term sustainability. Therefore, in 2020, actions were carried out to raise awareness of the topic, starting from top management and involving employees through several meetings, such as workshops lectures, and internal discussions in order to align the company's vision with sustainable commitments.

“Camil believes that ESG contributes to risk management and reinforces the company's concern for long-term sustainability.”



ESG Management

Planning in the 2020 financial year aimed at the continuous maturation and growth of sustainable governance in the company had as one of the main points of relevance the construction of the basis for the execution of the ESG strategy. Camil has taken on solid commitments that turn its real challenges into goals that ensure efficiency in updating and improving its business purpose. Among the many initiatives, a few stand out:

ESG and Ethics Committee

In January 2021, the company's Board of Directors approved the transformation of the Ethics Committee into the ESG and Ethics Committee, being attributed new responsibilities and providing support to the highest corporate governance body regarding socio-environmental issues, as well as related to integrity and governance. The ESG and Ethics Committee is composed of three advisors, with one being an independent advisor.

Working groups

The working groups are composed of multidisciplinary teams, with more than 60 people in total, distributed in the four countries in which Camil operates. Each working group has established governance and reports to its respective board. Through discussions and monthly meetings, the goals are decided and actions aimed at improving the material themes raised during the ESG evaluation phase held in the company are conducted.

ESG Goals - Board of Directors

To further highlight this commitment, Camil updated its strategic planning for the next five years with the inclusion of ESG practices and set goals related to the context of its material themes in the variable remuneration of all directors of the company. The goal is to bring to the market practices that generate impact and foster a real difference for its business model, people, and the environments of the regions in which it is inserted.

ESG Internal Committee

In order to support the committee linked to the board, the ESG Internal Committee of the Board of Directors was also created, composed of four directors, including the Chief Executive Officer, which aims to monitor the ESG working groups for the implementation of goals and practices that adhere to the company's purpose. The Internal Committee report is executed by the company's Investor Relations and ESG Department.

Contact us - ESG

For queries and questions on topics related to sustainability, the Company's stakeholders can contact us by e-mail:



esg@camil.com.br

The ESG Recipe

The ESG Camil Recipe for Success is based on the principles and goals that guide the company towards its identity, what it seeks to achieve with this structure and the improvement of sustainable practices:

RECIPE

As one of the largest food companies in Latin America, Camil reinforces its commitment to the positive and permanent impact it generates regarding our business and society, the care for the people involved in its context, the quality assurance of its products, and the concern with the mitigation of environmental impacts it generates.

INGREDIENTS



Integrate environmental, social, and governance aspects with materiality as an assertive strategy to reflect what Camil seeks to be, and nurture its commitment to sustainable development. The material themes are accompanied by multidisciplinary working groups, with actions and goals that support their vision.



MODE OF PREPARATION

The company's governance structure aims to stimulate and create mechanisms to integrate environmental, social and governance practices into strategic planning and organizational culture through actions and goals for sustainable business development.



Material Themes Camil



Environmental

Respect for the environment permeates Camil's activities in the different countries where it operates. Therefore, the company respects and complies with the environmental legislation in force in all regions.

In addition, the rational use of natural resources combined with efficiency is among the most relevant topics for management. Thus, the company monitors several performance indicators. As a leading company in the environmental category, the company monitors the quality of the product that reaches the final consumer, as well as the impacts generated by its production, especially in the generation of waste and energy consumption.

Energy

Keeping up to date with best practices for reducing energy consumption as well as the use of new technologies and clean and innovative energy sources is a priority for Camil. For this reason, over the last few years, the company works to change its consumption patterns and integrate practices that aid this goal, such as self-generated energy, which grew 7% in Brazil, from the 2019-2020 crop to the 2020-2021 crop.

From 2017 to 2019 the company reduced its consumption of Megawatt per ton by 8%, increasing the energy efficiency of its plants and factories. The reduction was mainly motivated by the decrease in the volume of rice drying and freezing of fish, in addition to investments in machinery aimed at the installation of engines and equipment with greater energy efficiency.

In Chile, aiming at Sustainable Development, Tucapel implemented and certified the SGE Energy Management System based on ISO 50001:2018, promoting the proper use of energy, improving energy efficiency in our processes, and reducing energy consumption.

“From 2017 to 2019 the company **reduced** its consumption of Megawatt per ton by **8%**, increasing the energy efficiency of its plants and factories.”

Biomass Energy

The husk from the rice benefited by the company is used as fuel in the small thermal power plants owned by Camil located in Itaquí and Capão do Leão (RS).

With high calorific value and thermal regularity proper for the production of thermoelectric processes, rice husk has the advantage of being less polluting to the environment, when compared to other plant resources such as coal, for example.

In 2020, the consumption of rice husk for power generation was 92.0 thousand tons and produced 40 thousand MW. Of this energy, 35,849.332 thousand MW were destined for company consumption and the surplus of 4,185.668 MW was traded on the free energy market.

In February 2021, 43% of the rice husk produced by Camil was used internally for steam and power generation. In order to increase this practice of reuse, the project of a new thermoelectric plant is currently under development with the capacity to consume up to 100% of its current shell generation.

In Uruguay, SAMAN has a 45% stake in Galofer, the country's main rice husk-based power generation plant. In 2020, Galofer consumed about 114.5 thousand tons of rice husk and produced 69.4 thousand MW, which were sold by contract to the government body that coordinates the distribution of electricity.

Grid electricity consumption (GJ)

	KWh	Conversion
 Brazil	122,180,967.53	439,499.88
 Uruguay	31,077,326.00	111,788.94
 Chile	6,017,571.00	21,645.94
 Peru	3,098,772.84	11,146.66
TOTAL	162,374,637.37	584,081.42

Waste

At Camil, the management and final disposal of waste respect processes and parameters established by the regulatory bodies of each country and region.

In Brazil, the main production units of the company have the Solid Waste Management Plans (PGRs), a technical document that identifies the typology and quantity of generation of each type of waste and indicates the environmentally correct forms during their processing.

The company's management plan is based on four principles:

- ③ Awareness of employees linked to operations that generate waste;
- ③ Complaint mechanisms, fault identification, and process corrections;
- ③ Compliance with all laws and governmental policies of the regions in which it operates;
- ③ Specific actions (such as processes, projects, and initiatives) to support recycling programs in the communities in which it is inserted.

Among the main waste produced by Camil are items considered non-hazardous, such as cardboard paper, wastewater treatment sludge, vegetable matters, metals, and plastics.

Waste destined for final disposal



Brazil

Destination	Inside the organization	Outside the organization	Total
Hazardous Wastes (t)			
Incineration (with energy recovery)	-	0.39	0.39
Incineration (without energy recovery)	-	0.01	0.01
Landfill	-	48.85	48.85
Others	-	51.69	51.69
TOTAL	-	100.94	100.94
Non-hazardous Waste (t)			
Incineration (with energy recovery)	173,839.03	77,563.70	251,402.73
Incineration (without energy recovery)	-	9,009.26	9,009.26
Landfill	7,854.16	77,378.05	85,232.21
Others	-	433,234.10	433,234.10
TOTAL	181,693.19	597,185.20	778,878.39



Peru

Destination	Inside the organization	Outside the organization	Total
Hazardous Wastes (t)			
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	-
Landfill	-	0.02	0.02
Others	-	-	-
TOTAL	-	0.02	0.02
Non-hazardous Waste (t)			
Incineration (with energy recovery)	-	-	0
Incineration (without energy recovery)	-	-	-
Landfill	-	26.38	26.38
Others	-	946.90	946.90
TOTAL	-	973.29	973.29



Uruguay

Destination	Inside the organization	Outside the organization	Total
Hazardous Wastes (t)			
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	-	-
Landfill	-	-	-
Others	-	-	-
TOTAL	-	-	-
Non-hazardous Waste (t)			
Incineration (with energy recovery)	-	59,733.70	59,733.70
Incineration (without energy recovery)	-	-	-
Landfill	7,854.16	93.14	7,947.30
Others	-	-	0
TOTAL	7,854.16	59,826.84	67,681.00



Chile

Destination	Inside the organization	Outside the organization	Total
Hazardous Wastes (t)			
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	-	0.77	0.77
Landfill	-	-	-
Others	-	-	-
TOTAL	-	0.77	0.77
Non-hazardous Waste (t)			
Incineration (with energy recovery)	170.00	17,830.90	18,000
Incineration (without energy recovery)	-	-	-
Landfill	-	111.58	111.58
Others	-	1,525	1,525
TOTAL	170.00	19,466.58	19,636.58

Grand Total

Destination	Inside the organization	Outside the organization	Total
Hazardous Wastes (t)			
Incineration (with energy recovery)	-	0.39	0.39
Incineration (without energy recovery)	-	0.78	0.78
Landfill	-	48.87	48.87
Others	-	51.69	51.69
TOTAL	-	101.73	101.73
Non-hazardous Waste (t)			
Incineration (with energy recovery)	173,839.03	77,503.70	251,402.73
Incineration (without energy recovery)	-	9,009.26	9,009.26
Landfill	7,854.16	77,378.05	85,232.21
Others	-	433,234.19	433,234.19
TOTAL	181,693.19	597,185.20	778,878.39

Waste Management in Latin America

Peru

Costeño controls the management of its wastes since their origin, with identification and characterization in each work area. In 2020, new processes were introduced for the disposal of the company's waste:

- ③ Deployment of containers by type of waste at different points in the plants;
- ③ Generation of marketing opportunities for waste generated;
- ③ Incorporation of data registry in the portal of the Ministry of the Environment for solid waste management.

Chile

Tucapel has the support of companies for the integral management of waste, which allows it to obtain added value generation from recyclable materials and also track the waste system, which are declared monthly on the platform of the Ministry of the Environment of the country.

In order to reduce the environmental impact caused by non-recyclable packaging, Tucapel, together with other large companies, participates in the Eco-labeled Project, coordinated by Chile's Minister of the Environment.

The aim is to use packaging materials in their products that have a high level of recyclability and inform consumers, through a distinctive seal, about the composition of

the materials, and thus facilitate separation, increasing recycling rates at the national level.

Uruguay

SAMAN operates with a waste management plan, whose objective is to reduce the generation of discarded materials and manage them appropriately according to their typology.

The Environmental Department of SAMAN maintains a waste segregation plan at the origin, which aims at reuse through recycling and, consequently, raising awareness of employees regarding environmental issues. In the country, Camil is a partner of the NGO CampoLimpio and the Repapel program.

REPAPEL Program

Waste paper from schools and sponsoring organizations is transferred to warehouses or recycling plants, and from this recycled paper, materials and supplies are produced and returned to participating schools. Various environmental education activities for teachers and children are also carried out.

Repapel is an NGO dedicated to education for sustainable development that seeks, through environmental awareness, education and training, to generate substantive changes in relation to consumption patterns as generators of environmental and social impacts.

Reverse logistics

A differential of waste management in Brazil is reverse logistics- in compliance with the National Solid Waste Policy (PNRS) and other state waste policies carried out with two partner non-profit organizations operating nationally: Prolata and the National Association of Waste Collectors (ANCAT), through the Reciclar pelo Brasil platform.

Through the partnership with Prolata, the company ensures that all cans placed on the market annually, especially fish, are collected and disposed of correctly. With national operations, Prolata has a network of more than 50 partner waste collector cooperatives throughout the national territory.



“In 2020, from January to December, 2.6 thousand tons of steel, 1.9 tons of plastic and 685 tons of paper and cardboard were recycled.”

With the Reciclar pelo Brasil platform, Camil encourages the collection and disposal of plastics and cardboard in a correct way, supporting initiatives that professionally qualify waste collectors, to promote social inclusion and improvements in working conditions and income of workers who work with recyclables.

In 2020, from January to December, 2.6 thousand tons of steel, 1.9 tons of plastic and 685 tons of paper and cardboard were recycled.



Water

Camil uses the collection of water via underground sources, including artesian wells, surface wells, or those of third parties. The units follow the standards established by the current legislation, whether national, state, or municipal. In units that perform the treatment of effluents, management and monitoring is performed on a daily basis, in addition to meeting the requirements of operating licenses, such as monitoring the chlorination of drinking water intended for consumption and hygiene services. Management is done internally, by the unit itself, with follow-up by consulting firms for data monitoring.

The products that require higher water consumption are parboiled rice and fish. Before being disposed of, the water goes through a process at the Effluent Treatment Plant, making it suitable for disposal, so as not to harm aquatic life.

In terms of process innovation in 2020-2021, the Camaquã (RS) unit — the main grain unit in Brazil — is developing a hydrological study report in order to increase its efficiency and mitigate negative impacts on the environment.

Water stress areas

Camil also operates in areas of water stress: Itapecuru Mirim (MA) and Recife (PE). In order to improve water collection and mitigate the effects of recurrent droughts in the company's production chain, in September 2020, a new artesian well was created at the Recife unit.

Total drawn water per source (ml)

	 Brazil	 Peru	 Uruguay	 Chile	Grand Total
Surface water ⁴	1070.87	-	0	-	1070.87
Groundwater	699.58	-	9.19	7.38	716.15
Ocean	-	-	-	-	-
Produced water	-	-	-	-	-
Third-party water sources ⁵	186.60	3.30	21.58	10.98	218.46
TOTAL	1,953.04	3.30	30,77	18.36	2,005.48

“Before being disposed of, the water goes through a process at the Effluent Treatment Plant, making it suitable for disposal, so as not to harm aquatic life.”

⁴ Includes wetlands, rivers, lakes and Rainwater.

⁵ Municipal water supply or other water supply companies.

Supply

Camil values the supply chains it works with, prioritizing partners and local farmers to deliver the quality its customers have come to prefer. In the company there is the culture of cultivating a close relationship between producers and suppliers with specialized professionals of Camil who promote care with the company's processes of quality assurance. Camil also has a development program, as described below.

The survey and monitoring of critical suppliers is carried out regularly, along with the daily monitoring of the market, through contact with all the links of the chain, consulting specialized websites and weekly sectoral and internal meetings, followed by the issue of weekly market information to the sales team and other managers of the company, as well as any events relevant to each business.

Purchasing management is carried out, according to the main market indicators for each category, with purchases made for quantities adhering to production plans and the sales budget.

With global expenditures of R\$5.11 billion and 5,413 active direct and indirect suppliers in 2020, a partnership relationship has been formed with long-term supply agents who in recent years have made important investments in equipment, machinery and production technology with the help of Camil's development program.



Highlights 2020-2021



Division of purchases according to category.

Bidding process of the main categories of indirect supplies.



Increased export volume.

Restructuring of the area of services and indirect supplies.



Purchase of the main raw materials **below market indicators** (Cepea, Bolsinha, Comex Stat).



Centralization of purchases of major accounts and consequent **gains/synergies**.

Expansion of supply alternatives to **avoid disruptions** in production units.



In the rice segment, anticipation of market movements (prices), providing competitive costs with a **focus on results for the company**.



Extended payment deadlines for various suppliers of indirect materials to improve **cash flow**.

Brazil

During the year 2020, we entered into contracts with local suppliers, responsible for 61.54% of the supply in Brazil. In order to encourage the local economy and the working capital of the supply chain, the company always maintains adequate liquidity to meet its commitments, including payments to producers, in addition to the use of structures for storing products.

Amount paid to local suppliers (%)

Region	Proportion
North	1.31%
Northeast	1.64%
Midwest	1.08%
Southeast	23.54%
South	33.97%

Rice

In the rice segment, the price is set based on the category and quality of the grain. Support is offered to partner producers to ensure supply chain continuity between harvest seasons. In 2020, Camil operated with record volumes in the first and second quarters due to the high demand generated by consumers at the beginning of the pandemic.

Beans

When it comes to beans, Camil has approximately 140 Brazilian suppliers and 100% of the purchases of pinto beans are spot-priced, that is, there are no long-term contracts with suppliers. Additionally, purchases are made with low volumes, due to market volatility. In the black bean category, there are contracts with short and medium-term suppliers in Mercosul.



Sugar

Contracts entered into with sugar suppliers are mostly B2B, all long-term, with one main strategic supplier, under a fixed contract for the product as a raw material in the crystal and refined food products categories. The sugar goes through strict quality control procedures and is directed to the supply of Camil customers in all regions of the country.

Fish Products

The supply of fish for distribution in local markets is carried out through a fragmented base of suppliers and supplemented by occasional imports to reach the volumes necessary for sales.

Other grains

Camil also produces and markets other types of food such as chickpeas, soybeans and lentils, for example, which, as well as other categories, have a pulverized supply base. However, due to seasonality of production and difficulty in the origination of these types of raw materials, availability may be affected at certain times of the year at sale locations.

Fostering Program

A highlight in the company's relationship with its supply chain is its development program aimed at small and medium-sized suppliers. With it, Camil enlists producers who wish to participate in the development program: periodic visits by Camil specialists occur, with four visits, on average, the first being in the planting stage, the second in 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 verified by accredited institutions.

Crop protection products must be properly registered at MAPA for rice cultivation, as well as in compliance with the applicable legislation and environmental goals of the company. The objective of the program is to raise the standard of the food produced, as well as to economically support and develop agricultural producers in the regions where Camil operates.

Supplier management in Latin America

Uruguay

Uruguay is among the top ten rice exporters in the world, with about 90% of production shipped to other countries. In the country, Camil had 1702 active suppliers between March 2020 and February 2021 and paid about R\$ 1 billion in the period, 76% of the total allocated to partners in the country itself.

SAMAN, a local brand, has a partnership with about 180 independent producers who operate on an exclusive basis and receive technical assistance, seeds, and facilities with the purchase of inputs, as well as loans for expenses on crops.

With regard to seed production, the Technical Department of the company each year selects the producers and suitable fields, signs contracts that include bonuses stipulated at the agreed price. Seed production is carried out according to the guidelines of the seed production manual, audited and monitored by the competent national authority.

Chile

In Chile, Camil had 876 active suppliers at the end of February 2021, with global expenditures of R\$ 419.0 million. In the country, partnership with small independent rice producers are a highlight, who work without exclusivity and notably import 50% of what their consumption from other neighboring countries.

Peru

With expenses of R\$ 234.5 million and 812 active suppliers in February 2021, of this total 84.1% was allocated to local consumers. Costeño's supply chain in Peru had no issues related to lack of supply. Rice consumption in Peru is high, on average twice the volume of Brazilians. The country is self-sufficient in quantity produced. However, it imports rice varieties not grown on Peruvian soil.

“Uruguay is among the top ten rice exporters in the world, with about 90% of production shipped to other countries.”

Food safety assurance

The company has always invested in improving food management in factories and standardizing processes to ensure the Camil quality standard in all products marketed. To do this, a consulting firm was hired and the employees of all units underwent training programs.

Starting in 2019 and continuing in 2020, independent audits evaluated all company plants. Several important initiatives were implemented during this period: the development of the Good Practices Manual, the preparation and adaptation of documents, and the standardization of technical sheets for process guidance.

Another important action of 2020 was the expansion of quality targets, which were extended to plant managers.

Certifications

To ensure access to different markets and continuously improve the quality of products, the company seeks to be up to date with the implementation of quality control systems and internationally recognized certifications. See:

FISMA

The Federal Information Security Management Act (FISMA) passed by the United States Congress in 2002 requires federal agencies to implement information security plans to protect sensitive data. This system, implemented through an in-depth risk assessment protocol, ensures that Camil follows international quality standards and is able to export its products.



SIF Seal

Provided by the Ministry of Agriculture, Farming and Supply, the seal of the Federal Inspection Service certifies the quality of animal products aimed at the Brazilian domestic and foreign market, as well as imported products.

Global Markets Program

Launched in 2008 by the Global Food Safety Initiative, Global Markets is a facilitating tool for obtaining certifications for internationally recognized food safety. At the end of July 2020, the Camil unit in Recife (PE) received the audit, and was approved in the program.

Good Manufacturing Practices (GMP)

This program proves that Camil follows best practices and guidelines in order to ensure sanitary conditions in all establishments involved in its production and distribution chain.



Food Safety System Certification (FSSC) - Camaquã

The Food Safety System Certification 22000 is a distinguished certification based on two ISO standards plus additional requirements related to biosafety and internationally accepted in the food and beverage manufacturing sector.

Kosher Supplier

Such certification testifies that the product is accepted and follows the specific norms governing the Orthodox Jewish diet. To date, only the Camaquã unit (RS) and SAMAN units have this certification.



British Retail Consortium (BRC)

Tucapel has this certification for its production units, with the highest qualification (AA), with a high level of safety management, integrity, legality, and product quality.

In 2020, SAMAN passed the BRC verification audit, the sixth since the company obtained certification of this standard, which guarantees consumers standards of safety and quality of rice. The scope of the certification covers the processes of grinding, grading, and packaging of processed and whole white rice, as well as the process of mixing and packaging of fortified rice and packaging of all types of parboiled rice. SAMAN also has the highest qualification (AA).

Qualified Economic Operator (OEC)

SAMAN is certified by the program, focused on facilitating the establishment of mutual recognition agreements between customs bureaus around the world, streamlining international trade by meeting international standards in terms of supply chain security.

Cotrisa Seal

Tucapel's Retiro plant was the first rice company in Chile to receive the seal, a certification issued by grain quality analysis laboratories. Since the year 2012, the unit ensures that its sample and counter-sample process is carried out under the highest standards of control and quality.



Hazard Analysis and Critical Control Points (HACCP)

This certification allows the identification of specific hazards and control measures in order to ensure the safety of Tucapel products.

Social and Environmental Responsibility

Respect for the human beings, people development, the safety of its professionals and the environment, together with the quality and safety of food are essential commitments that guide the company's management practices. In 2020, with the Covid-19 pandemic, Camil ratified its commitment to relate its responsibly to its different publics, especially professionals, customers, suppliers, and communities.

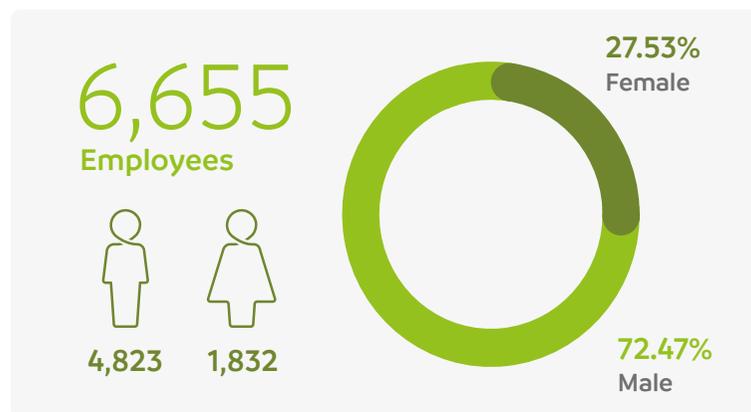


“In 2020, with the Covid-19 pandemic, Camil ratified its commitment to relate its responsibly to its different publics, especially professionals, customers, suppliers, and communities.”

Profile and People Development

Nurturing relationships with its publics, especially with employees, is one of Camil's main goals.

Aware of the key role they play for business success, the company is constantly improving its people management practices. Thus, it ended February 2021 with 6.7 thousand employees distributed in four countries of South America: Brazil, Peru, Chile, and Uruguay, the majority being allocated in the Southern Region of Brazil. Of this total, 27.5% were women. In management positions, women occupy 23.6% of positions.



Employees Brazil by region

	Northeast	North	Midwest	Southeast	South
2020	222	106	63	991	3,276
%	5%	2%	1%	21%	70%

Employees by functional category

	Male	Female	Total
Management Board	7	2	9
Management	72	22	94
Managers	266	89	355
Administrative	518	383	901
Technical	99	65	164
Operating	3,802	1,193	4,995
Trainees	6	10	16
Youth apprentices	55	66	121
Total	4,825	1,830	6,655

Personnel by country and gender

	 Brazil	 Uruguay	 Chile	 Peru
	3,230	859	433	301
%	69.34%	88.19%	68.08%	77.78%
	1,428	115	203	86
%	30.66%	11.81%	31.92%	22.22%

1,864
Admissions

69.58%
Male



30.42%
Female

	 Brazil	 Uruguay	 Chile	 Peru	Total
	1,025	23	224	25	1,297
%	68.79%	71.88%	71.57%	86.21%	
	465	9	89	4	567
%	31.21%	28.13%	28.43%	13.79%	

Women in management positions



Between March 2020 and February 2021, 1.9 employees were hired and another 1.6 thousand had their contracts terminated. The overall turnover was 26.34%⁶.

1,203
Dismissals

73.26%
Male



26.74%
Female

	 Brazil	 Uruguay	 Chile	 Peru	Total
	863	49	271	20	1,203
%	73.57%	89.09%	70.03%	74.07%	
	310	6	116	7	439
%	26.43%	10.91%	29.97%	25.93%	

⁶ General Turnover = ((annual hires + annual dismissals) / 2) / total employees x100.

Camil Culture

2020 was a year guided by adaptation and advancement of improvements in the management of people and processes of the company. Two actions taken in this sense were the realization of the strategic mapping and the implementation of an organizational culture project divided into two phases, which was based on a diagnosis carried out in 2020.

© Phase 1 (2020)

Understand the moment that the company is going through and what needs to be done to improve and further foster organizational values and culture.

© Phase 2 (2021)

Conversation rounds aimed at strengthening the dissemination of culture, engagement, recognition programs, and the adoption of agile methodology.



Actions were also carried out in endomarketing aimed at approximating families, such as: the humanization of Revista Camil magazine, continuity of the program Café with the President, and celebrating Stories of Dedication of those who complete time at home in a recognition event at the end of the year.

Camil Valoriza

In December 2020, Camil Valoriza was launched within the company app, a recognition program in which an employee can nominate any co-worker, whether for their competence, alignment with the values of the company, or other attributes that deserve recognition. Voting is ranked by means of stars, ranging from 1 to 5, and the result is disclosed on internal communication channels. In its first quarter of existence, 703 participants were indicated with 1,281 stars distributed.

Benefits

Camil remunerates its employees according to functional categories, which varies according to the sector of activity and the region where the company is located. All employees are entitled to a number of job benefits, according to the profile of each country, as presented below:

Job Benefits by Region				
	Brazil	Uruguay	Chile	Peru
Meal voucher	✓	-	✓	✓
Transport Voucher	✓	-	-	✓
Nursery aid	✓	-	✓	-
Funeral aid	✓	✓	✓	✓
Food voucher	✓	✓	-	-
Medical assistance	✓	-	-	✓
Chartered transport	✓	-	✓	✓
Variable remuneration	✓	✓	✓	✓
Gym passes	✓	✓	-	-
Group Life Insurance	✓	✓	✓	✓
Dental care	✓	-	✓	-
Retirement fund	-	✓	-	✓
Disability/handicap coverage	-	-	-	✓
Extended maternity leave	-	-	✓	✓
Extended paternity leave	-	-	-	✓

In addition to the benefits presented in the table, there are also extra job benefits, approved according to the situation of each country.

Diversity and Inclusion

Camil understands that a diverse and welcoming environment for everyone including people of different ethnicities, religions, cultural experiences, gender, and sexual orientation is the ideal basis for understanding society and consumers. In order to update itself on the policies and practices of people management related to diversity and inclusion, a working group was created, responsible for strengthening practices, considering the daily experience of employees, in order to promote respect and integration in the corporate environment. Activities of the working groups include:

- ③ Understand the internal public and review company policies;
- ③ Conduct conversation rounds and lectures on awareness;
- ③ Conduct internal evaluation research and distribute the Diversity and Inclusion Primer.

For 2021, Camil prepared an extensive program to address the topic internally, thus strengthening the concepts, thus developing and broadening the awareness of respect, empathy, and inclusion.

“A working group was created, responsible for strengthening practices, considering the daily experience of employees, in order to promote respect and integration in the corporate environment.”



Development

Even in the midst of the many changes brought on by the pandemic, employee development programs and training focused on technical, behavioral, and cultural issues were followed, with the aim of expanding the potential of the teams.

The Camil Academy, composed of an online platform for access to content that supports the various educational programs, and thus contemplates the entire Company Development Plan, was among the management initiatives in 2020. The following internal programs were also highlighted:

Sales School

The Sales School was conceived as a training tool aimed at the sales team, offering business, technical, behavioral, and leadership knowledge to generate more assertive and strategic sales. Topics such as efficient communication, commercial mathematics, consultative sales techniques, trade marketing, and business plan are taught at the Sales School offered by Camil.

In 2020, online initiatives provided a perspective on changes in consumer behavior and dealing with customers, better preparing our team for the new challenges and transformations of the market, especially regarding the issue of the pandemic.

School of Leaders

With the aim of forming high-performance leadership, aligned with the company's values and able to positively influence people, Camil developed the School of Leaders, a large training meeting held with the leaders of the organization, traditionally in person in the city of São Paulo.

In 2020, the event was held online, connecting to the traditionally present public as well as operational leaders. Among the topics addressed were: leaders who transform, communicate, and develop, promoting reflections and learning about essential skills for people management, availability, and flexibility to changes. Another theme was: managers as the main communicators and drivers for high performance in a humanized way, stimulating the potential of the entire team.



Camilfix

Launched in 2020, Camilfix is another resource for employee development. In a virtual environment, Camil's platform offers video content in the form of series, similar to that of current streaming platforms. The first available training programs are part of the Camil Webseries Production Process in which students can see up close in a 360° tour how the products are manufactured, using virtual reality technology.

Minute Management

It consists of short-term training sessions complementary to the School of Leaders with content that helps Camil leaders to handle new forms of management and new scenarios with innovative and humanized leadership.

IDP - Individual Development Plan

Development actions mapped by managers with a focus on technical or behavioral skills and with the aim of preparing teams for new challenges within their field or career. In 2020, different actions were carried out to meet the needs raised by the leadership.

Business School

Created in 2020, it has the role of training people in aspects of Camil's business. Training is provided by more experienced employees who act as knowledge multipliers. In 2020, courses on the markets of rice, beans, sugar and fish were offered, among others.



The Camil Alimentos' Companies in South America have also conducted training programs aimed at developing leadership attributes and improving business skills, as well as the skills and knowledge needed to optimize personal performance and follow the organization's strategic vision.

Chile

In 2020, it further developed its digital tools for training processes through applications, following gamification methodology, crucial to addressing cross-sectional issues in the company and the specific needs of management. Concurrently, processes that follow LEAN methodology were resumed in various areas of management.

Uruguay

In 2020, 11 thousand hours of professional training were carried out on the following subjects:

Safety and health at work

Due to the pandemic, some of the professional training was centered on critical subjects such as covid-19, first aid, evacuation, and rescue. Training in first aid, cardiopulmonary resuscitation and use of the defibrillator was carried out with 100% of the participants. Mid-level managers were trained in Covid-19 case management, with positive impacts for staff care, and operational continuity.

Leadership

Strengthening of leadership skills was carried out on three central themes:

- ⦿ Executive and team coaching;
- ⦿ The "Leaders of Change" program aimed at the second level of chiefs and managers, focusing on personal development training and the professional training of their teams.
- ⦿ A professional training and development program was also carried out for "Manufacturing Plant Leaders" focused on developing soft and managerial skills.

Food quality and safety

It aims to ensure that all employees have general and specific knowledge related to quality and safety in food preparation. The training programs are conducted and updated annually and cover everything from basic concepts of good manufacturing practices to specifics such as critical control points and fumigation, among others.

Digital transformation and data analytics

Part of the process of the organization's changes to new and better methods of working and thinking by using emerging technologies. It implies changes in leadership, goal-oriented management, innovation, and operational efficiency to develop new management models that improve the results and experiences of suppliers, employees, and stakeholders.

Maintenance

It aims at the professionalization and evolution in the areas of planned and preventive maintenance to stay up to date with the progress and operational improvements of the industry.

Highlights 2020/2021



Implementation of the Camil Communication App

Adherence to the “do not dismiss” movement in the first months of the pandemic



Camil among the five Best Companies in people management according to research by Valor Carreira



Creation of focus groups and conversation rounds, with engagement of 92% of employees

Creation of the Working Groups on Diversity and Inclusion, Social Investment, and Occupational Safety and Health



Occupational Health and Safety Management

Contributing to ensure the physical and mental integrity of its employees is a priority of Camil's management team. Therefore, the company has a robust management structure centered on the theme, with the holding company involved in setting corporate strategies.

In addition, occupational safety technicians and managers of production units play a key role as guardians of the safety culture in the company. Of the 18 production plants, 17 have direct technical management, as such, the company has chosen to always have a technical occupational safety professional on staff even in units that are not legally required. The only exception is the Castro unit, which does not have this professional on staff because it has only 18 employees.



Work Safety Team

1 SSMA Corporate Coordinator

1 SSMA Coordinator (Itaqui)

1 Safety Engineer

3 Civil Firefighters

4 Occupational Doctors

10 Nursing Technicians

22 Work Safety Technicians

As a measure of control and follow-up of the employee's health, periodic admission examinations are performed upon the return from leave, change of function, and resignation. In some factories, there is the ease of carrying out complementary medical exams, in which case the employee does not have to travel.

Camil is committed to keeping all sectors and teams abreast of the relevant facts of the company, the day by day of the region where they work, and how such news impacts the activities of the organization.

Thus, more than 400 internal newsletters were sent throughout the year to staff concerning actions, security measures, protocols, operation of plants and offices, as well as vaccination campaigns, health research, health information aimed at the general staff and screening personnel, hiring of occupational doctors, daily updates on quarantined staff, and hiring of health professionals to meet Covid-19 protocols.

“Camil is committed to keeping all sectors and teams abreast of the relevant facts of the company, the day by day of the region where they work.”

Uruguay

In order to develop the health and safety management and thus generate an impact strategy, SAMAN has created an annual Health and Safety Management Plan, which covers the three bases of management: technical aspects, systems, and organizational factors such as leadership and communication.

PROSySO 2020

A preventive measures program based on leadership, the purpose of which is the management of aspects associated with health and safety, such as unsafe conditions and behaviors. This made it possible to generate commitment and strengthen the preventive culture at all levels of the organization, in addition to preventing accidents and occupational diseases. Its activities include leadership preventive inspections, safety preventive inspections, safety preventive observations, safety lectures, and safety meetings by department.

Health and Safety Tour

Carried out through the eight industrial plants of the company jointly with the Operations Manager, Factory Manager, People and Management Manager, and the head of Occupational Health and Safety, with operational stoppages and presentation to all employees on safety concepts, company statistics, PROSySO, safety based on behavioral and cultural models, with the aim of generating the participation, learning, sensibilization and awareness of employees.

Health and Safety Communication

SAMAN acted with the aim of raising awareness, generating engagement, and providing information for learning and decision-making. Monthly reports were released with the results from the Health and Safety Management, trend analyses and information that enable actions to be taken.

Chile

In order to consolidate the safety culture within Tucapel, the International Program DEKRA was implemented, which carried out mapping the “Organizational Culture Instrument Diagnostic (OCDI)”, and strengthening of the tools of the leaders of the organization as fundamental pillars of safety performance and the development of safe behaviors in all employees.

The programs, “Leading with Safety” and “Safe Align” allow the company to detect areas of opportunity and actively work on them as a team.

Internal Accident Prevention Committees (CIPAs)

CIPAs, present in all factories, endeavor for the prevention of accidents and diseases due to work within the organizational environment. With advice from the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), each CIPA elaborates plans that enable preventive action in solving safety and health problems at work and participates in the implementation and quality control of the necessary prevention measures, as well as the evaluation of PPE and priorities for action in the workplace.

In 2020, in partnership with CIPAS, the company organized a large internal Work Accident Prevention Week - SIPAT, with the highest participation of all time, which was held in all units. It included, in addition to the standard line-up of topics and lectures, subjects on Covid-19 prevention and control, hygiene, mental and physical health, and other goals identified by management.

Concern for well-being

Over the course of 2020, 24 meetings were held online for the program Camil Healthy Life designed to promote well-being, focusing on the physical, mental, social, and financial pillars. The program offered lectures, actions, conversation rounds, among others, all focused on encouraging healthy living.

Safety goals

The safety goals are validated by upper management, one of the main ones being the gradual reduction of the number of accidents with work leave, year by year, until work accidents have been completely eradicated from all operations. In 2020, no deaths from work accidents were recorded.

To ensure an even safer environment, policies were implemented with golden rules, standardization of processes, and R\$12 million invested in adaptations to minimize risks in the work environment, with the strategic direction of the Corporate Health and Safety Management (SSMA) to meet the company's goals.

In Brazil, 2020 was a fiscal year with a record-level reduction in workplace accidents with leave, with a reduction of 49.4% compared to the previous year.

Workplace Accidents					Grand Total
	Brazil	Uruguay	Peru	Chile	
Total person-hours worked	8,779,835.95	2,139,896.00	1,427,680.00	1,468,693.00	13,816,104.95
Fatal accidents (deaths)	0	0	0	0	0
Accidents with leave (longer than 1 day)	39	50	8	15	112
Accidents/near accidents without leave	171	0	3	2	176
Frequency rate (accidents with leave) ⁵	4.44	23.37	5.60	10.21	8.11
Gravity rating (accidents with leave) ⁶	249	701	81	140	290

⁵ Number of accidents with leave X 10000000v/total person-hours worked.

⁶ Número of days lost X10000000v/total person-hours worked.

Community relations

In the context of social investments, Camil reaffirms its commitment to the community by contributing to the promotion of social well-being through the investment of about R\$1.5 million in programs supported with its own resources and R\$ 655 thousand in programs supported with incentivized resources.

A big hit was the live performance by singer Luan Santana, which promoted the donation of 52 tons of products from Camil Alimentos and received great contributions through an internal campaign with employees who made donations. Then, Camil doubled the total donations, adding 114 tons to the initial volume. These food donations were destined for the Central Única das Favelas (Cufa) in the city of São Paulo and for UNICEF in Maranhão, Recife, and the capitals of Rio de Janeiro and São Paulo.

Recognition

The company was recognized in the Top of Heart list, an initiative of the UN Global Compact for Citizenship Action, which aims to increase the visibility of organizations that commit to participating in joint solutions to alleviate social problems and lists the main donor companies of Natal Sem Fome ('Christmas Without Hunger 2020')

Another highlight activity was the sale of products at cost price for initiatives that distribute food to vulnerable populations, which reached 330 tons. This special sale was done as a way to support groups that wanted to contribute food donations to low-income families and sought Camil to obtain the products. The following were the most prominent social impact initiatives.

Investment in social programs - Own Resources

Assistance for Disabled Children Association (AACD)

In 2020 Camil contributed to AACD, a Brazilian NGO focused on ensuring medical care and rehabilitation for people with disabilities, through voluntary donation from percentages of employees' salaries, in addition to the company's contribution to the Teleton 2020 program.

Association Pro-Hope Support for Children with Cancer

A 100% philanthropic initiative founded in 1996, the organization located in São Paulo (SP) offers medical, psychological, and educational support to low-income children and adolescents with cancer, transplant patients of bone marrow, kidney, liver and pancreas, from all regions of Brazil.

Center for Recovery and Nutritional Education (CREN)

A non-profit organization, CREN has served, in its 24 years of existence, about 144 thousand children and adolescents for the treatment of malnutrition and has benefited approximately 3.8 million people. CREN, located in São Paulo (SP), is an international reference, which develops cutting-edge research on food and nutrition.

Life Incentive Project (PIVI)

With a portfolio of 15 pedagogical and educational workshops that provide health care, PIVI is a social assistance project that assists in the social and civic development of children in situations of social vulnerability in São Paulo (SP).

The Professor Maria Lourdes Couto Cabral Educational Center

Located in Navegantes (SC), Professora Maria Lourdes Couto Cabral Educational Center is a Comprehensive Care Center for Children and Adolescents (CAIC), which offers education, health care, and extension through projects that inserts students into the labor market.

Jardim Peri Social Welfare Centre (CASPERI)

For 60 years, CASPERI has been promoting care for the needy population of the Jardim Peri region in São Paulo and offers education and care for children and adolescents in the region, as well as adult literacy and social assistance services.

Contributions to the community in coping with the pandemic

Funds were allocated for the purchase of hospital equipment and materials intended for health services in the following cities where the company has factories: Itaqui (RS), Pelotas (RS), Camaquã (RS), Navegantes (SC), Barra Bonita (SP) and Itapecuru-Mirim (MA). Support was also provided in the form of food donation initiatives in the cities where the company's production units are located.

Donations

Brazil

Gastromotiva

Gastromotiva is a Civil Society Organization of Public Interest (OSCIP) that offers gastronomic training to close to 600 young people per year in several cities in Brazil. About three tons of food were contributed to the project.

Instituto Caça Fome (“Hunger Hunting Institute”)

Created in 2020, The Hunger Hunt was born with the purpose of helping families in a situation of food vulnerability resulting from the Covid-19 pandemic. As of February 2021, the Institute has benefited approximately 62 thousand families. Camil contributed six tons of rice and beans, which helped compose the basic food baskets distributed by the project.

Cabo de Santo Agostinho (PE)

This municipality, which is home to one of the company's factories, received about 9.4 tons of food, including rice, pinto beans, sugar, and sardines.

Social Assistance Fund – Aparecida de Goiânia (GO)

This fundraising body, which aims to implement social assistance policies of the municipality, received about two tons of food, including rice, pinto beans, sugar, and sardines.

Favela Entrepreneurs - a MAKRO partnership

Carried out in partnership with the wholesaler Makro Atacadista through the platform Partnerships That Empower, the project offered access to a cake pots production course, as well as entrepreneurship consulting and training by SEBRAE. In 2020, 50 women were selected in the city of São Paulo to be part of the project.

Camil supported through the donation of 500 kg of União refined sugar, one of the main ingredients for the preparation of the initial production of 300 cakes pots and shared content on careful storage and handling of food so that the products were marketed safely.

Ação da Cidadania Contra a Fome, Miséria e Pela Vida

Founded in 1993, the NGO acts as a Mobilization Network to combat hunger and food insecurity in Brazil. In 2021, it launched a special campaign Brazil Without Hunger, with the special purpose of raising food for families in vulnerable situations during the pandemic. In this context, Camil was responsible for the equivalent of 100 monthly basic foods, distributed in the form of basic food baskets to registered families, in addition to approximately 21 tons of food, with about 2.1 thousand families benefited.

Natal Sem Fome (‘Christmas Without Hunger’)

One of the largest solidarity mobilizations in civil society, promoted by Ação da Cidadania, it is carried out during the last three months of each year. The campaign has taken place since 1993, but was paralyzed for a few years in the period in which Brazil left The Hunger Map, and was resumed three years ago with the return of the food security risk indices recorded in the country.

Christmas without hunger has helped more than 20 million people put food on the table for Christmas. Since its emergence, it has raised more than 32 million kilos of food from national distribution operating in all Brazilian states and the Federal District.

Supported by the third consecutive time by Camil, the campaign received about 100 tons of food in Camil and União Products — a higher volume of donations of company food products compared to previous years. The donations were destined for the states of Goiás, Maranhão, and Rio de Janeiro. Add to that donations from employees, which resulted in an increase of 21.35 tons of food delivered in the state of Maranhão.

Distribution of food donations (in tons)

	 Rice	 Beans	 Sugar
Maranhão	10 _t	10 _t	13 _t
Goiás	10 _t	10 _t	13 _t
Rio de Janeiro	10 _t	10 _t	14 _t

Camil has also collaborated with support and donations for live streaming performances by artists, benefiting the following entities:

Central única das favelas (CUFA)

About 83.9 tons of food were sent to São Paulo as donations raised from the live streaming performances of artists Luan Santana and Diogo Nogueira. 8.3 tons of donated food were sent to Rio de Janeiro.

UNICEF

About 21.8 tons of food were donated to Maranhão, Recife, and the capitals of Rio de Janeiro and São Paulo.

Mesa Brasil – SESC

The program, which works with food banks in the fight against hunger and waste, received about 5 tons of food in the states of Pernambuco, São Paulo and Maranhão.

Centro de Desenvolvimento Humano Atitude Social

Located in Rio de Janeiro, the center received about 28 tons of food, including rice, black beans, sugar, and sardines.

Incentivized Projects

In Brazil, projects supported by incentive laws are concentrated in Santa Catarina, due to the presence of a Camil operations unit in the state. The priority for action is set in the communities where the Company operates.

Brazil

Generating opportunities through the tennis in Florianópolis (SC)

Carried out by the Guga Kuerten Institute, the project promotes the practice of sport as an educational tool for transforming the reality of children's lives.

Law: Municipal Fund for Children and Adolescents of Florianópolis (SC).

Lar das Flores, in Jaraguá do Sul (SC)

Resources intended for the qualification of the customer care structure for the therapies and activities of the elderly population of Lar das Flores.

Law: Municipal Fund for the Elderly of Jaraguá do Sul (SC).

Mais Saúde: Alternative Therapies for the Elderly, in Itá (SC)

The project works with a therapeutic approach to the well-being of the elderly of the municipality, offered free of charge.

Law: Municipal Fund for the Elderly of Itá (SC).

Expansion of the Jaraguá Maternity Hospital in Jaraguá do Sul (SC)

Allocation of resources for reform and increase of care capacity in the maternity hospital, ICU, ICU, and nutritional and dietetics area of the Jaraguá Maternity Hospital

Law: Municipal Fund for the Rights of Children and Adolescents (FMDCA) of Jaraguá do Sul (SC).

Physical activity: I practice! in Itá (SC)

In its sixth year of operation, the program offers gym-oriented physical exercise to the elderly population of the city of ITÁ (SC).

Law: Municipal Fund for the Elderly of Itá (SC).

Ciranda da Pessoa Idosa, in Itá (SC)

The project offers cultural, social, sports, and educational activities and guidance for the health care of the elderly.

Law: Municipal Fund for the Elderly of Itá (SC).

Expansion of the Community Center of Linha Pindorama, in Itá (SC)

Resources used to reform and expand the Community Center.

Law: Municipal Fund for the Elderly of Itá (SC).

Donations and Support - Latin America 2020



Social responsibility is a very prevalent aspect in all Camil units. Check out the initiatives carried out in 2020.

Uruguay - SAMAN

About 60 thousand kg of rice were donated to all SAMAN factories. In support of the solidarity actions of employees in their neighborhoods and communities, all their donation requests were approved and managed. Several NGOs, cafeterias, schools, volunteer groups, among others, benefited from the donations. Among them stand out:

Canastas UY - ¡Que no falte un plato!

A non-profit organization that serves more than 100 thousand people, channels food donations from companies and individuals to vulnerable families in different locations of Uruguay.

Unidos para Ayudar

Solidarity initiative promoted by more than 30 companies whose objective is to distribute 150 thousand basic food baskets to support the most vulnerable areas of society and their needs, mainly arising from situations caused by the covid-19 pandemic.

Food Bank

A non-profit organization whose mission is to reduce food poverty in Uruguay. The food bank is dedicated to acquiring leftovers or food close to its expiration date that would be destroyed under normal conditions, and forwarding them for processing and distribution.

Fundación Ave Fénix

It provides therapeutic intervention services that allow the development and psychosocial rehabilitation of the beneficiaries and their families, who are assisted for a period of approximately two years.

Compartiendo (Liceo Jubilar)

It provides educational and academic support to more than 400 high school students and college-level adults with a high level of commitment.

Gastronomía Unida

A solidarity initiative in which kitchen professionals prepare food to distribute to the populations most in need.

Brazo Solidario

An association dedicated to social activism and volunteering, created with the aim of promoting solidarity initiatives. It has six side projects, two children's cafeterias, educational workshops for children and adolescents, itinerant activities, volunteering in animal shelters, and educational support.

Remar

The NGO develops multiple programs based on primary care and social integration through delegations in all the countries where it operates, taking into account the specific needs of each place, adapting its actions to their needs.

CAIFs

It promotes the integral development and strengthening of the bond between adults and children of two and three years of age, based on the guidelines established in the basic curriculum project of the Ministry of Education and Culture. It also offers a program of nutritional diet, promotional health care, and development of the potential of adults within their communities.

Peru - Costeño

Costeño has supported and made the following donations to:

Fundación ANAR - Ayuda A Adolescentes y Niños en Riesgo

A non-profit organization dedicated to the promotion and protection of the rights of children and adolescents. Through an interdisciplinary and networking perspective, it promotes and defends their rights by offering support and guidance. In 2020, monthly donations were made to Fundação ANAR. The donations are tax-deductible.

Hombro a Hombro

15 tons of food were donated to the organization "Hombro a Hombro". Formed by a group of 72 private sector companies whose main purpose is to protect people who are in a state of vulnerability. It is an articulated endeavor between the private sector and the state apparatus. The donations went to the Shipibo Conibo indigenous community of Cantagallo (population of the Amazon rainforest of Ucayali), composed of 265 families who have lived in the Rímac district since the 1990s and who left the region for the capital in order to seek new opportunities.

Desenvolvimento Integral de Nuevo Pachacútec

Located in the District of Ventanilla, Callao, the NGO purchased products from the company — a total of 34,468 kilograms of various foods at special prices, at near production cost and which are allocated to popular restaurants located in the district where there are a considerable number of people with scarce economic resources.

Hospital Sullana

In addition, oxygen balloons were donated to the Hospital De Sullana, recognized as the health center that obtained the highest number of Covid-19 infected patients in the city of Sullana, Department of Piura, where Costeño operates one of its industrial plants.

Food Bank

An organization that endeavors to fight hunger in the populations most in need, belonging to the Global Foodbanking Network, a network that incorporates all the food banks in the world, requiring set standards of quality and logistics.

Chile - Tucapel

Donations are directed to the community of Retiro in the Maule region, through Red Alimentos, a non-profit institution and a community program in which challenges in health, sports, and education are addressed annually. Suitable food products are delivered that are close to the expiration date with the aim of serving various institutions of social action in the region.

Fight against Covid-19

Because it belongs to an essential services industry segment, Camil has not had its operations interrupted during the pandemic and followed the determinations of government legislation in all the units located in Brazil and in the other South American countries where it operates: Chile, Peru, and Uruguay. Since the first signs of Covid-19, it has adapted its routine, protecting and educating employees against the threats of the disease.

Crisis committees were established to direct the provisions of actions necessary to contain the disease both in the administrative and operational areas of the company, in addition to various other measures over the course of many months for all production and administrative units. As soon as the scenario became more favorable, the return of employees from home offices to their regular offices was done gradually, with ensured social distancing protocols and sanitization for all.



“Crisis committees were established to direct the provisions of actions necessary to contain the disease both in the administrative and operational areas of the company.”

Actions against Covid-19 in Latin America



Release from work duties for employees over 60 years old, pregnant women, and people in the risk group.

Provision of masks to employees with immediate guidance for use.



Strengthening the **role of leadership** in the face of the demand for productivity in remote work settings, maintaining **focus on results and engagement**.

Cancellation of trips and face-to-face meetings, events, and training programs during all critical moments of the pandemic.



Intensive internal Covid-19 **awareness campaign**, involving all employees in the home office and manufacturing units.

Adoption of **protocols of coexistence**, behaviors, and other guidelines related to disease **prevention and sanitization**.



Increased provision of chartered transport for company units and its implementation in those that did not have it, as well as the **flexibility of employee entry times** due to the decreased public transportation schedules.



The **#vamospracima** campaign: valorization of the day-to-day lives of employees, aligned with the **purpose and values** of the company.



Active and dynamic communication channel for company employees, with actions adjusted to each phase of the pandemic, bringing confidence and **security to day to day operations**.



Actions against Covid-19 in Latin America

Implementation of **acrylic space dividers** and separating partitions on tables and counters.



Continuity and increased frequency of **lectures and training programs** in the factories via **online** format.



Increased **cleaning and sanitization procedures** of company spaces; measuring the body temperature of all employees — whether of the company, subcontractors, and transporters — upon entry, in addition to the use of sanitary floor mats.

Implementation of **social distancing rules** in cafeterias, changing rooms, common areas and production areas, among others.



The requirement of suppliers, clients, and transporters to be in **compliance with all prevention and fumigation measures** of trucks.



Use of proximity/magnetic cards for electronic time card punching (with the **removal of the biometric time card punching system**).



Implementation of a **sanitation system** for all shared apparatus (locks, doors, taps, among others).



Increased frequency of **safety procedures** and use of PPE, availability of alcohol in gel, masks, the anticipation of the flu vaccination campaign, information and lectures on physical health and emotional well-being.



Economic-Financial

In 2020 the world faced the worst global health crisis faced recent decades. Borders were closed, business suspended and strict lockdowns were announced, bringing reduced economic power of consumers and diminished business activity in various regions and countries around the world.

According to data collected by the Organization for Economic Cooperation and Development (OECD), China was the only country to end the year with growth of 2.3%, among countries that disclosed their Gross Domestic Product (GDP) of 2020. The US shrank by 3.5% and Japan fell by 4.8%. In Brazil, the scenario was no different.

The Brazilian GDP accumulated R\$ 7.4 trillion, registering a drop of 4.1% in 2020, according to the Brazilian Institute of Geography and Statistics (IBGE). The country closed the year with an inflation rate of 4.52% above the targeting average defined by the National Monetary Council (CMN), driven mainly by high unemployment, food, services, and housing prices.

In other Latin American countries, the scenario is similar. Chile's GDP shrank by 5.8% in 2020 according to the country's Central Bank — the worst recorded since the crisis of the 1980s. In Peru GDP fell 11.1% and GDP per capita 13.5%, according to the National Institute of Statistics and Informatics (INEI). Uruguay showed a 5.9% drop, the first in 17 years of growth in the country.

“The Brazilian GDP accumulated R\$ 7.4 trillion, registering a drop of 4.1% in 2020.”



Food in high demand

The volume of food production in Brazil grew 1.8% compared to 2019, according to data from the Brazilian Food Industry Association (ABIA). The turnover of the sector reached R\$ 789.2 billion in 2020, combined with exports and sales to the domestic market, a result 12.8% higher than that recorded in 2019. According to the institution, the increase in sales for retail was of 16.2% and sales to the foreign market at 11.4%.

In 2020, exports increased by 11.4% compared to the previous year, totaling US\$ 38.2 billion in overseas sales. The result represents a 25% share in the total market. In 2019, this proportion was 19.2%.

The food sector represents about 10.5% of national GDP and is the one that generates the most jobs in the country's manufacturing industry, with 1.68 million direct jobs.

“In 2020, exports increased by 11.4% compared to the previous year, totaling US\$ 38.2 billion in overseas sales. ”

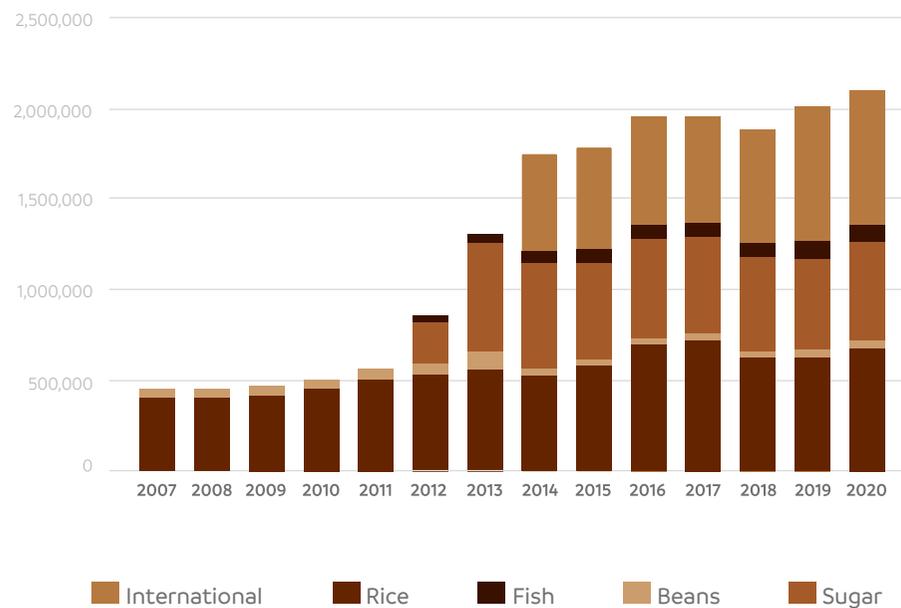
Industry scenario in Brazil and Latin America

Some factors contributed to the price inflation of basic items such as rice in Brazil: high dollar exchange rate, reduced imports, increased exports, and consequent reduction in the volume of products in the domestic market, and greater demand for basic foodstuff for storage by the end consumer at the beginning of the pandemic. In countries such as Peru and Chile, after the high sales in the first months of the Pandemic, there was a contraction in the volume sold, a fact influenced by the economic crisis faced in Peru, as well as the price freeze of certain retail products in Chile.

Operational Performance

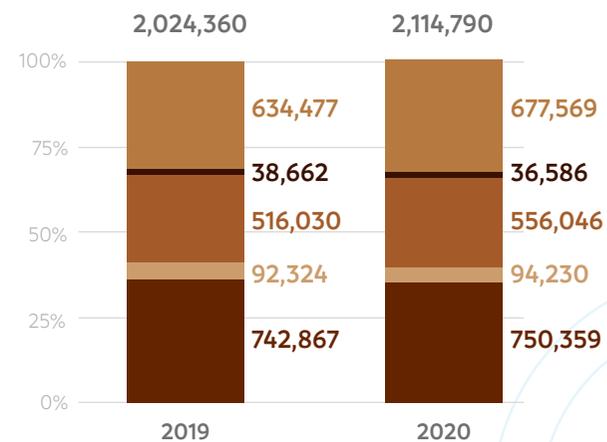
As an essential service to society, the food sector and, in turn, Camil, maintained their activities on a regular basis in 2020. In total, the Company recorded the sale of 2.1 million tons of food, up 4.5% compared to 2019. The year was marked by growth in the volume marketed in all sectors of activity, with the exception of only fish.

Annual volume evolution
(In thousands of tons)

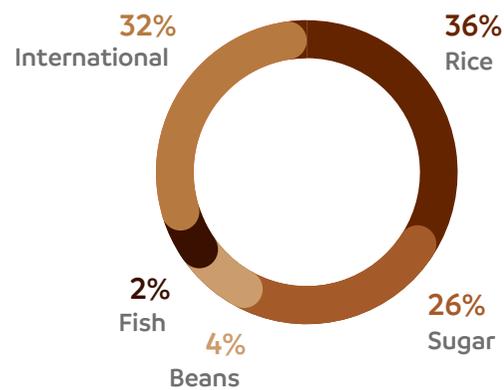
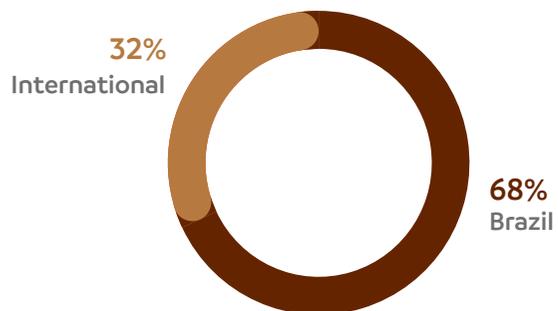


2019 v 2020

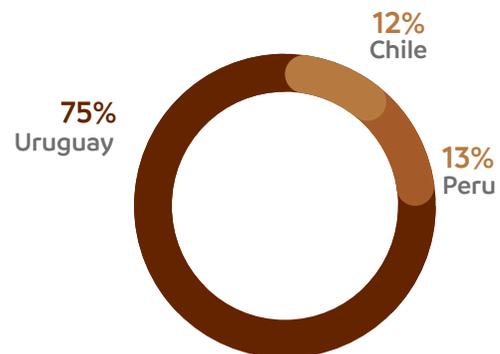
▲ Highpoint at 4.5%



Representativeness of volume - segment and country (%)



Of the 32% of international operation:



Brazil

Rice



Year by year, Camil reaches new levels of production and operational performance when it comes to grain production. In 2019, the company closed the year with 742.8 thousand tons sold, which represents an increase of more than 100 thousand tons compared to the previous year.

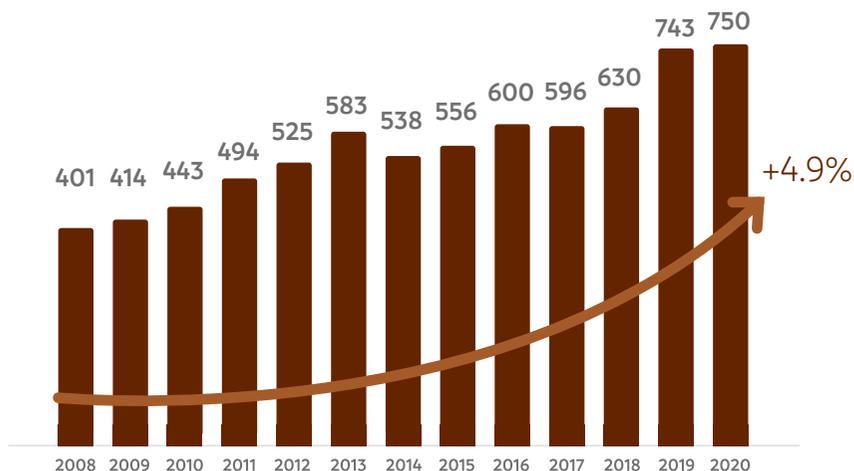
In the first half of 2020, with the Pandemic, there was a great demand on the part of consumers to strengthen the stock of basic food items, including grain, which raised the sales

volume of these products. In the second half, the inventories of customers and retailers was normalized. In 2020, Camil closed the year with sales of 750.4 thousand tons of rice, a growth of 1% compared to 2019, and a market share of 14%.

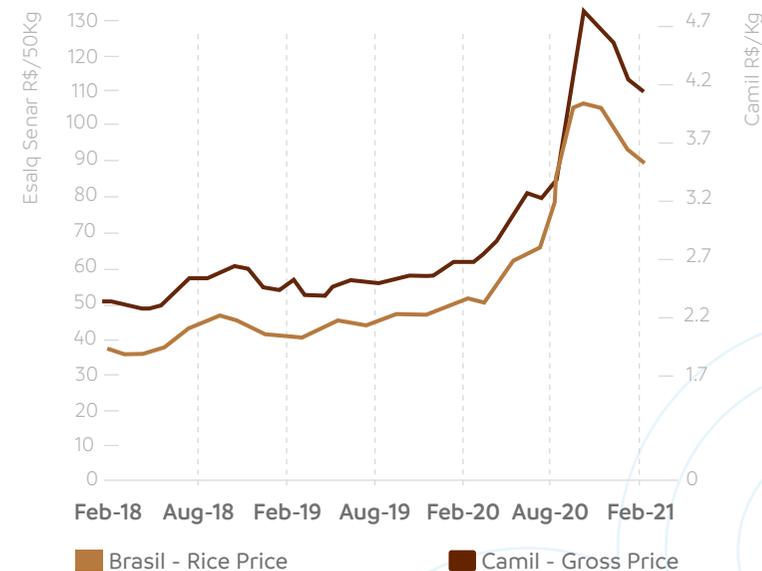
From the third quarter of 2020 there was an increase in the cost of the raw material and, even in this scenario, the company was able to pass on prices to the market during the year, achieving a historical level of profitability with this product. The average net price in kilograms was R\$ 3.24, a high of 46.8% when compared to the previous year.

“The average net price in kilograms was R\$ 3.24, a high of 46.8% when compared to the previous year.”

Annual volume evolution
(In thousands of tons)



Market price and Camil Gross price per kilo



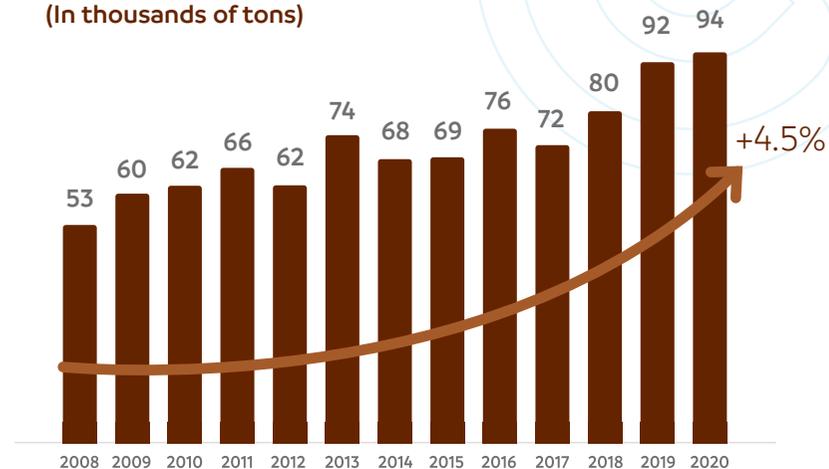
Source: CEPEA; paddy rice indicator Esalq/Senar-RS 50 kg

Beans

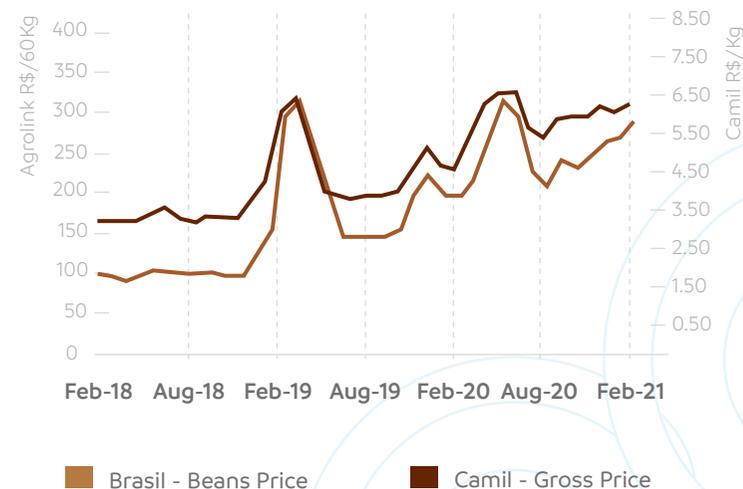


In the beans category, the volume reached 94.2 thousand tons sold in 2020, a growth of 2.1% when compared to the previous year. Even with high price volatility, there was an increase in the volume of occupation brands, partially balanced by the reduction in sales of the leading brand. The average net price was R\$ 5.71 per kilo, high of 38.5%. The market share of Camil in the category is 8.9%.

Annual volume and price per kilo - Beans
(In thousands of tons)



Market price and Camil Gross price per kilo



Source: Agrolink; indicator of pinto beans Sc 60 kg

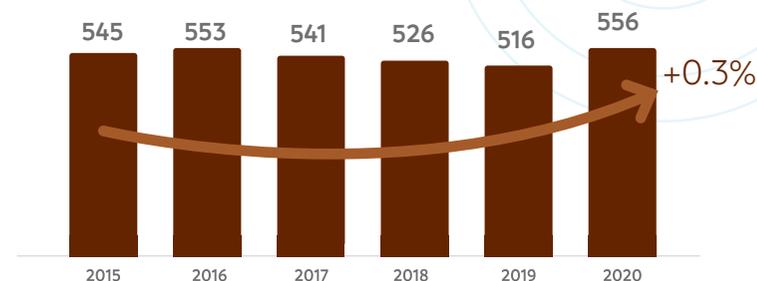
Sugar



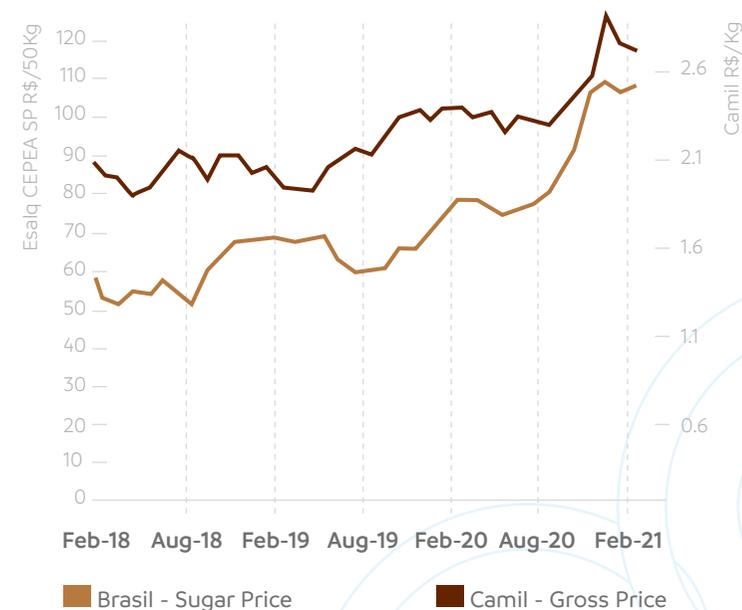
The commercialized volume of sugar in 2020 was 556.0 thousand tons, a high of 7.8% when compared to the previous year. The growth was the result of better sales efficiency and brand exposure to consumers and retailers. The company recorded a 41.4% market share of refined sugar, a high of 8.3 percentage points.

The expansion of exports and supply restriction in the year kept sugar market prices at high levels, with a net price R\$ 2.16 per kilo, a high of 13.4%.

Annual volume and price per kilo - Sugar
(In thousands of tons)

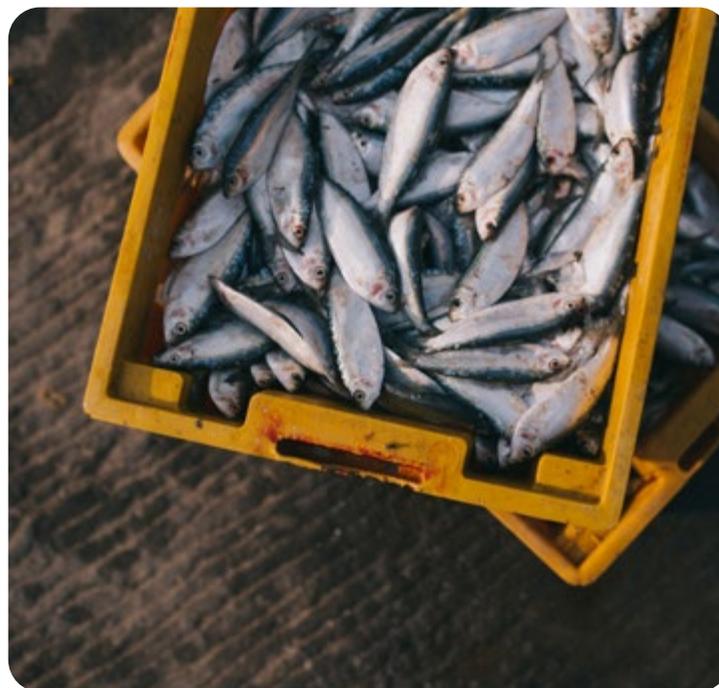


Market price and Camil Gross price per kilo



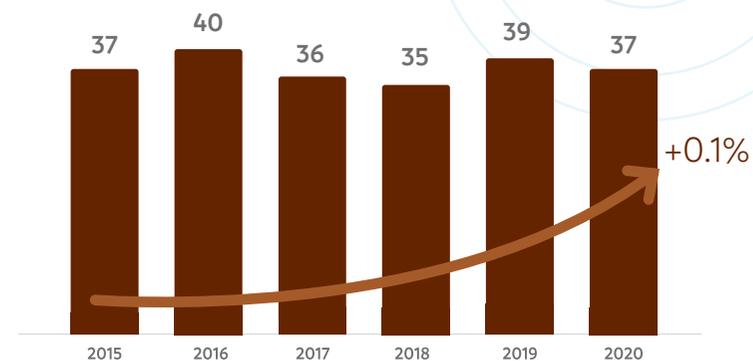
Source: CEPEA; indicator of crystal sugar Esalq-SP 50 kg

Fish Products



In the category of fish products, the volume reached 36.6 thousand tons in 2020, a decrease of 5.4% when compared to 2019. The result was mainly due to the difficulty of importing raw material in the exporting markets due to the effects of the Covid-19 pandemic. The registered net price was R\$ 18.33 per kilo, a high of 17.5%.

Annual volume and price per kilo - Fish Products
(In thousands of tons)



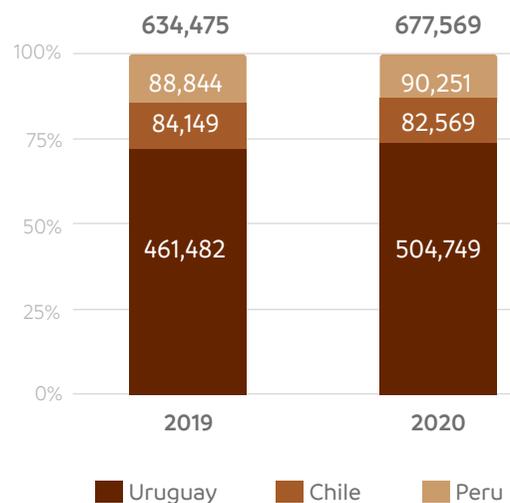
Camil Gross price per kilo



International

The sales volume reached 677.6 thousand tons, a high of 6.8% for the year, with sales growth in Uruguay and Peru. The gross price of the product rose in all the regions in which Camil operates, with a more significant increase of 43.3% in Chile, the only country that showed a decrease in sales volume at 1.9%. Uruguay showed the second highest increase in prices and a 40.3% increase in sales, with an increase in sales volume of 9.4%. In Peru, there was a 1.6% increase in sales volume and a 35.4% increase in price.

Annual volume evolution (in tons)



Uruguay

With a smaller local market for rice consumption, Camil's participation in the country is focused on export. The company owns 48% of the market share in Uruguay.



2020

Volume of sales

504.7

↑ +9.4% YoY

Gross price in R\$

2.74

↑ +40.3% YoY

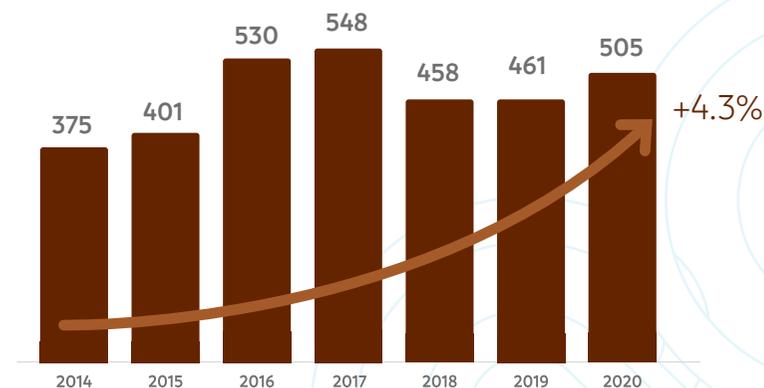
Market Share

#1 48%

Industry

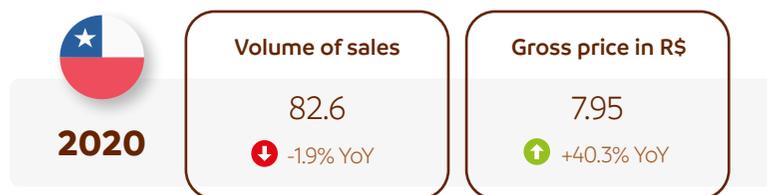
- Restricted domestic market
- Export market
- 90% of rice produced in Uruguay is exported
- Uruguayan rice has a premium price when compared to its main competitors

Uruguay - Annual Volume (In thousands of tons)

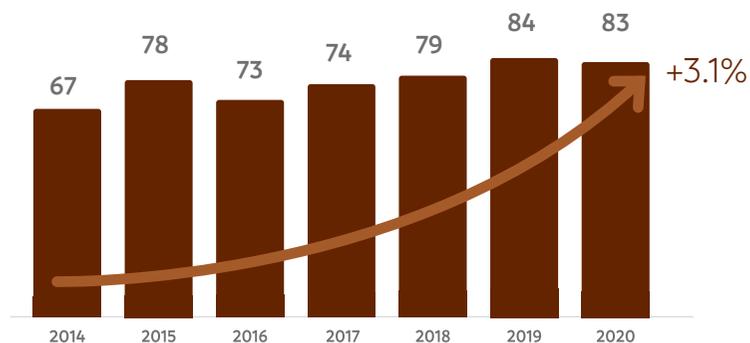


Chile

Camil's operation in Chile is 100% aimed at the domestic market. In 2020, the company faced price freezes and loss of sales volume for its brands in the country in the third and fourth quarters due to the effects of the pandemic.

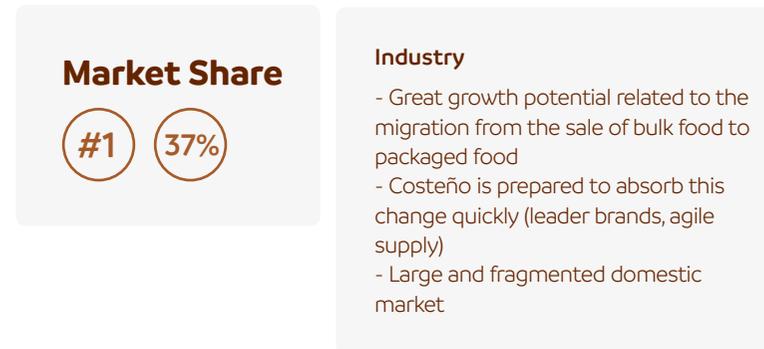


Chile - Annual Volume (In thousands of tons)

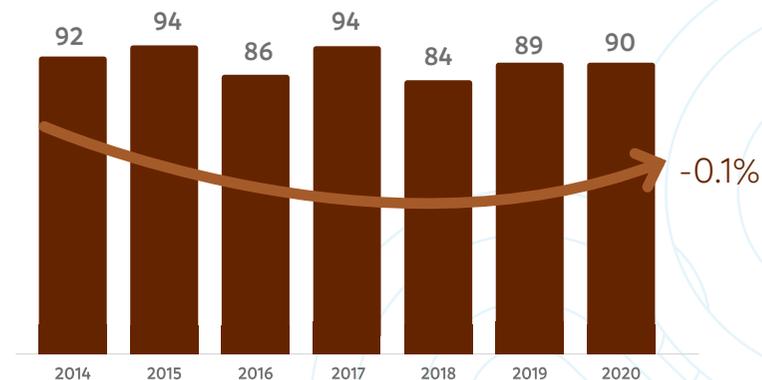


Peru

Market leader in the country with a 37% market share, 90 thousand tons were marketed in 2020, up 1.6% compared to the previous year.



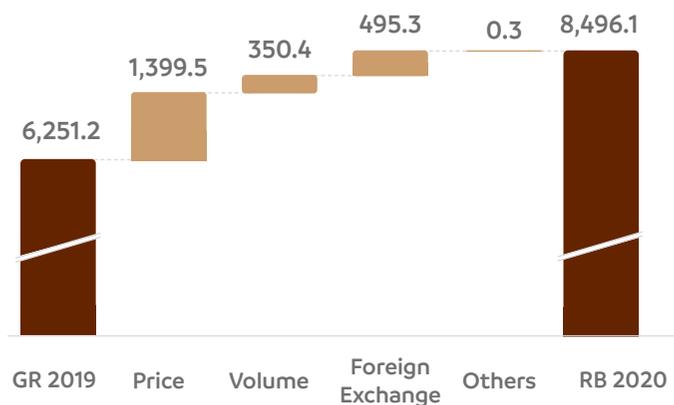
Peru - Annual Volume (In thousands of tons)



Operating income

In 2020, Camil had a record turnover, with gross revenue of R\$ 8.5 billion, a growth of 35.9% compared to the previous year, driven by the joint effect of the increase in prices of products sold, volume, and the exchange rate in the period.

Gross operating income



Costs and expenditures

In the year, the costs of sales and services were R\$ 5.8 billion, a growth of 40.0% from 2019 to 2020, or 77.8% of net revenue, mainly due to the growth of the cost of goods sold (COGS) in Brazil, driven by the growth of average market prices and the international COGS, influenced by the impact of the exchange rate, price growth in the period, and growth in sales volume in Uruguay and Peru.

Sales expenses in the year reached R\$ 701.2 million in 2020, up 9.1% compared to the previous year, or 9.4% of net revenue, due to the growth in international sales expenses — impacted by sales in Uruguay and increased freight costs in Peru — partially offset by a reduction in sales expenses in Brazil, with a decrease in freight, promoters and repositories, and advertising and publicity expenses.

Net revenue was R\$ 7.5 billion, which represents a growth of 38.4% compared to the previous year.

Net revenues by segment



General and administrative expenses in 2020 were R\$ 360.9 million, an increase of 15.8%, or 4.8% of net revenue for the year, with increases both in Brazil and internationally. In Brazil, the growth occurred due to the increase in personnel expenses, results participation program, and stock options. At the international level, there was the impact from the exchange rate, expenses arising from the fight against the Covid-19 pandemic, and increased marketing expenses in Chile and Peru.

Gross Profit

Camil's gross profit growth was 32.8%, reaching R\$ 1.7 billion. Gross margin was 22%, down 1.0 point in percentage.

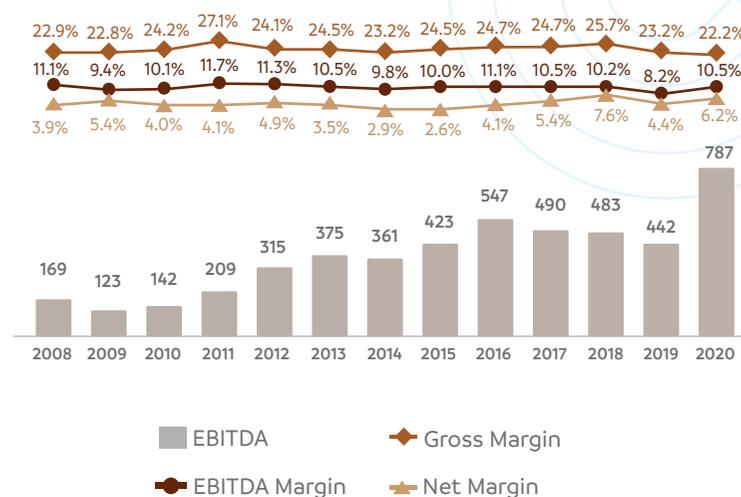
EBITDA and EBITDA margin

Camil's EBITDA growth was 78%, reaching R\$ 787 million. EBITDA margin was 11%, an increase of 2.3 percentage points.

Net Profit

Net profit reached R\$ 464 million, a growth of 93.1%, with a margin of 6.2%. In turn, earnings per share were R\$ 1.25, up 93.1%.

Profitability

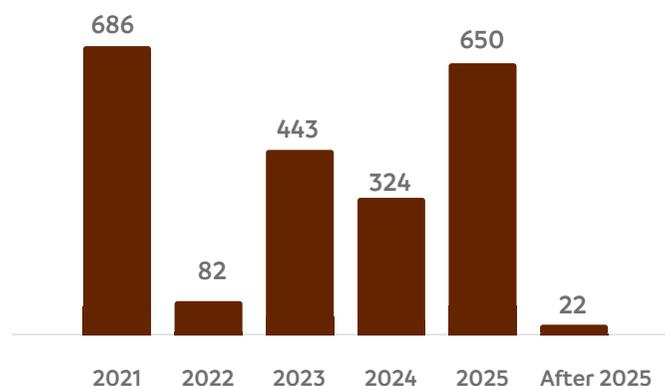


Debt

In order to strengthen the company's cash flow during the pandemic, at the beginning of the financial year Camil carried out new acquisitions to meet the commitments of the year. In order to work on the lengthening and reduction of the cost of these acquisitions, in October 2020, the Company completed the ninth issuance of simple debentures, non-convertible into shares, in a single series, in the amount of R\$ 350 million. Debentures are remunerated at CDI+2.70% per year, with a term of five years from the date of issue.

With the new debentures, debt in 2020 totaled R\$ 2.2 billion, a growth of 37.0% compared to the previous year. The net debt/EBITDA index ended 2020 at 1.4 x, due to the net cash position of R\$ 462.7 million and the completion of the 9th issuance of Debentures in the third quarter.

Amortization schedule (R\$ million)



Capex investments

In 2020, the company followed up on improvements in its physical structure and capacity expansion, with investments of R\$ 196.8 million. In this period, two industrial plants were acquired, one in Rio Grande do Sul and another in Pernambuco from the allocation of R\$ 36 million. Relocation of the unit from the city of São Paulo to Osasco (SP). Other expansion projects and investments for adaptations were implemented with focus on labor safety.

Economic value generated and distributed

Of the total value generated by the company, R\$ 1.8 billion was distributed among employee salaries (25%), taxes (34%), payment to capital providers (18%), and remuneration on equity (23%).

Raised

Revenue	8,007,355
Operating costs	6,137,442
Distributed economic value	1,869,913

Distributed

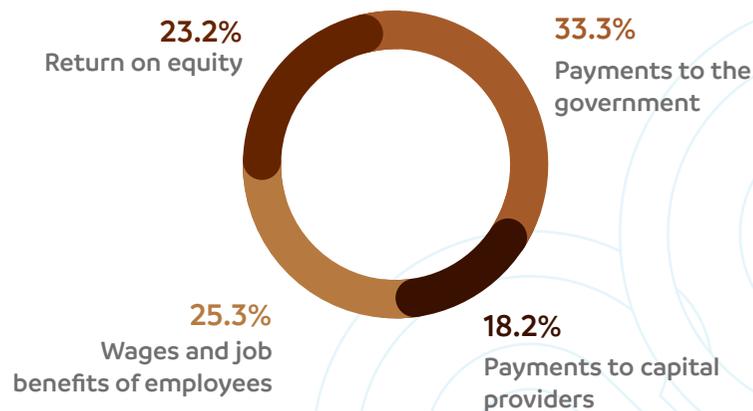
Wages and job benefits of employees	494,207
Payments to capital providers	362,334
Payments to the government	662,760
Return on equity	462,676

Retained Economic Value

Retained	-164,824
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TOTAL	1,981,977
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Economic value generated and distributed

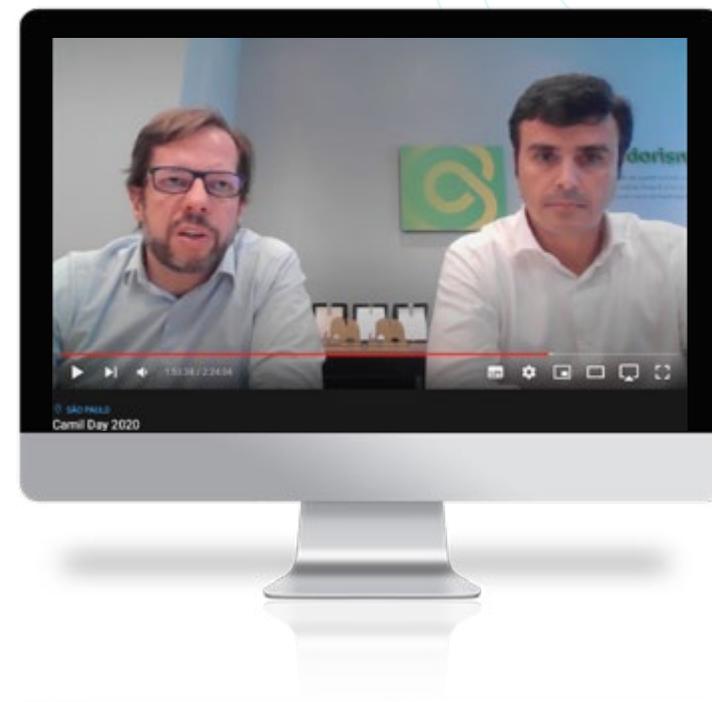


Investors

For stakeholders, transparency is ensured through the timely disclosure of information by the Investor Relations team (IR).

To keep its shareholders up to date in times of pandemic, Camil has adapted meetings to telephone, apps, and video conferencing. Faced with this new model, more than 3.3 thousand investors were reached in 2020 through virtual meetings and live streaming carried out with market partners.

At the end of February 2021, the company had 144 institutional investors and more than 40,000 individual investors, the result of the largest coverage in the period, representing an increase in the number of individuals investing in variable income in Brazil.

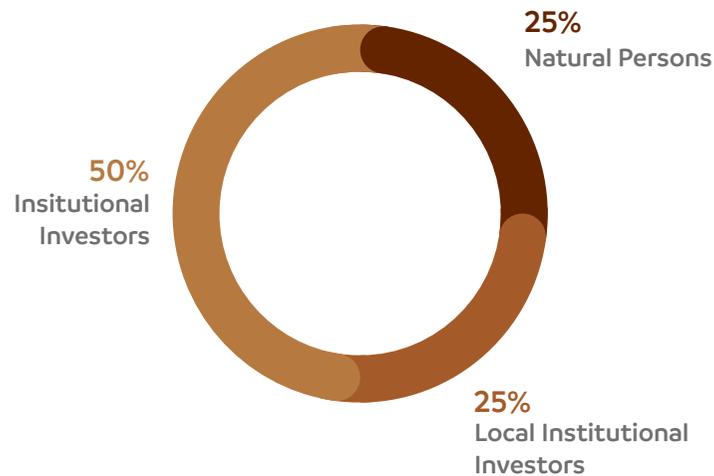


Best of the Stock Market 2020 - Infomoney

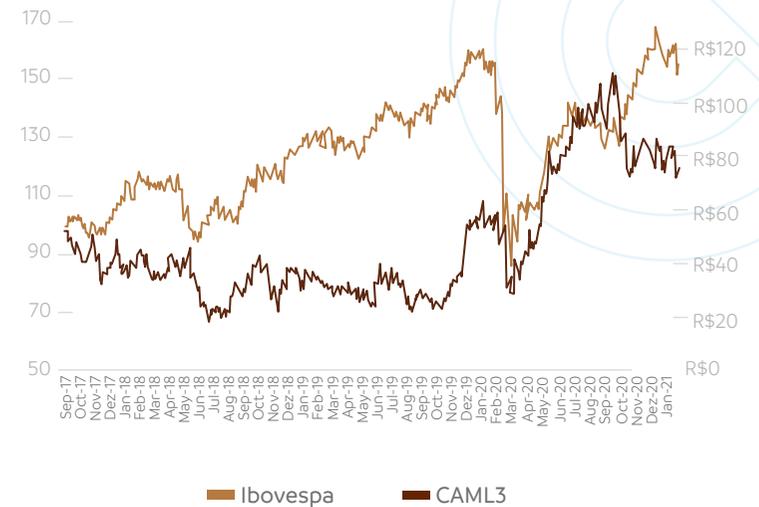
Camil was selected in the Silver category as the Revelation Company of the 2020 Stock Exchange. The ranking done by the Brazilian Institute of Capital Markets (IBMEC) in partnership with Economatica, which analyzes financial indicators, stock performance, and governance criteria.

Approximately 50% of the shares were held by local investors and 50% by foreign investors, compared with 58% by local investors and 42% by foreign investors at the IPO.

Representation of the free float



On February 28, 2021, Camil's shares closed at R\$10.43/share with a market value of R\$ 3.9 billion (US\$ 690 million). Since the IPO in September 2017, CAML3's share price has risen by 16%. In the same period, the Ibovespa index increased by 48%.



“ Since the IPO in September 2017, CAML3’s share price **has risen by 16%**. In the same period, the Ibovespa index increased by 48%.”

Awards and Recognitions

With a portfolio of consolidated brands, which are part of the daily life of millions of families in Brazil and Latin America, the company also stands out among its logistics partners and for its excellent customer service. As a result, throughout the 2020-2021 crop year, it was awarded awards and recognitions in several categories:

2021



Top Supplier - SA Varejo

Camil Alimentos won the Top Supplier Award from SA Varejo magazine in the Rice, Beans, and Refined Sugar categories.



The New Reality of Habits and Consumption Folha de São Paulo

In a study conducted by Folha de São Paulo, Camil was elected by the population of Sao Paulo as the most important brand.



Top of Mind Award Rio Grande do Sul 2021 from the magazine Revista Amanhã

Once again, Camil and Namorado were awarded in the Rice and Beans categories as the most loved and remembered brands of Rio Grande do Sul. Camil took the first place in Beans and Namorado in second place.



Sales Leaders of the Brazilian Association of Supermarkets (ABRAS)

For the sixth and ninth consecutive year the brands Camil and União occupy first place in the Abras Sales Leaders Ranking.



Top Industry Exporters Award

SAMAN was awarded as the largest exporter in the grain category of Uruguay.



Recognition of the Organization of Uruguayan Enterprises for Sustainable Development (DERES)

SAMAN was awarded two recognitions for its work in times of pandemic and for its quick action in favor of the social, environmental, and economic situation by promoting initiatives aimed at the most affected populations.

2020



The Best in Money - IstoÉ Dinheiro

Camil was recognized by The Best of Rural Money Award, winning 141st place in the general ranking, first place in corporate governance in the food subcategory, and 2nd place in human resources in the food subcategory.



500 Maiores do Sul Award - Grupo Amanhã

Winning 25th place in the ranking, published by Grupo Amanhã in the Agriculture category.



Valor 1000 Award - Economic Value

121st place in the 20th edition of Valor 1000, which uses exclusive evaluation indicators to rank the 1000 largest companies in the country.



Época Award - Reclame Aqui

Fourth place in the ranking of companies that provide excellent consumer service in the food/grocery category.



Popai Award

Considered the “Oscars of retail”, the award featured a rotating display of the Coqueiro brand with the silver trophy in the food category.



Top Log GPA

The Pão de Açúcar Group Award (GPA) highlighted Camil among the 20 companies with the best level of service and logistic assertiveness.



Sector highlight in Foodstuff 48th RS Export Award

Camil was recognized among the 50 companies that most distinguished themselves in 2020 in exports with the 48th RS Exports Award, as a sectoral highlight in food products.



Best of the Stock Market 2020 - Infomoney

Camil was selected in the Silver category as the Revelation Company of the 2020 Stock Exchange. The ranking conducted by the Brazilian Institute of Capital Markets (IBMEC) in partnership with Economática, which analyzes financial indicators, stock performance, and governance criteria.



The Best in People Management 2020 - Valor Carreira

For the first time, Camil was featured in the awards, being named among the five most relevant companies in people management in the segment among three to seven thousand employees, with significant improvement in our favorability index.



Top of Mind 2020 - Folha de São Paulo

The brands União and Camil were awarded the Top of Mind Award by Folha de São Paulo, 2020 Edition. The União brand was awarded as the most remembered brand in the Sugar category throughout Brazil and the most recognized among all categories in the southeast region. The Camil brand was the most familiar in the Bean category in Brazil.



Top of Mind Rio Grande do Sul 2020 - Revista AMANHÃ magazine

The brands Camil and Namorado were awarded the Top of Mind award of Rio Grande do Sul, edition 2020. The Camil brand was the most familiar in the Bean category, followed by the Namorado brand in second place. In the Rice category, Namorado received third place for the region.



Sales Leaders of the Brazilian Association of Supermarkets (ABRAS)

The brands Camil and União were in first place in the ranking of ABRAS Sales Leaders for the categories Rice and Refined Sugar.



Caio Award

The Camil Foods trade marketing team took the bronze alligator trophy at the Caio Awards, which recognizes the best commercial promotions, promotional marketing, and business tourism, as “Camil Sales Champions” and the creation of a currency, the Tutu.



Top Supplier

Camil Alimentos won the Top Supplier Award from SA Varejo magazine in the categories of Rice, Beans, and Refined Sugar.



POY Chile 2020 - Farinha Plus

The Product of the Year Award (POY) is the largest and only global award that by direct vote of consumers recognizes products that stand out for their innovation.



GFK CHILE3D 2020 - Rice

Tucapel is the rice brand most valued by Chileans, according to the Chile 3D study promoted by GFK consulting.

Camil ESG Report

General coordination

Investor Relations Department, M&A and ESG Camil

Content

Departments and working groups responsible for ESG initiatives from all countries operated in by Camil Alimentos S.A.

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