



CODE OF ETHICS AND CONDUCT

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03 PART

MANAGEMENT OF THIS CODE

INTRODUCTION

A WORD FROM TOP MANAGEMENT

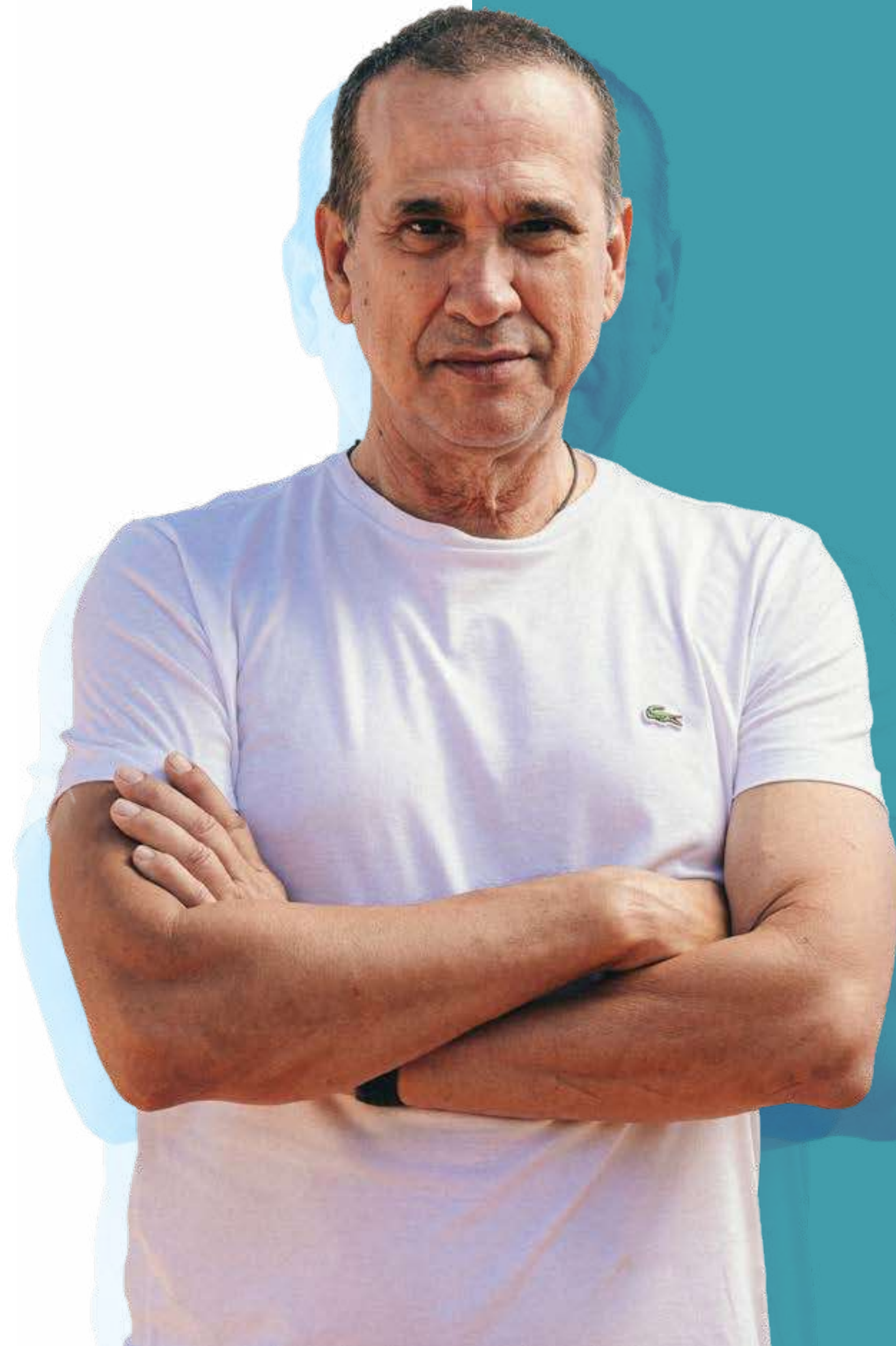
There are actions by the company that define who we are. That's why, since our foundation, our commitment to respect people and our way of acting, in an ethical, honest, and transparent manner, have been responsible for achieving our goals and results.

This Code of Ethics and Conduct gathers these principles, guiding our actions and attitudes in internal and external relations to maintain our culture of achievement and sustainable growth.

We work day by day in the development of technology that goes beyond commercial commitment and company growth; it is an ethical commitment to do our best for the world, by making a positive impact on agriculture to improve global food supply.

I count on everyone's dedication to continue pursuing our objectives correctly, by embodying our values and principles.

– *Britaldo Hernandez*



APPLICATION AND USE OF THIS CODE

This Code of Ethics and Conduct applies to all employees and those who are part of, relate to, or represent Solinftec. Therefore, everyone must be aware of, comply with, and enforce our ethical conduct directives.

We know that image and reputation are built through our actions and choices, so it is very important that everyone pays attention to their ethical conduct **within and outside the organization, as our personal behavior reflects in the professional environment we are.**

Questions related to the application of directives in daily life, the interpretation of this Code, or even topics not found in this document can be clarified in corporate policies, internal policies, or by contacting Solinftec managers and the Compliance area (compliance@solinftec.com).

PURPOSE AND **VALUES**

Our purpose is to revolutionize global agriculture by challenging the complexity of technology. We pursue our purpose by following our values, which generate respect and build trust among people, solidifying Solinftec's reputation:



CUSTOMER OBSESSION

Overcoming challenges, excellence, and a sense of urgency. Customers are our reason for being. We take care of them, treat them with care and attention, and we always strive to deliver our best.



ENTREPRENEURSHIP

Resilience, results, and leadership. The owner doesn't have the option for something not to work out. Making things happen is the only solution.



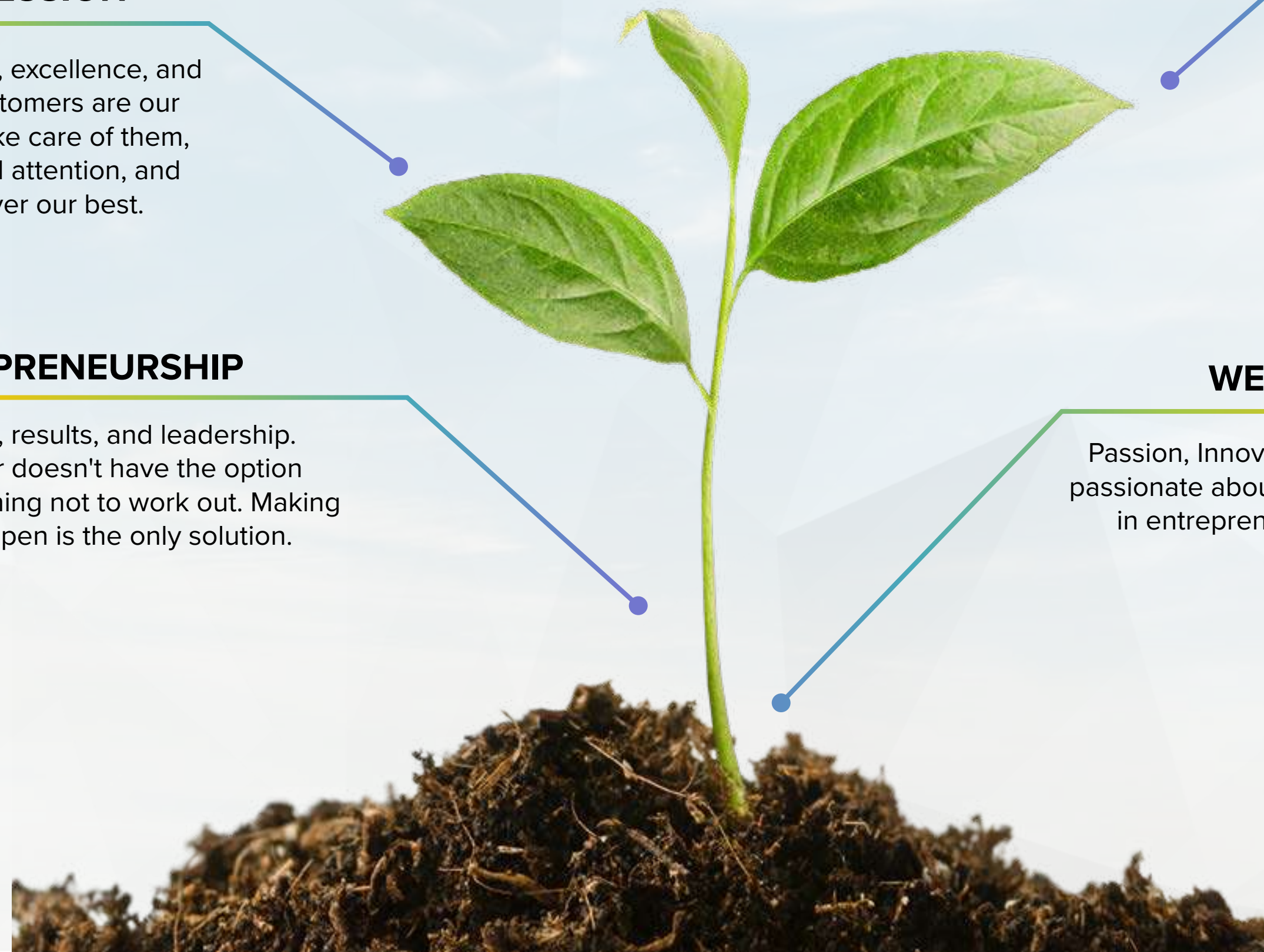
A TEAM

Respect, teamwork, good humor, and cordiality. We work hard and as a team, but always with good humor and cordiality to maintain a light and relaxed work environment.



WE ARE SOLINFTEC

Passion, Innovation, Simplicity. We are passionate about our purpose and bold in entrepreneurship and innovation.



COMMIT MENTS

Learn our guiding
commitments to a proper
behavior:

I REGARDING COLLEAGUES AND THE WORK ENVIRONMENT

DIVERSITY AND INCLUSION

Solinftec believes in and invests in inclusion and diversity, with respect as the foundation of all relationships. We value equality and value differences.

It is part of the company's daily routine to promote actions that **ensure representation** for groups of people with disabilities, LGBTQIA+, ethnic and racial backgrounds, foreigners, individuals aged 50 and above, and opportunities for first-time employment.

DISCRIMINATION AND PREJUDICE

We value the individuality of each person, which is why we do not tolerate any form of prejudice, humiliation, discrimination, or bullying based on gender, race, sexual orientation, gender identity, age, religion, nationality, disability, or any other personal characteristic

PROFESSIONAL CONDUCT

We are all responsible for ensuring a work environment based on cordial relationships, respect, and trust.

We ensure that our employees have equal opportunities to develop and enhance their skills and are treated fairly based on their qualifications and performance, while respecting their diversity, individuality, and privacy.

We value actions that contribute to a pleasant and productive work environment:



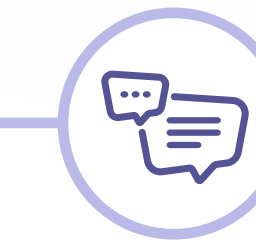
LISTENING IS AS IMPORTANT AS SPEAKING. PAY ATTENTION TO OTHERS!



BE COURTEOUS AND KIND AT ALL TIMES. AVOID PARTICULARLY CONTROVERSIAL SUBJECTS THAT MAY LEAD TO ARGUMENTS.



MAINTAIN A GOOD SENSE OF HUMOR, AS IT HELPS PRESERVE A PLEASANT AND RELAXED ATMOSPHERE.



BE OPEN TO DIALOGUE; AVOID ENGAGING IN ARGUMENTS.



BE HUMBLE. ARROGANT AND SUPERIOR BEHAVIORS ARE NOT ALIGNED WITH OUR CULTURE.

HARASSMENT AND ABUSE OF POWER

Solinftec is committed to promoting and personifying actions that eliminate discrimination and safeguard representation for all individuals, including those within the following protected classes; individuals with disabilities, LGBTQIA+, ethnic and racial backgrounds, foreigners, individuals aged 50 and above, and opportunities for first-time employment.

We take this matter very seriously. Situations that involve disrespect (both moral, verbal and physical), intimidation, or threats in relationships between employees or third parties **will not be tolerated at Solinftec.**

HOSTILE WORK ENVIRONMENT

When harassing or discriminatory conduct is so severe and pervasive it interferes with an individual's ability to perform their job; creates an intimidating, offensive, threatening or humiliating work environment; or causes a situation where a person's psychological well-being is adversely affected.

HARASSMENT

Harassment is unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history). Harassment becomes unlawful where:

- 1) enduring the offensive conduct becomes a condition of continued employment, or
- 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

SEXUAL HARASSMENT

Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. It is unlawful to harass a person (an applicant or employee) because of that person's sex. The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.



HEALTH AND SAFETY

Health and safety at work are fundamental commitments of Solinftec to our employees and third parties. Our managers, as well as the occupational health and safety department and the internal committee for accident and harassment prevention, are responsible for providing a safe work environment, following all legal provisions regarding safety and as outlined in the Regulatory Standards. This includes regular training and providing necessary equipment to prevent or minimize occupational risks.

We prioritize sustainability in line with quality of life in our working conditions, which is why we do not tolerate forced labor, poor working conditions, or child labor.

With caution and care for our people, **we emphasize that the following is not allowed:**



The use, possession, storage, or handling of **firearms** or **ammunition** of any kind during work activities and on company property.



The consumption of **alcoholic beverages and/or drugs** during the performance of your duties, as well as working while **intoxicated** or **under the influence of substances** that may interfere with our behavior or affect the safety of our activities.



Driving company vehicles under the influence of **alcohol** or **substances** that may endanger the lives of the employee or third parties.



PROTECTION OF ASSETS

We value our assets, and it is the duty of all individuals who are part of Solinftec or interact with it to follow our rules for protecting our tangible and intangible assets, whether physical or reputational. Therefore, it is the responsibility of everyone to safeguard the integrity of our image and brand and to use company resources only for Solinftec-related matters of interest.

II REGARDING INTEGRITY

CONFLICT OF INTEREST

A conflict of interest arises when, due to personal interest, we are influenced to act contrary to the company's principles, ethical standards, or legal requirements, making an inappropriate decision or failing to fulfill professional responsibilities. These are situations in which judgment and/or actions are distorted in favor of personal interests at the expense of the organization's interests.

Our employees should not engage in situations that constitute a conflict of interest, meaning situations that may influence our ability to act in

accordance with business development requirements.

Potential situations regarding conflict of interest are monitored and subject to internal control criteria, such as questionnaires, inquiries from interested parties, and audit processes. Therefore, they must be respected by all with a commitment to accuracy in reported data.

To avoid situations that may lead to potential conflicts of interest, we have established some rules and premises:



Existence of kinship relationships between employees:

↳ Allowed within the same business area, provided they are not under the same direct leadership.



Existence of kinship relationships with competing companies:

↳ Allowed with the approval of the Human Resources and Compliance areas.



Existence of personal relationships between employees and business partners (suppliers and third parties):

↳ Allowed with the approval of both the management and the Human Resources and Compliance areas.

Communication regarding kinship or personal relationships to management and the Compliance area is essential.

The appreciation of family and the presence of close relationships among our employees and partners are part of our organizational culture. Therefore, we understand that personal relationships can contribute to building trust and long-term commitment within our organization when our aforementioned premises are followed.

Any situations of conflicts of interest, including those related to kinship or personal relationships, should be consulted with the Compliance department, either through our conflict-of-interest forms or voluntarily through the compliance@solinftec.com channel.

PARALLEL ACTIVITIES

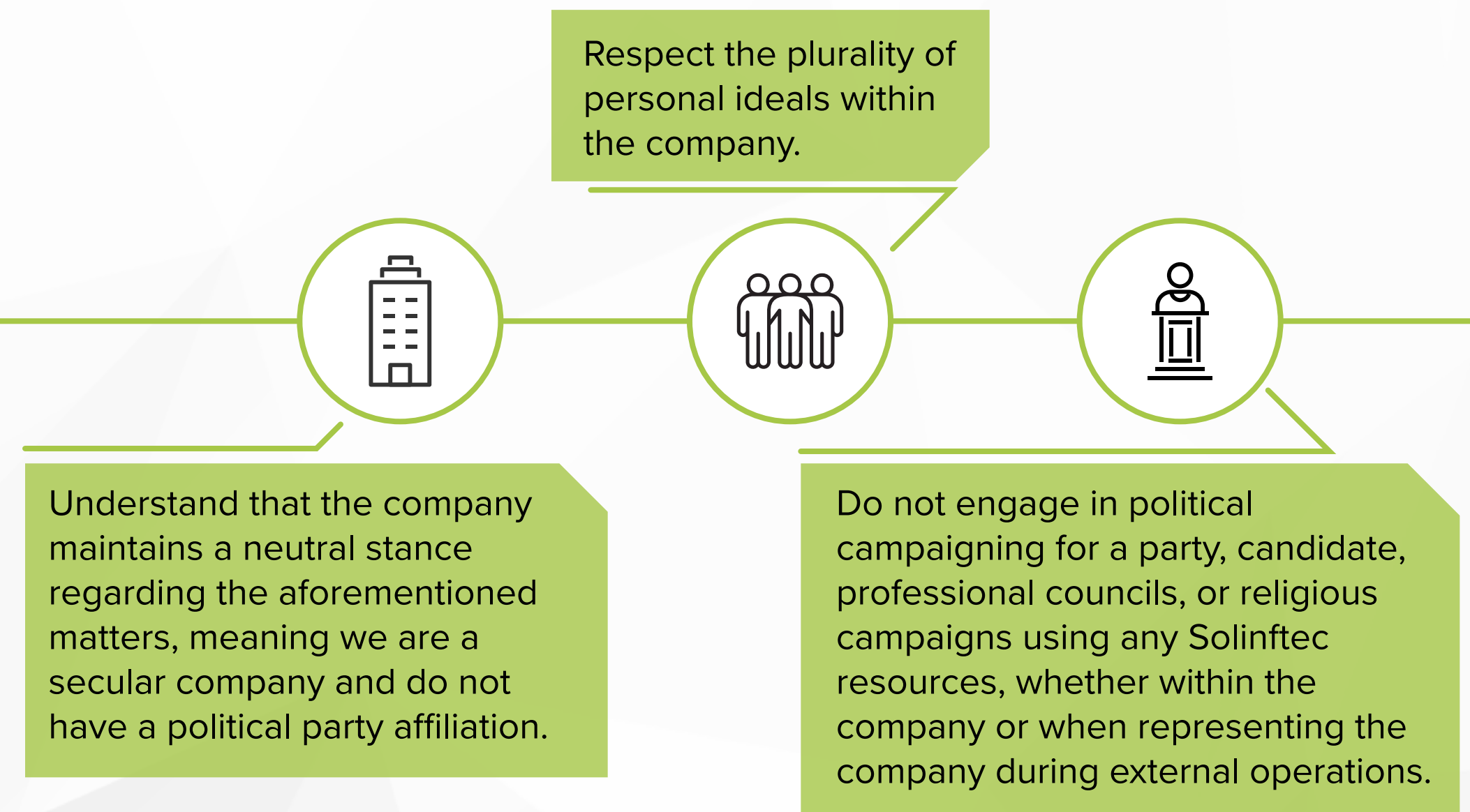
These are activities performed outside of the company's scope. **They are permitted at Solinftec** as long as they do not negatively interfere with the work routine and follow the premises below:

- ▶▶ They are not allowed if performed in competing companies and/or related interests.
- ▶▶ Communication of these activities to management and the Compliance area is essential.

Once authorized, they must be carried out diligently, professionally, and in compliance with the law and internal policies to avoid potential conflicts of interest or misuse of confidential information.

POLITICAL AND RELIGIOUS ACTIVITIES

We respect the freedom of political, philosophical, moral, ideological, and religious beliefs of employees, partners, and suppliers. To ensure this, we have established specific guidelines for everyone associated with the company:



It is worth noting that employees who decide to run for political office must request a leave of absence from their professional activities through management and the Human Resources area, via unpaid leave.










FRAUD PREVENTION AND CORRUPTION COMBAT

Fraudulent behaviors that may involve a breach of trust or misuse of Solinftec's assets, resources, or information, as well as the provision, offering, or receipt of any benefit to a third party, whether a public official or not, in a manner that represents an undue advantage for Solinftec or oneself, are strictly prohibited, even if refusing such practices means missing out on a business opportunity.

□ EVERYDAY SITUATIONS

Examples of fraudulent conduct include:

-  Personal use of Solinftec's financial resources;
-  Forgery of company documents;
-  Improper manipulation of company systems;
-  Tampering with accounting records;

-  Signing documents without authorization or power of attorney;
-  Presenting fake medical certificates;
-  Presenting invoices or receipts that do not correspond to contracted services;

Our employees, third parties, suppliers, and clients must not only comply with our internal policies but also adhere to national and international anti-corruption regulations applicable in the locations where we conduct business. It is essential to reinforce the obligation of compliance in order to prevent, mitigate, and remediate fraud and corruption risks at Solinftec worldwide.

Further information is available in our *Anti-Corruption Policy*:

 <https://www.solinftec.com/en-us/governance/>



FREEDOM OF ASSOCIATION

We support the freedom of all our employees to associate or affiliate themselves with any labor or professional organizations, or choose not to. We respect the right to freedom of association and seek to transparently reconcile the interests of the Solinftec group, our employees, and labor organizations.



DONATIONS AND SPONSORSHIPS

We only make donations and sponsorships for social and institutional responsibility purposes. In other words, before making any donations or sponsorships, we assess whether they align with the company's objectives in order to promote business, enhance the Solinftec brand's visibility, or foster communication with our clients, suppliers, and society.

The Marketing, Events, and Compliance areas must approve any donations or sponsorships in advance to ensure compatibility with our objectives, integrity, transparency, and proper recording of the transactions.





GIFTS, PRESENTS, AND OTHER HOSPITALITIES

While offering and receiving gifts, presents, and other hospitalities is common in business interactions, such exchanges can lead to undue influences or advantages. Therefore, we provide the following rules and limitations to guide our actions on this matter:

It is not allowed to offer or receive any kind of gift and/or entertainment and hospitalities to *public officials* or third parties related to them.

"Public official is anyone who exercises, even temporarily or without remuneration, through election, appointment, designation, hiring, or any other form of investiture or bond, mandate, position, employment, or function in state entities".

BRANDED ITEMS

Such as appointment books, pens, backpacks, keychains, caps, mugs etc., are considered promotional items that feature a company's logo.

We allow the receipt or offering of branded items with a value of up to \$50 (fifty dollars) per year, from and to the same business partner.

GIFTS (OR PRESENTS)

Are items that do not fall under the definition of branded items and are intended for personal gratification, such as alcoholic beverages, watches, e-cigarettes, chocolates, flowers etc.

Gifts with a value of up to \$100 (one hundred dollars) per year may be offered or received from the same business partner, provided they comply with legal criteria and are not accepted or offered during bidding processes or prior to hiring someone.

ENTERTAINMENT AND HOSPITALITIES

Are activities intended for personal enjoyment, satisfaction, or advantages, such as parties, shows, social events, trips, airfare, vouchers, hotel accommodations etc. As a general rule, the offering or receiving of such items is allowed if done transparently, without generating a conflict of interest, and without influencing an objective decision in the best interest of Solinftec, whether it pertains to negotiations, grants, or contract agreements.

In the case of provided or accepted meals, for example, we suggest a value of up to \$100.00 (one hundred dollars) per person as reasonable.

Branded items, presents, or hospitalities that are offered in violation of our rules should be politely declined. If for any reason it cannot be politely declined, it should be directed to the Human Resources area and reported to the Compliance area compliance@solinftec.com, who will take appropriate action regarding its disposition (such as internal raffle or donation to a charitable institution).

III REGARDING INFORMATION SECURITY

USE AND PROTECTION OF DATA & RECORDS PRESERVATION

We take care of the preservation of Solinftec's assets, including facilities, systems, furniture, intellectual property, technologies, and others. Information technology assets, such as phones, emails, internet, software, hardware, among others, should be used to meet our work needs and must be used with caution and awareness.

CONFIDENTIALITY

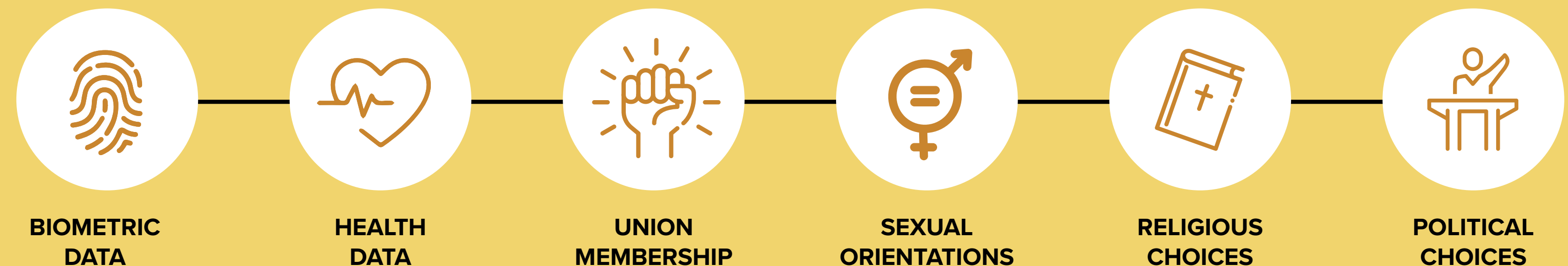
Our employees must treat all matters involving Solinftec, its employees, clients, and partners with confidentiality and discretion, especially those not known to the market and the general public, such as user data, market information, internal incidents, and other financial, economic, operational, and contractual matters. This includes not reproducing or disclosing such information to third parties, including family members, in order to protect the integrity and confidentiality of the information.



PROTECTION AND PRIVACY OF PERSONAL DATA

In compliance with national and international laws on Personal Data Protection, employees must take appropriate technical and organizational measures to ensure that personal data of employees, clients, and third parties, whether recorded on paper or in digital format, are only processed for specific purposes related to Solinftec's business and operations, particularly for data classified as sensitive.

For instance:



Access to personal data remains monitored and controlled, whether in a physical or digital environment. The sharing and disclosure of data managed by Solinftec are carried out based on the criteria of necessity for the execution of our activities or by legal obligation, always considering the purpose for such operation. The disposal of personal data is done in accordance with legally defined security and retention criteria.



IV

REGARDING
SOCIO-
ENVIRONMENTAL
MATTERS

WITH THE ENVIRONMENT

We believe in sustainable economic development and work to avoid negative impacts on the planet, strictly following environmental laws and regulations, aiming to improve the quality of life globally. In pursuit of this goal, our solutions optimize resources, increase productivity, and have a positive impact on the environment.

We monitor greenhouse gas emission (GGE) levels resulting from our operations and continuously work towards reduction.

Therefore, we hope that our suppliers and partners pursue the same objective, with continuous improvements in the efficiency and sustainability of their operations, protecting the environmental integrity of the air, water, and soil and avoiding negative impacts.

WITH THE COMMUNITY

Our commitment goes beyond our doors, which is why we carry out actions with the intention of having a positive impact on the communities in which we operate, monitoring them through specific indicators.

Our socio-environmental responsibility is at the forefront of our actions and commitments.



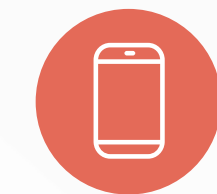


REGARDING COMMUNICATION AND RELATIONSHIP

CORPORATE COMMUNICATION



We understand the importance of the press in disseminating information and shaping public opinion. Therefore, we respond promptly, providing information and granting interviews, participating in debates and discussions ethically and transparently. Our communication is exclusively conducted through our spokespeople, individuals designated and trained to represent Solinftec institutionally.



SOCIAL MEDIA



We understand the impact and power that social media has in the digital world and beyond, which is why we need to exercise caution and responsibility with the information shared through them. **Personal and professional profiles, even when used individually, need to adhere to usage rules when associated with Solinftec.** It is allowed to talk "about Solinftec," but never to speak "on behalf of" the company.



It is important that your posts and interactions on social media align with the policies and regulatory instructions of this Code. Therefore, we advise that you only share content that has already been released by our Marketing and Events department.



CUSTOMERS, SUPPLIERS, AND SERVICE PROVIDERS

We strive to meet high standards of excellence and quality in our products and services, generating value for our customers through a high level of service and respecting free competition, which is essential for market development and societal interests.

Our business partners, suppliers, and third parties are essential for the consolidation of our company and therefore must have a good reputation and act responsibly. In addition to the ethical premises and directives outlined in this Code, we have established socio-environmental directives for the entire supply chain, business partners, and service providers of Solinftec, which are compiled in our **Partner Manual** (<https://www.solinftec.com/en-us/governance/>), available for consultation at any time on our website.

WARNING

Our stance, as well as everything we post on our personal networks, reflects who we are as professionals and automatically as a company. Therefore, we need to act in accordance with our values and with this Code of Ethics and Conduct. If in doubt, avoid posting or interacting.

MANAGEMENT OF THIS CODE



Point your cellphone camera at the **QR CODE** below and access the listening channel



DISCLOSURE, DISTRIBUTION, AND REVISION

This document has been developed by Solinftec employees and reflects our ethical directives and principles. Its communication and distribution are the responsibility of everyone. The revision management is carried out periodically and coordinated by Solinftec's leadership in conjunction with the Compliance area.

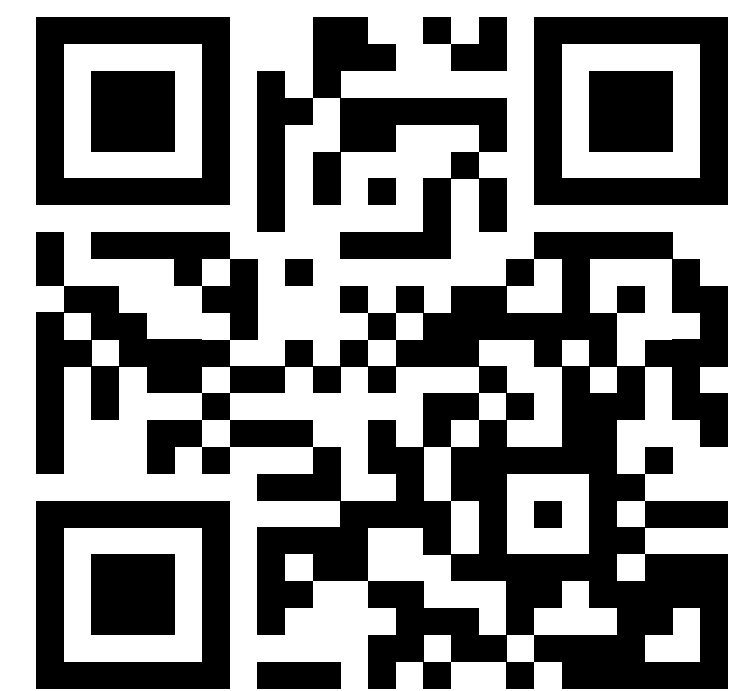


ETHICS COMMITTEE

Solinftec has an Ethics Committee composed of company members responsible for disseminating correct conduct throughout all business areas, as well as receiving, investigating, analyzing, and submitting cases of deviations from ethical conduct and behavior to Senior Management.



Point your cellphone camera at the **QR CODE** below and access the listening channel



LISTENING CHANNEL

We provide employees, suppliers, partners, service providers, and anyone interested with access to our Listening Channel, an important communication tool for reporting concerns, asking questions, or expressing concerns regarding discomfort, illegal or unethical business conduct, and any violations of ethical directives and values.

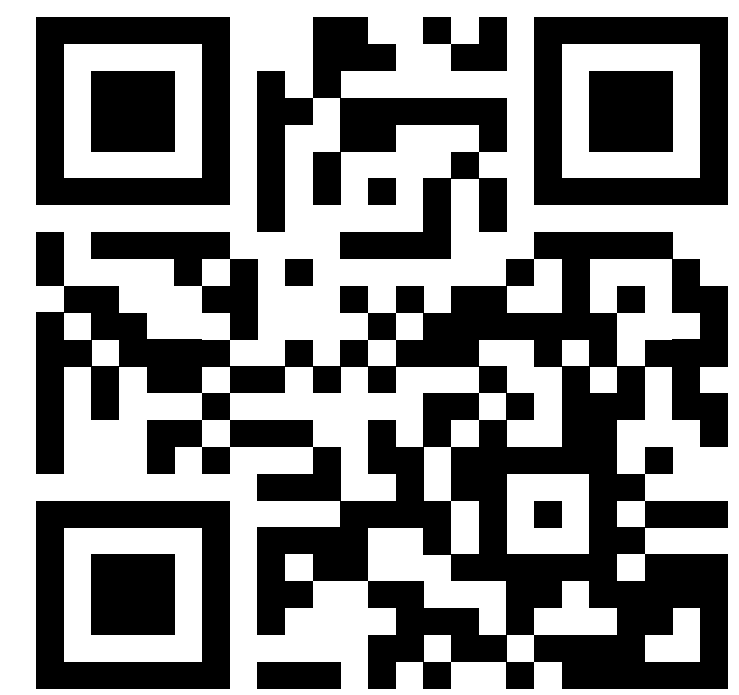
We encourage individuals to report in good faith any acts, facts, concrete behaviors, or suspected inappropriate conduct because it is the right thing to do!

Our Listening Channel is managed by a specialized third-party company, which, through an online platform, ensures the confidentiality and anonymity of the reported information, respecting the will of the informant. Reports can be identified or anonymous and each informant receives a response with a unique protocol to track the progress of their report.

In addition to reporting discomfort or legal and ethical irregularities, our Listening Channel can also be used to ask any questions regarding the company or any business area. Just like reports, questions can be submitted either identified or anonymously.



Point your cellphone camera at the **QR CODE** below and access the listening channel



CONSEQUENCE MANAGEMENT

We want to alert you that violations of national and international laws, internal company policies, as well as the directives outlined in this Code, may result in disciplinary measures, including warnings, suspensions, and terminations with or without cause.

Suppliers, third parties, and business partners are also subject to sanctions such as contract termination, suspension of service/product supply, termination of commercial relationships, and/or future partnerships.

We value complete transparency in our relationships, and whenever necessary, in addition to our listening channel, the Compliance department can be contacted at the following email address: compliance@solinftec.com.

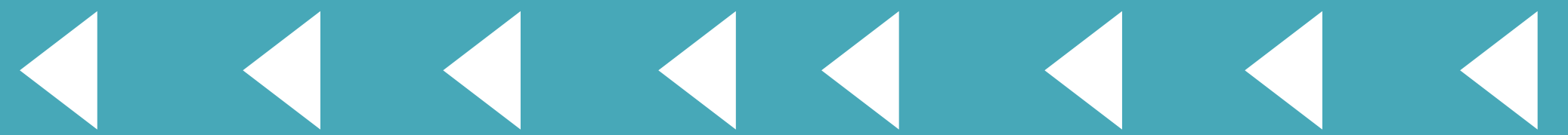


NON-RETALIATION POLICY

We encourage transparency in our relationships, which is why we do not tolerate any form of retaliation against those who ask questions or express concerns when reporting potentially inappropriate behavior in good faith.

Retaliation is also a violation of this Code and is therefore subject to disciplinary measures.

CODE OF ETHICS AND CONDUCT



SOLINFTEC

<https://www.solinftec.com/>
3rd edition