



SUSTAINABILITY REPORT

2022

HIGHLIGHTED INDICATORS

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As part of our commitment to transparency and accountability to our stakeholders, we present the Indicators Version of our Sustainability Report with the highlights of 2022.

What this report includes:

REPORTED PERIOD

January 1 - December 31, 2022

INDICATORS

Linked to the management of prioritized material topics

REFERENCES

GRI in its standard version;
 UN Sustainable Development Goals (SDGs),
 Global Compact Principles



MESSAGE FROM SENIOR MANAGEMENT

Solinftec, which since its foundation has had the ambition and commitment to connect people and their farms from end to end, is going through a great moment of evolution. I'm not just promoting this as a company. I'm promoting a total evolution of the market with the introduction of the new agriculture. This year, one of the best in the company's history, Solinftec reached 11 million hectares monitored worldwide, bringing technology, economy and sustainability to our customers and partners.

Throughout this country, our people are constantly communicating with customers, taking our technology and positively impacting the world's food supply with a purpose that goes far beyond the commercial, an ethical commitment to do the best for the world.

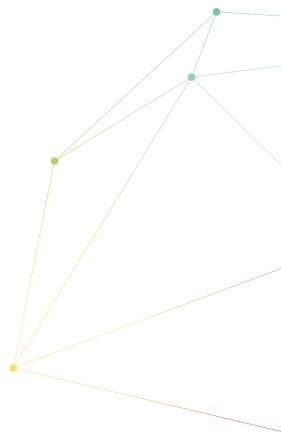
In 2022, we introduced Solix AG Robotics to the world, an autonomous robot powered 100% by solar energy. It collects data from the field, monitors the biological cycle of the farm, and provides information such as nutrition and plant health, pest and weed infestation, soil health, plant germination rate, and other extremely useful data in the



daily lives of farmers and producers. In addition to localized herbicide and fungicide applications that reduce herbicide use by up to 95%, Solix uses a combination of light and shock frequencies to attract and kill pests, eliminating the need for chemical pesticides.

The combination of Solix and Alice has already shown in the tests we have done that it is possible to have a more sustainable and cleaner agriculture, a future with less chemicals and more productivity.

Solinftec has the great pleasure of being, together with our partners and customers, the protagonist of this story that will change the world.



PRESENCE IN

11 COUNTRIES**11 +** MILLION

OF AREA MONITORED AROUND THE WORLD

50 + MILLION

OF INVESTMENT IN R&D

ARR

270 +
MILLIONS

EMPLOYEES TRAINED IN

25 + TECHNICAL TOPICS

TOTAL DATA IN THE YEAR (TB))

142.35 TERABYTE**33.65** BILLION

TOTAL DATA POINTS

749 EMPLOYEES **IN FIVE COUNTRIES****66.35** MILLION

TOTAL CALLS TO ACTION PER MINUTE

R\$ **100** MILLION

COLLECTED IN GREEN AGRIBUSINESS

RECEIVABLES CERTIFICATES (CRA-GREEN)

HOURS MONITORED

203,193,297.79

CARBON EMISSION AVOIDED

429,899.82 TCO₂eq

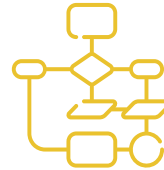
SOLINFTEC NUMBERS

OUR SOLUTIONS

With our work focused on innovation, we are part of a movement that is increasingly driving connectivity in the field. Used on more than 11 million acres in the countries where we operate, our solutions connect all the resources and processes essential to agricultural production, creating a positive impact by preserving the environment and increasing food productivity:



INNOVATION-BASED SOLUTIONS



Reduction in fuel use

Management of consumption and development of logistics routes to optimize fuel use.



Weather stations

Weather stations and digital rain gauges that provide guidance and weather forecasts for the agricultural process, including better times and conditions for field activities. It also provides medium-term planning (6 months) and short-term forecasts (24h).



Intelligence in the application of agrochemicals and fertilizers

Data analysis to guide the best scenario for input application (according to the plant's best practices guidelines), reduction of variation, product misapplication, material loss, and cost reduction.



Monitoring software

Communication platform that processes the data from the machines in the field in real time.



Planting and harvesting sugar cane

Management of sugarcane transport from the field to the mill, supporting stability and reducing wasted time.



Artificial intelligence (AI)

Generation of data for monitoring and analysis of crop productivity.



Mobile App

Application that uses artificial intelligence to monitor and provide camera data, even without a cell phone network.



Map sharing

Management of the field area avoiding duplication of work. The system functions offline and shares information from machine to machine.

CONTRIBUTING TO AGRICULTURE AND THE PLANET

PILLAR	MATERIAL TOPIC	PRIORITY	SDG	HOW WE MEASURE OUR IMPACT	WHAT WE ARE ALREADY DOING
Agricultural Challenges	Innovation	1		1. Total investment in R&D	+ R\$50 million allocated to research and innovation
				2. Full engagement activities with external stakeholders to foster solutions to the agriculture challenge	R\$ 237.2 million collected in Certificates of Receivables from Green Agribusiness (CRA-Green)
Impact of Operations	Ethics & Integrity	2		1. % of employees trained on the Code of Ethics and other related policies 2. Number of complaints received 2 for non-compliance with the Code of Ethics and related policies 3. % of grievances handled	1. 100% of the reporting channel reports handled and responded to 2. Anti-Corruption and Anti-Money Laundering Training made available to employees
				1. % of contracts renewed 2. Stakeholder approach, including frequency and categorization	1. Customer retention: 95% 2. Customer Satisfaction Survey (measured by NPS - Net Promoter Score)
				1. Total number of Independent Board Members 2. Governance Structure, including Committees and Board	1. An independent board member 2. Acting board of directors 3. Structuring of committees: People & Remuneration and Financial

PILLAR	MATERIAL TOPIC	PRIORITY	SDG	HOW WE MEASURE OUR IMPACT	WHAT WE ARE ALREADY DOING
Impact of Operations	Human Capital	4		Number of actions that promote: resilience, and > productivity, ensuring a more sustainable food production system	66.35 million call for action/minute
				% of employees by position in the gender and age categories	1. 25% of our employees are women
				1. Diversity in governance bodies and employees 2. % of women by career level	1. 749 employees in five countries (Brazil, Colombia, USA, Canada and China)
Customer Impact	Climate Change	3		1. Total fuel consumption within the organization 2. Total fuel consumption within the organization from renewable sources. 3. Electricity consumption	13% of the fleet's total fuel (scope 1) is from a renewable source (ethanol)
	Cost Reduction	5		Reduction of GHG emissions as a direct result of solutions in metric tons of CO ₂ eq	1. 429,900 thousand TCO ₂ eq are no longer emitted 2. 158 million Liters of Diesel are no longer consumed
	Use of Agrochemicals	6		Total area optimized with our solutions	> 11 million hectares optimized

KEY INDICATORS

OUR EMPLOYEES

We believe that people are our main asset, so we work collaboratively to boost the development of our professionals:

EMPLOYEES BY EMPLOYMENT CONTRACT GRI 102-8

	2020		2021		2022	
	Permanent	Third parties	Permanent	Third parties	Permanent	Third parties
BRAZIL						
Men	380	1	489	7	521	13
Women	104	0	150	5	170	1
CHINA						
Homens	4	0	8	0	10	0
Women	2	0	6	0	9	0
COLOMBIA						
Men	11	0	15	0	11	0
Women	3	0	6	0	8	0
UNITED STATES						
Men	26	1	27	0	14	0
Women	9	0	18	0	6	0
TOTAL	539	2	719	12	749	14

+ diversity

Between 2019 and 2022, the number of women in permanent positions went from 100 to 193, an increase of 93%



EMPLOYEES BY JOB CATEGORY GRI 102-8

*except apprentices and trainees

EMPLOYEES	2020	2021	2022
BRAZIL			
Officers	13	14	14
Management	24	21	17
Specialists	9	18	20
Coordination	50	48	54
Administrative	43	66	74
Operacional	318	440	473
CHINA			
Officers	1	1	1
Management	0	0	0
Specialists	2	9	2
Coordination	2	2	2
Administrative	0	0	1
Operacional	0	2	13
COLOMBIA			
Officers	0	0	0
Management	1	1	2
Specialists	0	0	0
Coordination	0	2	2
Administrative	1	3	3
Operacional	12	15	12
UNITED STATES			
Officers	3	3	2
Management	3	8	6
Specialists	2	5	2
Coordination	0	0	4
Administrative	1	0	0
Operacional	19	27	6

OTHER WORKERS GRI 102-8

	2020	2021	2022
BRAZIL			
Apprentices	19	13	25
Trainees	8	19	14
CHINA			
Apprentices	0	0	0
Trainees	0	0	0
COLOMBIA			
Apprentices	0	0	0
Trainees	0	0	0
UNITED STATES			
Apprentices	0	0	0
Trainees	1	2	0
Total	28	34	39



EMPLOYEE TURNOVER GRI 401-1

EMPLOYEE TURNOVER	RATE		
	2020	2021	2022
BRAZIL			
By age group			
Under 30	1%	2%	2%
30 to 50 years	2%	3%	1%
Over 50 years	2%	5%	0%
By gender			
Men	2%	3%	2%
Women	2%	4%	1%
By region			
Center-West	3%	5%	1%
Northeast	3%	8%	0%
North	4%	0%	0%
Southeast	2%	3%	2%
South	5%	7%	0%
UNITED STATES			
By age group			
Under 30	23%	12%	5%
30 to 50 years	10%	12%	3%
Over 50 years	13%	0%	0%
By gender			
Men	15%	8%	4%
Women	32%	24%	3%

EMPLOYEE TURNOVER	RATE		
	2020	2021	2022
COLOMBIA			
By age group			
Under 30	3%	2%	1%
30 to 50 years	2%	1%	2%
Over 50 years	0%	0%	0%
By gender			
Men	5%	2%	2%
Women	1%	1%	1%
CHINA			
By age group			
Under 30	0%	8%	2%
30 to 50 years	9%	4%	4%
Over 50 years	0%	4%	0%
By gender			
Men	10%	5%	5%
Women	13%	6%	1%



EMPLOYEES BY JOB CATEGORY AND GENDER GRI 405-1

By job category	2020				2021				2022			
	Total Men	Total women	% Men	% women	Total Men	Total women	% Men	% women	Total Men	Total women	% Men	% women
Presidency (CEO)	1	0	100%	0%	1	0	100%	0%	1	0	100%	0%
Executive officers	12	1	92%	8%	12	2	86%	14%	9	4	69%	31%
Management	18	5	78%	22%	16	4	80%	20%	16	1	94%	6%
Coordination	45	5	90%	10%	44	4	92%	8%	49	5	91%	9%
Administrative	28	42	40%	60%	41	57	42%	58%	33	55	38%	63%
Operational	267	51	84%	16%	361	79	82%	18%	384	89	81%	19%
Specialists	9	0	100%	0%	14	4	78%	22%	17	3	85%	15%

*Br numbers

EMPLOYEES BY FUNCTIONAL CATEGORY AGE GROUP GRI 405-1

By job category	2020						2021						2022					
	Total			%			Total			%			Total			%		
	< 30 years	Between 30 and 50	> 50 years	< 30 years	Between 30 and 50	> 50 years	< 30 years	Between 30 and 50	> 50 years	< 30 years	Between 30 and 50	> 50 years	< 30 years	Between 30 and 50	> 50 years	< 30 years	Between 30 and 50	> 50 years
Presidency (CEO)	0	0	1	0%	0%	100%	0	0	1	0%	0%	100%	0	0	1	0%	0%	100%
Executive officers	0	10	4	0%	71%	29%	0	11	4	0%	73%	27%	0	12	4	0%	75%	25%
Management	1	23	0	4%	96%	0%	2	19	0	10%	90%	0%	5	19	1	20%	76%	4%
Coordination	11	40	3	20%	74%	6%	11	38	3	21%	73%	6%	20	42	0	32.3%	67.7%	0.0%
Administrative	43	29	2	58%	39%	3%	57	48	2	53%	45%	2%	43	49	0	46.7%	53.3%	0%
Operational	150	169	7	46%	52%	2%	243	202	6	54%	45%	1%	270	226	10	53.4%	44.7%	2%
Specialists	1	8	2	9%	73%	18%	5	20	2	19%	74%	7%	5	16	1	22.7%	72.7%	4.5%

MEMBERS OF THE GOVERNANCE BODY **GRI 405-1**

	Number of members		
	2020	2021	2022
By gender	5.0	5.0	5.0
Men	4.0	4.0	4.0
Women	1.0	1.0	1.0
By age group	5.0	5.0	5.0
Under 30	0.0	0.0	0.0
From 30 to 50 years	1.0	1.0	1.0
Over 50 years	4.0	4.0	4.0
Total	10.0	10.0	10.0

RATIO BETWEEN REMUNERATION OF WOMEN AND MEN **GRI 405-2**

EMPLOYEES	2021	2022
Administrative	1.48	0.72
Apprentices		0.89
Coordination	0.95	0.99
Officers	0.91	0.88
Experts	0.93	0.93
Trainees		0.89
Management	0.91	0.78
Operational	0.80	0.91

* Calculated on the basis of the average salary of male and female positions in our subsidiary in Brazil.



We believe that diversity contributes to a richer and more innovative environment

TRAINING AVERAGE GRI 404-1

Average	Annual	Monthly
	5:52:38	0:29:23
	6:38:16	0:33:11
	6:04:41	0:30:23
Total hours	Annual	Monthly
	2585:57:18	215:29:46
	1048:45:16	87:23:46
	3634:42:34	302:53:33

OCCUPATIONAL HEALTH AND SAFETY GRI 403-9

EMPLOYEES	NUMBER		
	2020	2021	2022
Deaths resulting from an accident at work	0	0	0
Accidents at work with serious consequences (except deaths)	0	0	0
Mandatory reporting occupational accidents			2*
Number of hours worked		168,298,233	1,538,400

*Traffic accident, travel.

WORKERS	NUMBER		
	2020	2021	2022
Deaths resulting from accidents at work	0	0	0
Accidents at work with serious consequences (except deaths)	0	0	0
Mandatory reporting occupational accidents	0	0	0
Number of hours worked	0	0	0



INNOVATING WITH SUSTAINABILITY

DIRECT EMISSIONS – SCOPE 1 (tCO₂e) **GRI 305-1**

	2021	2022
Direct emissions (Scope 1)*	569.32	1,439.41
Biogenic emissions of CO ₂	86.25	138.57

*Gases included in the calculation: CO₂ / CH₄ / N₂O

ECT EMISSIONS – SCOPE 2 (tCO₂e) **GRI 305-2**

	2021	2022
Indirect emissions (Scope 2) arising from the purchase of energy*	13,007	13,390

*Gases included in the calculation (if available)

CO₂ - Carbon Dioxide (PAG = 1)

CH₄ - Methane (PAG = 25)

N₂O - Nitrous Oxide (PAG = 298)

DIRECT EMISSIONS – SCOPE 3 (tCO₂e) **GRI 305-3**

	2020	2021	2022	Gases included in the calculation
Indirect emissions (Scope 3) - in Ton of C eq	-326,250,091	-362,981,736	-429,900	CO ₂ , CN ₄ , N ₂ O

Due to the unique nature of Solinftec's operations, a proprietary calculation methodology has been developed to account for the reduction of CO₂ emissions in customer operations after the implementation of Solinftec technology.

This data is derived from software and algorithms installed on customers' agricultural equipment.

Three key indicators were calculated, considering the 3 lines of business (verticals) of the company (sugar cane, cereals, fiber and perennial crops):

I. Idle engine hours (h idle engine/ h engine on)

II. Travel hours (h displacement/ h engine on)

III. Energy efficiency* (h worked / h motor on)

INTENSITY OF GHG EMISSIONS* GRI 305-4

	2021	2022
Direct emissions (tCO₂eq) (Scope 1)	835.62	1,407.66
Denominator: employees (Brazil operations)	639.00	691.00
Energy intensity	1.31	2.04
Indirect emissions (tCO₂eq) (Scope 2) arising from the purchase of energy	13.01	13.39
Denominator: employees (Brazil operations)	639.00	691.00
Energy intensity	0.02	0.02
Other indirect emissions (tCO₂eq) (Scope 3)	-362,981,736	-429,900,000
Denominator: hectare (global operations)	10,098,048.00	11,747,833.77
Energy intensity (tCO ₂ eq/1,000 hectares)	-35.95	-36.59
Scope 1 + Scope 2 arising from the purchase of energy	582.33	1,421.05
Denominator: hectare	10,098,048.00	11,747,833.77
Denominator: ARR (Annual Recurring Revenue)	182,041,485.72	272,000,000.00
Denominator: employees	639.00	691.00
Energy intensity (tons of CO ₂ eq/hectare)	0.000058	0.00012

*Gases included in the calculation: CO₂ (Carbon dioxide) CH₄ (Methane) and N₂O (Nitrous oxide)

Data refers to global operations and was calculated considering the savings of diesel oil per hectare in the operations of our customers due to the increased efficiency of operations resulting from the use of Solinftec solutions.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) GRI 305-2

Non-renewable sources	2021	2022 (liters)
Source 1 - Diesel	892.84	497.02
Source 2 - Diesel S10	126,090.31	135,443.88
Source 3 - Gasoline	335,339.64	662,652.70
Renewable sources	2021	2022 (liters)
Source 1 - hydrated ethanol	59,182.01	95,102.97
Energy consumption (GJ)	2021	2022 (kWh)
Electricity – consumed (kWh per employee)	758.63	780.97

Reduction of greenhouse gas (GHG) emissions - (tCO₂e) GRI 305-5

GHG Emissions (tCO ₂ e)	2020	2021	2022
Reduction of GHG emissions as a direct result of reduction initiatives	-326,250	-362,981	-429,900

OUR GOVERNANCE

GRI 102-11 102-16, 102-18

GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

- Active with frequent meetings maintaining strategic synergy

STRATEGIC COMMITTEE (C-LEVEL)

- Active with frequent meetings

FINANCE AND PEOPLE COMMITTEES

- Established



ETHICS AND INTEGRITY

WE HOLD AN

ANTI-CORRUPTION WEEK

TRAINING OUR EMPLOYEES

IN THE FIGHT AGAINST CORRUPTION,
PREVENTION OF MONEY LAUNDERING AND
FRAUD, MORAL AND SEXUAL HARASSMENT

COMPLIANCE PROFESSIONAL

DEDICATED TO THE ROLE ACTING INDEPENDENTLY

ACTIVE ETHICS COMMITTEE

WITH MEETINGS HELD TO DISCUSS RELEVANT
TOPICS OF ETHICS AND CONDUCT



Listening channel GRI 102-17

Solinftec has a Listening Channel managed by a third party company, which ensures transparency in the reception of 100% of the reports.

Since February 2022, the company SafeSpace has been in charge of managing our channel, an intuitive platform that allows the reporting of non-compliances or the resolution of doubts directed to any area of the company, in an identified or anonymous way.

REPORTS TO THE LISTENING CHANNEL

	2020	2021	2022
Analyzed and considered upheld	16	5	12
Analyzed and considered partially upheld	0	1	2
Analyzed and considered unfounded	1	0	8
Analyzed and inapplicable to channel	0	0	0
Closed due to lack of information for analysis	1	1	0
Total cases received in the year	18	7	22



REPORTS TO THE LISTENING CHANNEL BY CATEGORY (UPHELD)*

	2022
Inadequate Leadership Posture	5
Behavioral deviations	8
Discrimination or Prejudice	1
Total	12

**Only data from cases closed in the channel were reported as valid. (The sum of reports by category exceeds the sum of reports by source because a report can have more than one taxonomy.) a soma de relatos procedentes porque um relato pode ter mais de uma taxonomia).*



The channel is also available to the external public who can report any non-compliance related to Solinftec. It is global and offers service in English, Spanish and Portuguese

WHERE WE ARE

Founded by a group of Cuban engineers, Solinftec is now one of the most important companies in the agricultural technology industry in the country. In addition to Brazil, the company has operations in the United States, Canada, Colombia and China, and is present with its solutions in 11 countries, monitoring more than 11 million hectares of the following crops:



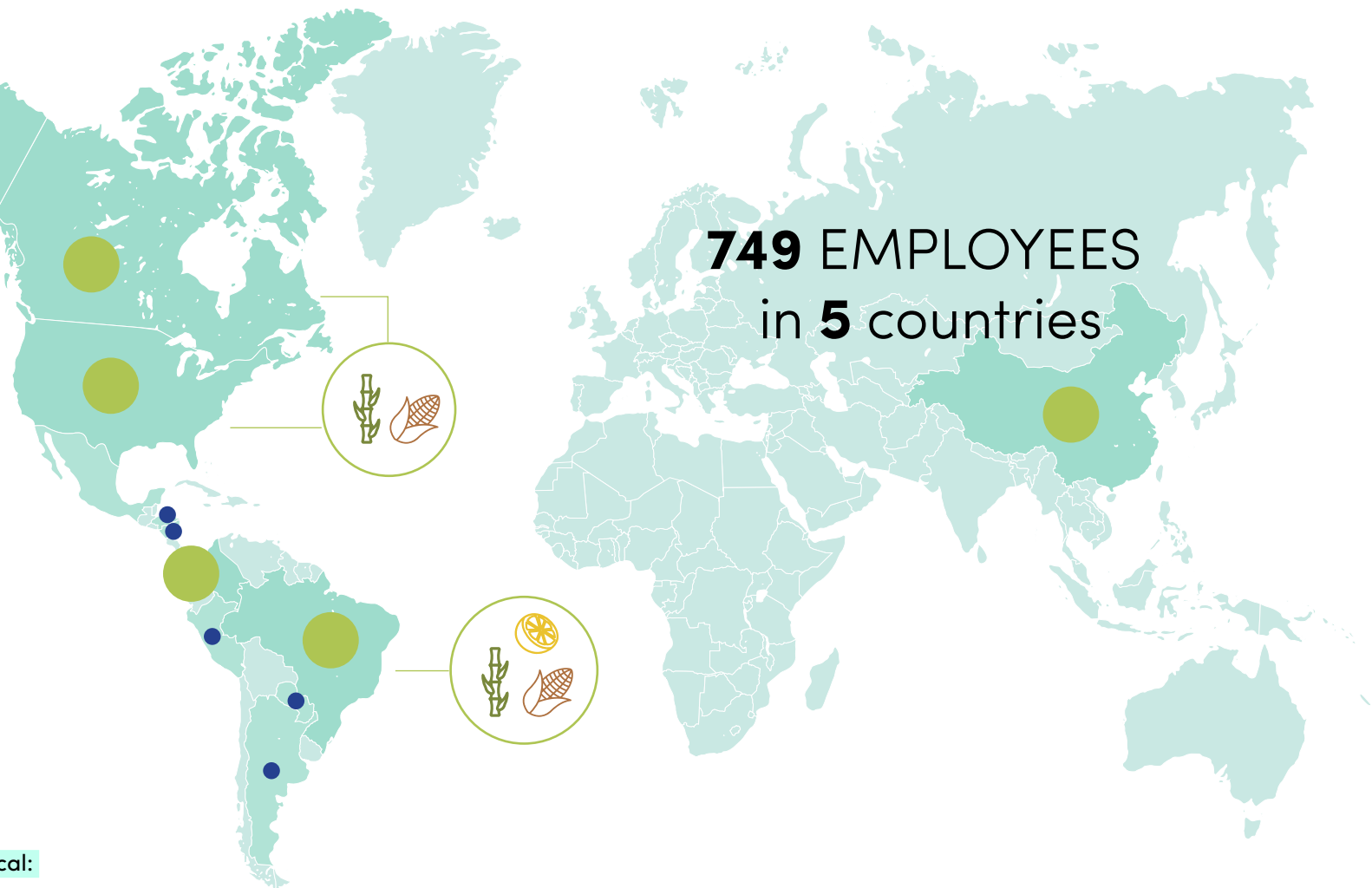
Sugarcane Vertical:
sugarcane



Perennials Vertical:
coffee, citrus and forestry (eucalyptus)



Grains and Fibers Vertical:
soybean, corn, cotton, sunflower, canola, sorghum, oats, potato, onion



749 EMPLOYEES
in **5** countries

● 13 fixed bases

- _ 9 Brazil
- _ 1 Colombia
- _ 1 China (Shenzhen Technology Technology Center)
- _ 1 United States
- _ 1 Canada

● Other countries with our technology:

- _ Paraguay
- _ Peru
- _ Guatemala
- _ Honduras
- _ Nicaragua
- _ Argentina

R\$ 270 +
MILLION
IN ARR



SOLINFTEC

For more information about our sustainability report, please contact us at esg@solinftec.com or visit our website solinftec.com