



SUSTAINABILITY REPORT

2025

Contents

3 | **About this report**
A Message from Leadership
2025 Highlights

6 | **Solinftec**

- Company profile
- Our purpose
- Global presence
- 2050 Mindset

10 | **Technology that transforms the field**

- Sustainability strategy
- Alice AI, Solinftec's artificial intelligence
- Solix, the guardian of the fields
- How Solix works
- R&D-driven innovation

17 | **Strategy and Governance**

- Corporate governance
- Ethics and integrity
- Risk management
- Privacy and data protection

23 | **Environmental impact**

- Sustainability at the core
- Precision for reducing input costs
- Soil and water protection
- Decarbonization

28 | **People at the core**

- Culture and engagement
- Development and career
- Health, well-being and safety
- Changes in rural employment

35 | **Performance and results**

- Agribusiness and agtech overview
- Financial performance
- Government and investor relations

40 | **Disclosures supplement GRI content index**

Credits



About this report

GRI 2-2, 2-3

We are proud to present Solinftec's Sustainability Report for the period from January 1 to December 31, 2025. The document covers all entities under its control and operating subsidiaries, and is fully consistent with the organization's consolidated financial statements.

In this document, we provide environmental, social and governance (ESG) information, as well as operational and financial information, based on the Global Reporting Initiative (GRI) 2021 guidelines. The report takes into account the Company's new materiality assessment, completed in early 2026, and already addresses the seven material issues that will guide our sustainability strategy moving forward.



ENJOY YOUR
READING



LEARN MORE

FOR QUESTIONS, SUGGESTIONS, AND
INFORMATION ABOUT ESG MANAGEMENT
AND SUSTAINABILITY STRATEGY,
PLEASE CONTACT US VIA EMAIL
SUSTENTABILIDADE@SOLINFTEC.COM



A Message from Leadership GRI 2-22

THE AGRIBUSINESS SECTOR IS CURRENTLY EXPERIENCING ONE OF THE MOST **CHALLENGING AND TRANSFORMATIVE** PERIODS IN ITS HISTORY.

We are facing growing pressure to improve productivity in a landscape marked by evident climate change and an ever-increasing demand for sustainability and transparency.

At Solinftec, we firmly believe that technology is no longer just a competitive advantage but has become a strategic necessity. The future of the field will be shaped by the application of intelligence to operations. And our mission, since our founding, has been fully aligned with this vision, as we bring cutting-edge technology to the field, transforming data into practical decisions in real time.

While we provide insights, we are constantly learning from the data we receive directly from operations. Our innovation is fueled by our close relationship with farmers, which allows us to ensure that our growth goes hand in hand with our customers, speaking their language and meeting the demands they bring

to us. Farming is inherently complex; that is why farmers need clarity. Our engineering philosophy is based on the principle that complexity should be contained within the algorithm, never in the user experience.

And the results of this partnership are positive for the entire ecosystem, with efficiency and sustainability going hand in hand. When we use robotics in agricultural operations, we harness solar energy to reduce the use of diesel and help preserve the soil microbiome by cutting back on the use of inputs; in doing so, we are creating a positive environmental impact for farmers, the environment and society as a whole.

This vision of cutting-edge technology is underpinned by a level of financial maturity unprecedented in our history. We have moved beyond the startup model to establish ourselves as a mature growth Company, focused on cash generation and financial discipline. In 2023, we reached the milestone of positive EBITDA, demonstrating the viability and strength of our business model in the global market.

This credibility was reflected in our most recent issuance of Agribusiness Receivables Certificates (CRA in Brazilian acronym) in the amount of BRL189 million. This was a landmark transaction: the first one aimed at accredited investors and backed by renowned institutions such as Itaú and Bradesco banks. The demand, which was 1.5 times the amount offered, demonstrates the financial market's confidence in our ability to deliver and the strength of our creditworthiness. Furthermore, the

fact that our bonds have been awarded the "green label" underscores that our revenue comes from technologies that generate a real, positive impact on the climate.

We know that this rapid growth brings challenges. For this reason, we have been strengthening our governance and assessing business risks more closely—in 2025, we updated the Company's Risk Assessment using a new methodology.

And we are well aware that all our progress has only been possible because we have a team of more than 700 employees, with about 300 working directly in the field, ensuring that technology is accompanied by a close and responsible relationship with farmers. That is why we strive to listen to our team, understand their needs, look after their well-being and create a supportive environment where they can develop their skills. And it's been working. In the workplace survey conducted in 2025, psychological safety, a sense of belonging, and the freedom to express opinions were highlighted by respondents.

The convictions that have brought us this far will continue to guide our decisions and our long-term vision. The future of agriculture will be increasingly driven by data and automation, and Solinftec will continue to lead this transition with responsibility, consistency, and a firm footing on the farm.

Britaldo Hernandez
Co-founder and CEO of Solinftec

2025 Highlights

A year of consolidation

In a challenging year for agribusiness, Solinftec has consolidated its financial stability and its technologies to make a real impact in the field.

BUSINESS AND MANAGEMENT

BRL 400 MILLION
ANNUAL REVENUE

60,000
machines connected in Brazil via Solinftec

BRL 60 MILLION
Cost savings delivered to customers through improved management and process efficiency throughout 2025

15 MILLION
based on field data, the world's largest agribusiness

3 FORMAL ADVISORY COMMITTEES TO THE BOARD: STRATEGY, FINANCE, AND HUMAN RESOURCES

4 INVESTMENT ROUNDS from 7 investment funds

BRL 189 MILLION
Issue volume of the CRA (Agribusiness Receivables Certificate) in 2025, which saw demand 1.5 times higher than supply and firm underwriting commitments from partner financial institutions

THE ENVIRONMENT

90%
potential reduction in herbicide use through the selective application of Solix

UP TO +10%
on average productivity in soybean fields managed by Solix

+20 @/ha (+6%)
average productivity increase in a cotton field monitored and managed by Solix

100%
solar energy used by Solix, with zero carbon emissions during post-emergence spraying

OUR PEOPLE

2.3%
of turnover—a figure significantly below the tech industry average

300+
professionals working directly in the field, ensuring a presence and maintaining relationships with farmers

eNPS 66,
reflecting employee engagement in the quality zone

1.

Solinftec

GRI 2-1, 2-6



Company profile

Solinftec is a privately held company that has established itself as one of the world's leading agtechs, positioning itself at the forefront of the technological revolution in agriculture. Headquartered in the São Paulo city of Araçatuba, the Company has seven regional offices in Brazil, the United States and Colombia, as well as a technology center in China. In total, the Company operates in more than 11 countries around the world. Its history is marked by a bold goal: to provide real-world solutions that increase operational efficiency and reduce the environmental impact of agriculture on a global scale.

Its core activities include research and development (R&D), manufacturing, and IT, supporting a value chain focused on innovation and technological infrastructure. With a portfolio of 27 products and services, the Company offers solutions for monitoring, traceability, connectivity and productivity management, as well as robotics and artificial intelligence technologies.

27
**PRODUCTS
AND SERVICES
MAKE UP OUR
PORTFOLIO**

OUR PURPOSE

**TRANSFORMING AGRICULTURE
THROUGH TECHNOLOGY,**
a leader in solving complex problems,
leveraging technology to revolutionize
the agricultural sector.



Global presence



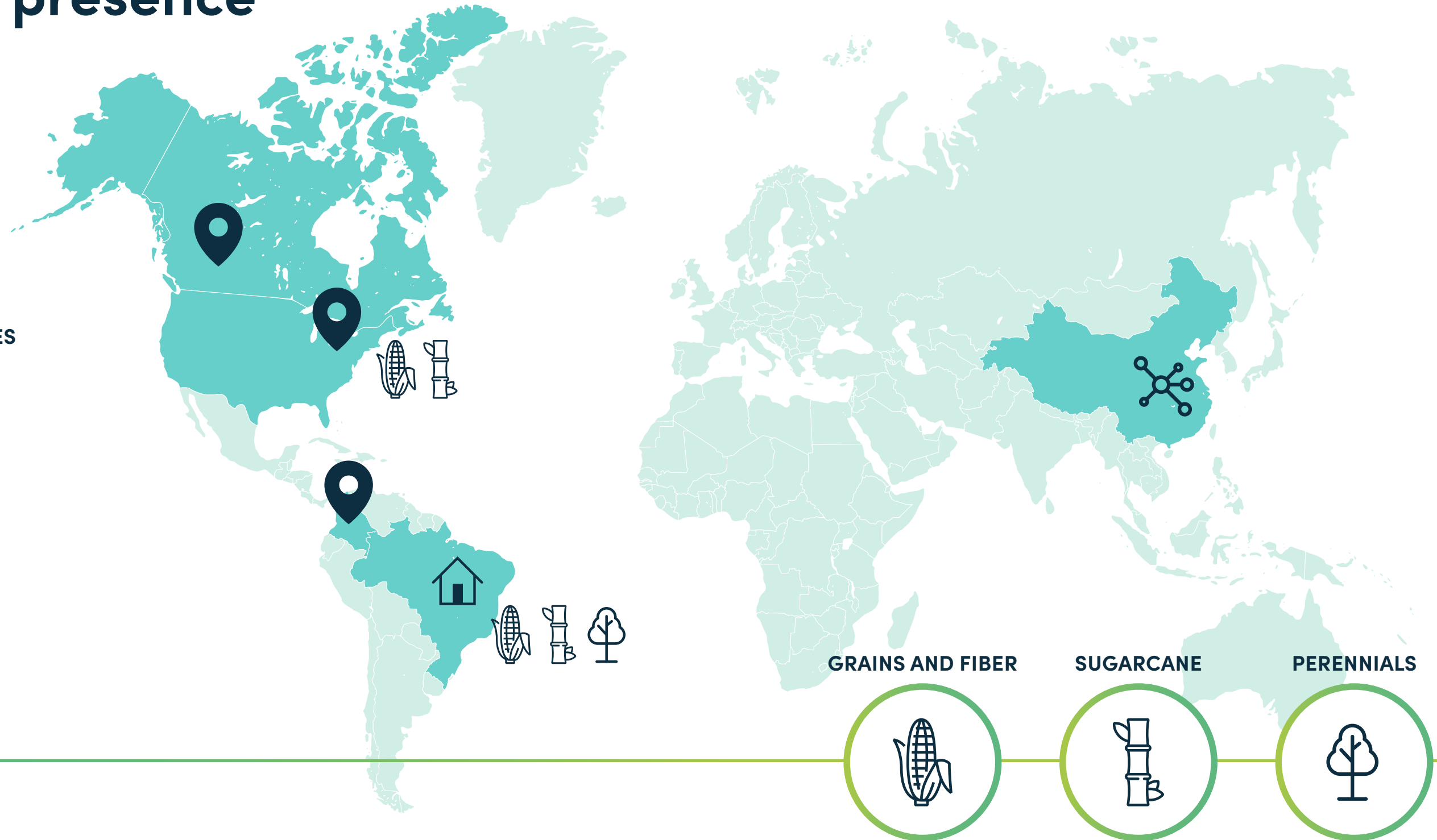
REGIONAL OFFICES



HEADQUARTERS



SHENZHEN TECHNOLOGY CENTER



GRAINS AND FIBER

SUGARCANE

PERENNIALS

2050 Mindset

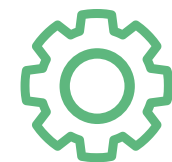
Solinftec’s vision for 2050 is disruptive: to transform agricultural management into an operation fully guided by autonomous artificial intelligence, in which technology serves as a tool to boost productivity and as a driver of social equity.

The Company is committed to making productivity accessible to everyone. By bringing cutting-edge technology to small and medium-sized farmers around the world, we are fighting hunger through efficiency, without the need to expand agricultural frontiers.

Furthermore, we believe that by 2050, robots will serve as living data platforms, ensuring global food security with minimal environmental impact and maximum nutritional value for humanity.



THE COMPANY IS
WORKING TOWARD
**THE DEMOCRATIZATION
OF PRODUCTIVITY**



2.

Technology that **transforms the field**



Sustainability strategy

GRI 3-1, 3-2

Solinftec believes that the ESG agenda is integral to its business. After all, the Company contributes to more efficient use of water and soil in agriculture, the management of machinery and agricultural inputs and, consequently, the preservation of soil life. As for governance, the Company's growth in recent years has required a restructuring of its management model to lay the groundwork for the business's sustainability.

In light of this new reality, to guide its ESG strategy and reporting, Solinftec's materiality framework was redefined in early 2026, the result of institutional maturity built on three complementary pillars: listening to employees, strategic risk management and dialogue with the financial market.

Solinftec has updated its materiality matrix by adopting the rigorous concept of "double materiality." This approach enables the Company to understand not only how its operations impact society and the environment (impact materiality), but also how social and environmental issues create financial risks and opportunities for the business (financial materiality).

To ensure a diverse and comprehensive perspective, Solinftec engaged a wide range of stakeholders, consulting with more than 350 of them via an online survey, including employees, customers, suppliers, associations and industry organizations.

In-depth interviews were also conducted with senior management leaders, external experts from academia and representatives of investment funds.

The process also involved 24 assessors to evaluate risks and opportunities, and 19 managers from various departments to assess the social and environmental impacts, with final approval by senior leadership.

The new list of material topics now more accurately reflects the Company's strategic direction and the impacts of the agrotechnology sector. The topics of Ethics & Integrity, Customer Satisfaction, Cost Reduction and Governance are no longer included in this cycle's list of material priorities, as the efforts made in the previous cycle addressed these issues and the Company has made progress.

This update enables the Company to focus its management and reporting efforts on emerging challenges that directly impact its ability to generate value and manage risks in an environment shaped by robotics and artificial intelligence.

THE IDENTIFICATION OF KEY TOPICS WAS NOT BASED SOLELY ON PERCEPTION, BUT ON A COMPREHENSIVE ANALYTICAL FRAMEWORK THAT COMBINED THREE ESSENTIAL CRITERIA:

- 1 **Impact materiality:** The probability of socio-environmental impacts (both positive and negative) occurring was assessed, along with their magnitude, taking into account the extent, intensity and reversibility of these effects.
- 2 **Financial materiality:** by mapping risks and opportunities over a two-year horizon, assessing the probability (or likelihood) of occurrence and the magnitude of the financial impact on the Company's operating revenue.
- 3 **Relevance to stakeholders:** The perceptions of the surveyed audiences were consolidated by weighting the results based on each group's level of dependence on, influence over, and frequency of interaction with Solinftec.

BASED ON THIS DATA ANALYSIS, SENIOR LEADERSHIP IDENTIFIED **7 KEY TOPICS** THAT WILL GUIDE THE COMPANY'S TACTICAL AND STRATEGIC FOCUS IN THE COMING YEARS:



1

CLIMATE AND ENERGY EFFICIENCY

Focus on drastically reducing diesel consumption (by up to 30% in monitored fleets) and on the use of renewable energy sources, such as the solar power that powers Solix.

2

ATTRACTING, DEVELOPING AND RETAINING EMPLOYEES

Ongoing investment in development, career advancement and professional growth, as well as in health and wellness programs such as SolinfCare.

3

INNOVATION AND TECHNOLOGY

Staying at the forefront of technology to solve real-world problems in the field.

4

CYBERSECURITY, DATA PRIVACY AND SECURITY

Protecting customer data sovereignty through data security and governance.

5

BIODIVERSITY, ECOSYSTEMS AND LAND USE

Promoting best agricultural practices in the application of pesticides, encouraging the use of safe meteorological parameters and reducing pesticide drift and its negative impacts.

6

INTELLECTUAL PROPERTY PROTECTION AND COMPETITIVE CONDUCT

Strategic management of the Company's knowledge assets.

7

GOVERNMENT RELATIONS AND ADVOCACY

Ethical conduct and compliance with the regulations of each country where the Company operates.

Alice AI, Solinftec's artificial intelligence GRI 101-2, GRI 101-4

Solinftec is a pioneer in the use of artificial intelligence. Since 2016, the Company has been using this technology to help farmers make decisions. Alice AI is capable of analyzing the large volume of real-time data coming in from the field from monitored machines, enabling a level of monitoring and control that is unattainable through manual processes.

The platform's advanced algorithms continuously monitor operational and weather conditions on farms, generating real-time alerts and recommendations that guide growers before problems arise. Among its features, one of the most notable is the monitoring of pesticide application windows, which takes into account variables such as weather and wind speed to determine the best time and amount to apply. In addition, it automatically generates productivity reports and dynamically replans operations in the event of adverse conditions.

From a sustainability perspective, our technology directly contributes to reducing input waste, optimizing resource use, and minimizing the impacts of climate change, thereby aligning production efficiency with environmental responsibility.

By replacing estimate-based management with decision-making guided by accurate data, Alice AI becomes a strategic tool for promoting smarter, more traceable, efficient and sustainable agriculture.



ALICE AI ANALYZES THE DATA VOLUME OF THE FIELD IN REAL TIME



Solix, the guardian of the fields GRI-101-1

Solix is an autonomous robotic platform, with development beginning in 2018 and its commercial launch in 2022, designed for pest identification and control. It acts as a true “guardian of the fields.” It is electric and powered by solar energy, eliminating the use of fossil fuels during operation.

Its surgical precision allows for the selective application of herbicides, significantly reducing the use of chemicals (see page 25, under Environmental Impact) and protecting the soil’s microbial life. The results are tangible: tests show an average increase of 6% to 10% in productivity by protecting the crops’ productive potential, eliminating “weed competition” and reducing chemical stress on the plants. At night, the Hunter function works to directly combat insect pests, reducing their populations by 25% to 45% and further decreasing reliance on pesticides.



HUNTER FUNCTION
REDUCES THE PEST
POPULATION BY 25% TO 45%



SOLIX
AG ROBOTICS

How Solix Works

1 Autonomous navigation

The Solix moves autonomously through the plantation's fields. Using high-precision GPS, sensors, and digital maps of the farm, it follows routes that have been predefined or adjusted in real time.

2 Image and data collection

During the flight, high-resolution cameras and onboard sensors capture detailed images of the plants and the ground. This data includes information on crop growth, the presence of weeds, pests, diseases and vegetation conditions.



3 Data transmission

The images and data collected are transmitted, and AliceAI processes millions of agronomic and historical data points to interpret what is happening in the field.



4 Data analysis

Artificial intelligence analyzes the captured images to identify patterns. The system can detect weeds, signs of disease, planting errors or the presence of pests.



5 Decision making

Based on this analysis, the system determines what action is needed, such as identifying the geographic location of areas that require herbicide application, issuing alerts about pests or making adjustments to crop management practices.



6 Field work

Solix performs selective spraying, applying herbicides only where weeds are present, which drastically reduces the use of pesticides.



7 Pest control

At night, the robot continues to work, searching for insect pests that need to be eliminated, thereby reducing new generations and helping to reduce the need for insecticides.



8 Reports and recommendations

All the information collected and analyzed is compiled into reports. Farmers gain a detailed view of their crops and can make more informed decisions about crop management and the use of inputs.



9 Continuous learning

Each operation enables the system to collect new data about the field. This history feeds into the artificial intelligence, making the analyses increasingly accurate over time.



R&D-driven innovation

GRI 3-3 - Innovation and technology, 3-3 - Intellectual property protection and competitive behavior

Innovation and research and development (R&D) at Solinftec are the driving forces behind the Company's transition from conventional monitoring to autonomous robotics and artificial intelligence. We have evolved from a fast-growing startup into a mature, global agtech company. Historically, approximately 70% of the Company's budget has always been allocated to R&D, resulting in an average annual investment of over BRL36 million in this sector.

Since its founding, the Company has adopted a mindset of always looking 3 to 5 years ahead, focusing on delivering real solutions to the challenges faced by farmers. In recent years, most of the investments have focused on the Company's core: the Alice AI platform and the Solix robotic solution.

We are also testing the use of nanotechnology to increase production efficiency. Our main challenges are the entry of new competitors, which could render our current solutions obsolete in the short term and the barrier to customer adoption, given the need to constantly demonstrate the return on investment (ROI) of our solutions. For this reason, the organization considers it essential to secure patents to ensure the exclusivity of algorithms and designs, particularly for the Solix robot, which is vital for maintaining its dominant market share—which reaches 90% in the sugarcane sector—and enabling expansion into grain crops.

To support this technological ecosystem, the Company bases its management on its Information Security Policy, which establishes strict guidelines for protecting employee and customer data from external threats, ensuring the integrity of intellectual property and confidence in digital operations.

Innovation also takes place within the Company to support global growth. Solinftec is migrating from SAP B1 to S/4HANA, with completion expected in 2026. This move will strengthen financial controls and governance.

In the back office, the Company is implementing AI and automation in its internal processes to free up teams from repetitive tasks, allowing them to focus on strategic analysis. Recently, management has introduced greater financial discipline, ensuring that innovation is supported by a healthy cash position and positive EBITDA results.



WE LOOK 3 TO 5 YEARS AHEAD WITH **REAL SOLUTIONS FOR FARMERS**



3.

Strategy and Governance GRI 2-9



Corporate governance

Solinftec believes that sound governance is essential for responsible growth and the creation of long-term value. In recent years, the Company has deliberately and gradually built a decision-making structure that balances operational agility with transparency and control.

SOLINFTEC'S GOVERNANCE STRUCTURE IS ORGANIZED INTO **THREE MAIN BODIES**, WHICH OPERATE IN A COMPLEMENTARY AND INTEGRATED MANNER.



1

Shareholders' Meeting

Solinftec was founded by eight Cuban automation engineers, who make up the group of founding shareholders. Over the course of four investment rounds, investment funds and investors joined the Company's shareholder base.

2

Board of Directors

The board formally consists of seven members, each serving a two-year term; it currently operates with six members, four of whom are appointed by the investor shareholders and two by the founding shareholders. The position of independent board member is currently vacant. There is a formal nomination and selection process for the Board, based on competency profiles, candidate evaluations and independence criteria.

BRITALDO HERNÁNDEZ FERNÁNDEZ
Chairman of the Board

ANSELMO DEL TORO ARCE

ROEL WIN COLLIER

PATRICIA DE MORAES

SANJAY JOSEPH WAGLE

FÁBIO ABRAHÃO

3

Senior leadership

The day-to-day management of the business is the responsibility of the statutory directors (the Company's legal representatives) and the C-level executives and directors. Within each area, there are levels of authority that determine which decisions can be made internally and which must be escalated to the Board.

Executive Board

BRITALDO HERNÁNDEZ FERNÁNDEZ
Global Chief Executive Officer

DENIS ARROYO ALVES
Global Vice President

EMERSON CREPALDI
Chief Operating Officer for Brazil and Latin America

GUILHERME GUINÉ
Chief Operating Officer for North America

TIAGO SCARPIN
Chief Supply Chain Officer

HENRIQUE NOMURA
Chief Technology Officer

LÉO CARVALHO
Chief Global Strategy Officer

BRUNO PAVÃO DE ASSIS
Chief Customer Officer

EUGENIA AGUIAR SIQUEIRA
General Counsel

LETÍCIA LIMA DE ARAÚJO BISCONI
HR Director

MURILO TONETA FONSECA
Finance Director

IN 2026, SOLINFTEC IS DEVELOPING AN INTERNAL DECISION-MAKING MATRIX THAT WILL FORMALIZE **THE LEVELS OF AUTONOMY AND APPROVAL WORKFLOWS FOR EACH DEPARTMENT.**



The initiative, which is the result of strategic planning, aims to reduce fragmentation in decision-making processes.

In addition to its formal bodies, Solinftec has committees that expand its capacity for discussion and decision-making on specific topics:

ADVISORY COMMITTEES TO THE BOARD OF DIRECTORS

Strategy and Sustainability Committee

Monitors and discusses the Company's strategic direction.

Financial Committee

It monitors financial matters, including funding, debt and performance.

People and Compensation Committee

It covers culture, compensation, talent and decisions related to the Company's employees.



These three committees bring together Board members and Company executives, ensuring mutual transparency and a smooth process for preparing matters for approval.

Ethics and Integrity GRI 2-25

Solinftec believes that integrity is not merely a legal obligation, but a strategic asset. Ethical conduct is central to our relationships with customers, partners, suppliers and employees, and is supported by formal structures that ensure accountability and transparency.

Ethics & Compliance Committee

Its role is to receive and review complaints, conduct investigations when necessary and make recommendations to Company executives. It is an independent body, which ensures autonomy in handling sensitive cases.

The primary channel for reporting concerns is the Listening Channel, a confidential, independent platform available 24 hours a day, seven days a week, in Portuguese, English and Spanish, for reporting illegal conduct or ethical violations. In addition, the Company employs active listening practices, such as conducting confidential interviews during on-site visits, ensuring that any issues are identified and addressed securely and confidentially.

Relationships with suppliers

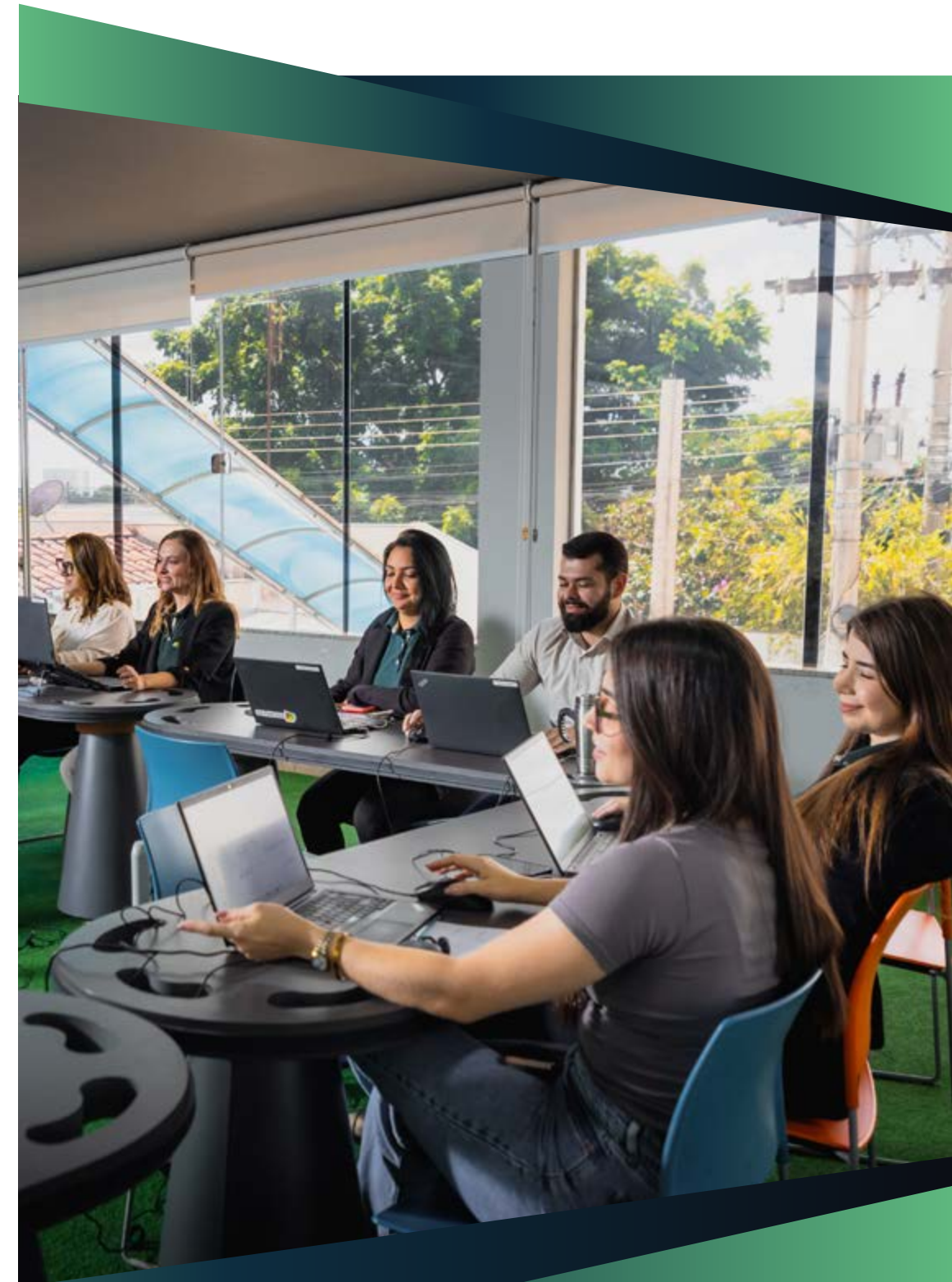
We take a rigorous approach to supply chain management, with due diligence commensurate with the level of criticality of each partner. The contracts include specific clauses and representations requiring compliance with environmental, labor and human rights laws, with particular emphasis on preventing conditions of forced labor and child labor.

Supply chain management involves approximately 1,500 domestic and international suppliers, with payments totaling BRL104,455 million for direct items, such as electronic and metal components and indirect services.

OUR LISTENING CHANNEL IS AVAILABLE 24 HOURS A DAY, SEVEN DAYS A WEEK

BRL 104 MILLION
IN PAYMENTS FOR
DIRECT ITEMS

1,500
DOMESTIC AND
INTERNATIONAL
SUPPLIERS



Risk management

The Company is working on updating the Risk Assessment, which was initially conducted in 2021. The new assessment is being conducted based on an updated matrix and methodology, which are being integrated into the current framework. The current work involves comparing the risks identified in 2021 with the new risk assessments to ensure continuity and traceability in risk management.

THE RISK MANAGEMENT CYCLE CONSISTS OF FOUR MAIN STAGES:

- 1 Risk identification and mapping
- 2 Development of action plans
- 3 Regular follow-up
- 4 Mitigation or elimination of risks

The person responsible for the risk is the manager of the department in which it was identified. The Risk Department assists with the mapping, prioritization, and monitoring of the entire risk management process.





Privacy and data protection

GRI 418-1, 3-3 – Cybersecurity, Privacy, and Data Security

Cybersecurity and privacy management are top priorities at Solinftec, ensuring the integrity of operations that process 15 million data points daily. The risks of data breaches and ethical dilemmas in AI training are mitigated by cyber insurance and the Corporate Personal Data Privacy Policy, established in October 2025, which complies globally with frameworks such as the LGPD, CCPA and Ley 1581. The Company maintains strict guidelines to ensure the confidentiality and integrity of data across its entire ecosystem and underwent an external audit in 2025 to ensure compliance with the LGPD, thereby demonstrating its adherence to the law and its commitment to investors and partners.

Established in 2025, the Privacy Committee brings together the technology team, the Legal Department and the Data Protection Officer (DPO, a role held by an external specialist). The committee, which had previously operated on an informal basis, now has a defined scope, workflow and procedures, and is responsible for guiding decisions related to data processing in new contractual relationships with clients and partners.

Solinftec maintains standard data processing procedures for customers, suppliers and partners. Each new contractual relationship is reviewed from a privacy perspective, with a clear definition of how the data will be processed, what the limits on its use are and what contractual safeguards apply.

In 2025, there were no instances of non-compliance with laws and regulations or substantiated complaints regarding this matter.

WE MAINTAIN STRICT GUIDELINES FOR **DATA INTEGRITY**

4.

Environmental impact



Sustainability at the core GRI 3-3 Biodiversity, Ecosystems and Land Use

Solinftec enables the agribusiness sector to produce more with less: greater protection of productive potential, optimization of arable land; greater efficiency and reduced use of inputs. This approach has been clearly recognized by the financial market, so much so that the 2022 and 2024 funding rounds were led by funds specializing in climate impact investing—Lightsmith, Blue Like an Orange and Yvy Capital—which recognized Solinftec as a company that reduces the environmental impact of agricultural operations.

In 2025, the company issued Agribusiness Receivables Certificates (CRAs) with the Green Seal, a rating that formally recognizes that the Company's revenue is generated by solutions with proven climate benefits. The offering, which attracted qualified investors thanks to firm underwriting commitments from major institutions such as Itaú and Bradesco, raised BRL189 million.

SUSTAINABILITY IS CENTRAL TO THE COMPANY'S VALUE PROPOSITION BECAUSE IT DELIVERS THE AGRI-ENVIRONMENTAL BENEFITS INHERENT IN ITS TECHNOLOGICAL SOLUTIONS.



WE ISSUE GREEN LABEL CRAS FOR CLIMATE-BENEFICIAL SOLUTIONS

Precision for reducing input costs

One of the most direct impacts of Solinftec technology is on the way pesticides are applied. In traditional agriculture, herbicides and other inputs must be applied to 100% of the cultivated area.

Solinftec does things differently. Artificial intelligence identifies exactly where intervention is needed and takes targeted action. For example, Solix applies herbicide precisely where the weeds are, and Machine Management prevents overlapping when applying inputs.



THE SOLIX APPLIES THE HERBICIDE PRECISELY TO THE WEEDS



OUR TECHNOLOGY PREVENTS OVERLAPS AND **REDUCES RISKS TO THE SOIL**



Soil and water protection

Soil health and water quality are two of the most strategic assets for farmers. Solinftec's solution directly protects both.

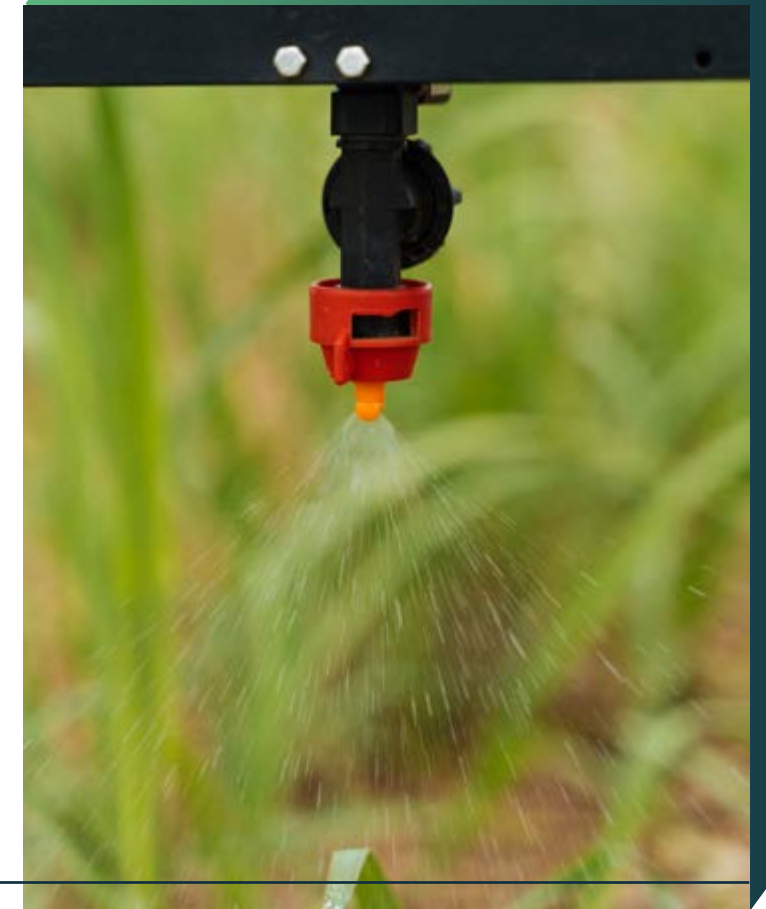
Soil

Ongoing monitoring of operations helps preserve the physical properties of the soil by controlling machinery traffic, thereby improving water infiltration and retention in the soil and promoting root development, which in turn increases the availability of nutrients to the plant. In addition, the use of Solinftec's equipment and robots contributes to soil health by reducing soil compaction on the properties it serves, thereby preserving the soil's structure and biological functionality.

Water

Excess potassium in the soil—especially from the application of vinasse in sugarcane fields—is one of the main causes of groundwater contamination. Solinftec's fertigation management technology prevents overlapping applications, which means less product in the soil and a lower risk of leaching into groundwater.

The water management solution monitors crops in real time, analyzes the volume of water and other inputs used, the applied irrigation rate and the duration of irrigation.



Decarbonization GRI 302-4, 3-3 Climate and Energy Efficiency

The Company's technology helps decarbonize agricultural activities and mitigate the effects of climate change on the planet. We enable farmers to use methodologies to measure decarbonization (carbon reduction in agricultural operations), with the strategic goal of adding value for customers by creating tangible pathways to access the benefits of carbon reduction and monetizing environmental efficiency.

Solinftec's robots are electric and powered by solar energy. This means that spraying operations—which have historically relied on fossil-fuel-powered machinery—can now be carried out without direct carbon emissions. In an agricultural operation where tractors and sprayers are used extensively, this change has a real impact on the operation's carbon footprint.

The Alice platform's climate intelligence further enhances this benefit. By analyzing real-time weather data such as wind speed, humidity, and temperature, the system recommends the best time windows for applying pesticides. Applying at the right time means greater product efficiency, less loss due to wind drift, and less need for reapplication. Less rework means fewer machine operations, lower energy consumption and fewer emissions throughout the entire production chain.

In a context of increasing climate instability, this ability to adapt operations to actual environmental conditions also serves as a form of resilience for farmers—enabling them to make better decisions even in the face of a less predictable climate.

Internally, we have also taken steps to reduce energy consumption. In the 2025 cycle, we installed solar power generation systems, which resulted in a direct reduction in grid electricity consumption of 49.24 GJ compared to the base year of 2024. To technically quantify the reductions and validate the data, the Company used the GHG Protocol guidelines, measuring the difference in consumption between fiscal years 2024 and 2025 to demonstrate the positive impact of the transition to renewable sources.

**WITH SOLAR ENERGY,
WE REDUCED GRID
CONSUMPTION
BY 49.24 GJ**



Energy consumption within the organization (GJ) GRI 302-1

Non-renewable resources	2023	2024	2025
Diesel	3,740.67	3,309.26	3,263.05
Gasoline	9,968.79	11,500.40	11,984.44
Total	13,709.46	14,809.66	15,247.49

Energy consumption within the organization (GJ) GRI 302-1

Renewable energy sources	2023	2024	2025
Ethanol	9,911.37	8,965.84	8,003.46
Biodiesel	486.08	525.34	575.83
Total	10,397.45	9,491.18	8,579.29

Energy consumption

Type of consumption	2023*	2024*	2025
Electricity	1,077.43	1,493.27	1,293.38

*Data for 2023 and 2024 have been adjusted due to changes in the calculation methodology and conversion to GJ. GRI 2-4

Total energy consumed within the organization (GJ)

Type of energy	2024	2025
Total	24,315.78	25,120.16

Note: BEN methodology—National Energy Balance.

Energy intensity GRI 302-3

Energy consumption within the organization	2025
Total energy consumption within the organization (GJ)	1,293.38
Number of employees	793
Energy intensity rate	1.63

5.

People at the core



Culture and engagement

At Solinftec, people are at the heart of our strategy and the driving force behind our culture. Operating in an industry marked by rapid change, the Company recognizes that the continuous development of its teams is essential for sustainable and competitive growth.

In 2025, the people management strategy focused on three pillars: development and career advancement, actively listening to employees and an organizational structure that supports the strategy. Rather than simply implementing best practices, the Company sought to develop initiatives that make sense for everyone, listening to people before taking action.



THE ONGOING DEVELOPMENT OF TEAMS IS ESSENTIAL FOR **SUSTAINABLE GROWTH**



Development and career

GRI 404-2, 3-3 - Attracting, developing and retaining employees

In an industry where the rapid pace of technological change and constant shifts in agribusiness make the obsolescence of knowledge a real risk, Solinftec understands that investing in continuous development is essential to maintaining competitiveness and delivering increasing value to customers and partners.

To balance competitiveness with the technology sector, Solinftec has strengthened the career paths available within the Company and revised its job and salary structure. The company uses talent mapping and succession planning, as well as performance evaluations, to prioritize salary adjustments in line with its strategy, ensuring that talent is valued and the Company's financial health is maintained.

Internal development is centered around the SolinfAcademy ecosystem, which offers in-person, recorded, and digital training sessions covering behavioral, technical and business skills, as well as content focused on Company culture and products. In addition, we offer financial support for external professional certifications and continuing education, provided they are in line with our Training Policy and the strategic demands of the market.

In 2025, leadership development was a priority within the HR department. Training programs were designed for three distinct levels: first-line leadership, middle management, and senior leadership, each with content tailored to its level of complexity and seniority, with the aim of providing the necessary tools to support leaders in their daily challenges and to make better decisions regarding their teams.

Another milestone achieved in 2025 was the cascading of strategic planning. The plan, which was previously limited to senior leadership and shareholders, has been rolled out to the individual level, providing greater clarity about the Company's goals and strengthening each employee's sense of ownership regarding their day-to-day work.

By 2026, the goal is to strengthen our employer brand, deepen our relationship with the community and rethink how we work—leveraging the growing role of Agentica AI to empower people, drive innovation and deliver results.

WE HAVE STRENGTHENED THE CAREER PLAN AND REVISED THE JOB AND SALARY PLAN



Mapping of competencies and talents GRI 2-18

Solinftec has revised and expanded its mapping of organizational competencies—both technical and behavioral—creating a common framework that guides career discussions, performance evaluations and development decisions throughout the Company. For the past four years, the Company has conducted a performance review that covers all active employees company-wide.

Recognizing the importance of teams from all countries sharing knowledge, Solinftec offers a language program free of charge to participants. The initiative aims to break down language barriers—one of the main challenges to seamless integration among our offices in Brazil, the United States, Colombia and China—and to enhance the teams' ability to operate with confidence in global contexts.

Before looking for external talents, the Company looks within. Vacancies are prioritized for internal candidates, encouraging job mobility and growth within the organization. This practice is valued by employees themselves and serves as a key asset in attracting new talent.



Listening to employees

The realization that best market practices do not always align with the actual needs of the Company's employees—and that launching initiatives without first listening to them can result in efforts that have no real impact—led the HR department to work more closely with the business and identify the real pain points.

This process involved in-person visits to all offices in Brazil and abroad to observe daily routines, talk with employees and identify the root causes of problems that rarely show up on forms. This active listening exercise was instrumental in realigning the division's strategy for 2025 and 2026.

In addition, the organizational climate and health survey was resumed in a structured manner, gathering feedback from employees in Brazil, the United States, Colombia and China. The result was an NPS of 66, placing the Company in the "quality" zone.

The results varied depending on the specific circumstances of each country, but one positive aspect was consistent across all locations, regardless of the country: culture and work environment ranked first in the positive evaluations. Employees from around the world have reported feeling a strong connection to the work environment, the Company's values and the way Solinftec treats its people—a culture of closeness and flat hierarchy that has been fostered since the company's founding. Psychological safety, a sense of belonging, and the freedom to express opinions were also consistently highlighted.

Based on the results, each department developed specific action plans with the support of HR business partners, a role created and established in 2025 to ensure that HR would be more closely aligned with the business and its specific needs, anticipating demands and generating value. Issues common to all areas were addressed through a centralized institutional response; specific issues were handled within each structure and in each country.



EMPLOYEES FROM AROUND THE WORLD IDENTIFY WITH **SOLINFTEC'S VALUES**

Compensation GRI 2-19, 2-2

Based on a market competitiveness analysis and using relevant data, Solinftec revised its Compensation and Benefits Policy in 2025, prioritizing transparency and fairness and ensuring that the packages remain competitive within the agribusiness and technology sectors. Salary ranges, merit and promotion policies have been revised and the benefits package has been expanded. Employees are entitled to life insurance, health and dental insurance, maternity and paternity leave, meal vouchers, housing allowances, work-from-home and international relocation allowances, discounts at pharmacies and partnerships that promote physical and mental health, among other benefits.



WE HAVE REVIEWED COMPENSATION AND BENEFITS WITH A FOCUS ON **EQUITY AND TRANSPARENCY**

Ratio of the total annual compensation of the highest-paid individual in the organization to the average total annual compensation of all employees (excluding the highest-paid individual)* GRI 2-21

2025

16.82

Ratio of the increase in compensation for the highest-paid individual to the increase in average employee remuneration GRI 2-21

8.41

Note: Calculation based on employee compensation in Brazil, where the majority of our team is based. The data was compiled based on the total annual compensation of employees in Brazil, where the majority of the organization's workforce is based. The observed difference reflects the organizational structure and the varying levels of responsibility between executive positions and other employees.

* Relocation allowance, company car, salary, stipend, pro-labore, profit-sharing, pro-labore bonus.

** Relocation allowance, company car, salary, stipend, pro-labore, profit-sharing, pro-labore bonus.





OUR SAFETY MANAGEMENT IS ORGANIZED BY THE **SESMT AND CIPA**

Health, well-being and safety

GRI 3-3

Solinftec is constantly concerned about the physical and mental health of its employees. We believe that taking a comprehensive and proactive approach to employee well-being is a corporate responsibility, not merely a response to critical situations. With the safety of its team in mind, Solinftec maintains an occupational health and safety (OHS) management system that provides 100% coverage of employees, activities, and operating locations. The system is fully compliant with Brazilian Regulatory Standards (NRs), ILO conventions and the requirements of Brazil's Public Labor Prosecution Office.

In 2025, we strengthened our commitment to mental health through SolinfCare, a biopsychosocial wellness program designed to provide comprehensive care for employees and their families.

Relaunched with new partners, the program expanded its range of services, encouraging employee participation. The program covers areas such as mental health (access to participating psychologists and psychiatrists), prenatal care, support for relationship and physical health issues and refers more complex health cases to qualified professionals. SolinfCare offers six programs: Mental Health, Smoking Cessation, Chronic Conditions, Pregnancy, Adoption and Autism. Employees can enroll in the full program or in specific modules, depending on their current needs, and the benefits also extend to their dependents.

In 2026, this area will become even more structured, with initiatives planned in accordance with the new requirements of NR-1 from the Brazilian Ministry of Labor.

To ensure a safe work environment, our management is rigorously structured through the ongoing work of the Specialized Services in Safety Engineering and Occupational Medicine (SESMT in Brazilian acronym) and the Internal Commission for Accident Prevention (CIPA in Brazilian acronym). Our preventive approach is based on robust guidelines, guided by the Risk Management Program (PGR) and the Occupational Health Medical Control Program (PCMSO in Brazilian acronym), which focus on exposure mapping and preventive health management.

Our commitment to safety extends beyond our internal audience to encompass our entire supply chain. We require that subcontractors and service providers undergo a rigorous occupational health and safety (OHS) onboarding process, submitting their documentation and work proposals for prior approval by our safety department before commencing any activities on our premises. In addition, we maintain an ongoing schedule of mandatory training courses required by the Regulatory Standards (NRs in Brazilian acronym), ensuring technical proficiency for critical activities inherent to our operations and technologies, such as safety in electrical installations and services (NR-10).

Changes in rural employment

We believe that caring for people is a core value of our organization. That is why we have expanded our vision of care beyond our employees to include farmworkers, who are at the heart of food production. Through technology, we are redefining rural work, replacing grueling physical labor with intellectual work. This transition reflects our commitment to creating an agricultural ecosystem that is prepared for the challenges of the future.

The introduction of autonomous robotics is transforming traditionally manual, physically demanding, and hazardous tasks into skilled positions for robotics operators. Professionals who previously performed tasks such as manually counting pests or preparing chemical sprays now manage robotic fleets using laptops and smartphones, interpreting data from algorithms and artificial intelligence in real time.

The Company is driving the emergence of a new professional profile in agribusiness, with expertise in precision agriculture, AI and data analysis. This increases these workers' market value and broadens their career prospects.

Instead of replacing the existing workforce, Solinftec is committed to training those who are already working on the farms. In 100% of the cases studied in Brazil, companies did not hire new employees to operate the robots, but instead trained their existing staff to perform the task. This choice democratizes access to cutting-edge knowledge and ensures that technological progress translates into tangible human development.

There is also a direct impact on workers' safety and health. The use of autonomous spraying robots removes the operator from direct contact with hundreds of liters of chemicals and eliminates the need for manual labor under extreme conditions, such as long walks in the field in high temperatures while wearing heavy protective gear.

In the United States, where we operate and where the shortage of rural labor is a structural challenge, robotics is emerging as a critical solution. Many American farms are run by family-owned operations that are unable to find or afford additional workers. In these contexts, autonomous robots make agricultural operations feasible and, in many cases, at a lower cost than that of a traditional tractor or sprayer, making the technology accessible to small-scale farmers as well.

This transition represents more than just increased efficiency. It embodies a vision of more responsible agriculture, one that places human development on par with technological progress.

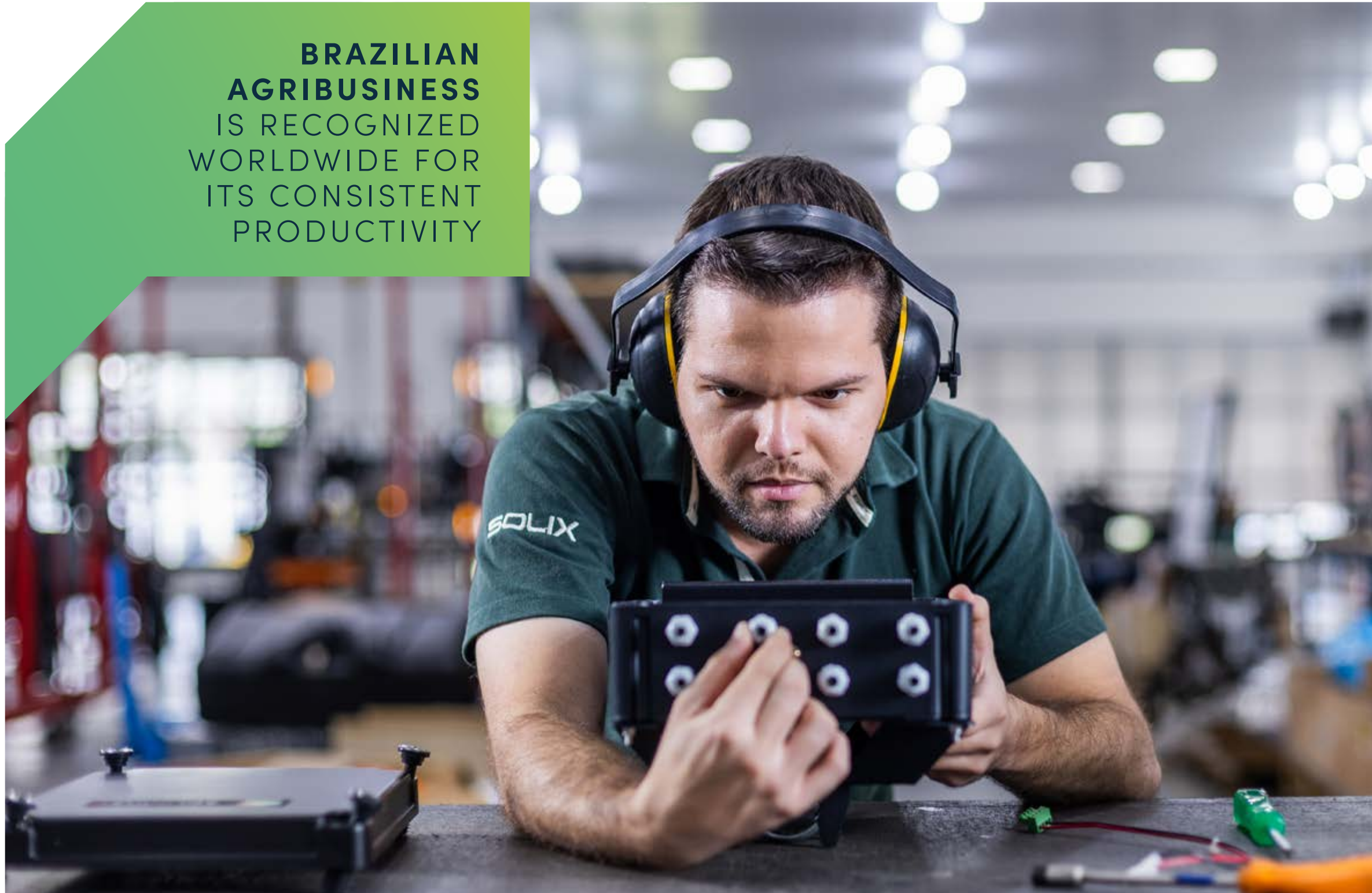


6.

Performance and results



BRAZILIAN AGRIBUSINESS IS RECOGNIZED WORLDWIDE FOR ITS CONSISTENT PRODUCTIVITY



Agribusiness and agtech overview

The agribusiness sector is currently facing one of the most challenging—and, at the same time, most transformative—periods in its history. The pressure to increase productivity on the same amount of farmland is growing, as climate change intensifies and demands for sustainability, traceability and transparency become imperative. Today's farmers face climate, geopolitical, and financial risks that are unprecedented in recent decades.

In Brazil, this situation is accompanied by structural challenges—such as infrastructure, the cost of capital and access to technology—but also by an extraordinary competitive advantage. Brazilian agribusiness is recognized worldwide for the scale of its operations, the professionalism of its farms and its consistent productivity. Institutions such as Embrapa are global leaders in agricultural research, and Brazil is the only country that uses ethanol as a primary fuel on the scale that it does. Anyone familiar with the sector knows that Brazilian agribusiness is in a league of its own worldwide.

In this context, technology has evolved from being a competitive advantage to becoming a strategic necessity. Farmers need operational predictability, efficient use of inputs and the ability to make data-driven decisions. And it is precisely at this intersection—between the urgent needs of the field and the capabilities of technology—that agtechs operate. Solinftec was founded and established itself in this field with the clear goal of bringing intelligence to agricultural operations.

Financial performance

Solinftec ended 2025 in a state of financial maturity that marks a clear turning point compared to previous years. Since the turnaround in 2023, when the company reached its break-even point and began reporting positive EBITDA, the Company has been consolidating a robust and resilient business model, independent of the volatility of agricultural commodities. In 2025, the organization served a variety of markets, including sugarcane, grains and citrus farming, generating net revenue of BRL396,349 million from services and BRL64,453 million from product sales.

The foundation of this financial sustainability lies in the recurring nature of its revenue: Solinftec operates on a subscription-based software model and long-term contracts, which ensures cash flow predictability and customer loyalty.

This business model has been tested and proven in an adverse macroeconomic environment, characterized by high interest rates, reduced availability of rural credit and pressure on customers.

The Company's financial strategy is equally disciplined. Solinftec manages its debt proactively, seeking to renegotiate terms and raise funds when market conditions are most favorable.

The Company's leadership aims to maintain a cash reserve equivalent to two years of operations, ensuring that the company has the breathing room to grow without relying on emergency funding rounds. That is the position the Company finds itself in today.

BRL396 MILLION
OF NET REVENUE
FROM SERVICES

BRL64 MILLION
IN PRODUCT
SALES

Issuance of the CRA: a milestone in credibility

In 2025, Solinftec issued an Agribusiness Receivables Certificate (CRA in Brazilian acronym) worth BRL189 million, the Company's first issuance targeted at qualified investors, with a firm guarantee from Bradesco and Itaú banks. Demand for the offering was 1.5 times higher than supply.

This milestone goes beyond the amount raised, as it signals to the market that the company has undergone a rigorous credit assessment and has been approved. By offering the shares to qualified investors—and not just financial market professionals—Solinftec has expanded its access to capital and demonstrated that its track record of delivering on its promises (reaching break-even in 2023 and making disciplined investments in Solix) has built a valuable intangible asset: the market's trust.



Government and investor relations GRI 201-4, 415-1, GRI 3-3 - Government Relations and advocacy

In the area of government relations, the Company strategically organizes its advocacy efforts, monitoring and proposing regulatory and policy agendas relevant to the agtech sector. This initiative is part of Solinftec’s long-term vision, which is not merely to react to the environment but to actively participate in building the ecosystem in which it operates.

We seek to influence public policies and regulatory frameworks that promote the modernization of the sector. We have been working to establish digital agriculture and robotics as industry standards, both in Brazil and abroad, facilitating the opening of new markets and the cultivation of different crops. This strategic initiative aims to create a regulatory environment conducive to connectivity in rural areas and the use of artificial intelligence, which can accelerate technology adoption by farmers and facilitate access to specific government credit lines for innovation.

In addition to business expansion, advocacy efforts are essential for the institutional validation of decarbonization methodologies, enabling the sustainability generated by the Company’s technologies to be recognized and monetized. Another key aspect of the strategy is the challenge of leveraging the Company’s vast database, transforming this asset into a resource for the development of sector-specific policies.

The Company has also been increasingly involved in public policy initiatives specifically related to artificial intelligence and the use and protection of data.

This work with the public sector is guided by strict and non-negotiable guidelines. Solinftec did not receive funding from government projects in 2025 and does not make financial contributions to political campaigns. The goal is to ensure that all interactions with governments, public officials, and regulatory agencies are guided by the utmost transparency. Solinftec has a robust Corporate Anti-Corruption Policy that establishes safeguards and clear rules of conduct for all our employees, executives and partners:

- **Contact Rule (Four Hands):** To ensure complete transparency and avoid any potential conflicts of interest, we have established that all contact—whether by phone, in person, or by mail—with public officials or politically exposed persons (PEPs) must be conducted, preferably, by at least two Solinftec employees together.
- **A Complete Ban on Political Donations:** Our policy expressly prohibits any type of corporate donation to election campaigns, candidates, political parties or payments for fundraising events. In addition, while we respect individual political freedom, we require employees who decide to run for political office to take an unpaid leave of absence from their duties at the Company.
- **Zero Tolerance for Gifts and Perks:** Our employees, partners, and suppliers are strictly prohibited from offering, promising, making, or accepting facilitation payments, gifts, or hospitality involving public officials or third parties associated with them.





Investor relations

Solinftec structures its investor relations based on strategic segmentation, recognizing that different audiences require different approaches and levels of detail. To this end, the Investor Relations department operates in a proactive and structured manner, going beyond reactive communication to build long-term relationships based on transparency, consistency and trust. More than just providing information, Solinftec’s IR deliberately positions the Company to appeal to each investor profile, directly contributing to its fundraising strategy and enhancing the Company’s value.

For investors who already hold equity or debt in the Company, communication follows the governance standards established with each group. The dialogue is ongoing, aimed at monitoring the Company’s progress and demonstrating compliance with the commitments it has made. It is with this group that Solinftec has, over the past few years, built a reputation as a company that delivers on its promises.

A second group consists of potential investors who are already familiar with Solinftec and follow its progress, but have not yet invested in the Company. For this audience, the report aims to present the Company’s history, key metrics and goals, with a view to fostering relationships for future opportunities.



OUR IR CONTRIBUTES TO THE COMPANY'S **FUNDRAISING AND VALUE CREATION STRATEGY**

The third and final group consists of potential investors who are not yet familiar with the Company—particularly international investors—and who are often unfamiliar with the Brazilian technology and agribusiness markets. For this profile, the approach begins with setting the context: highlighting the scale and professionalism of the agricultural sector in Brazil, positioning Solinftec within this ecosystem, and demonstrating the potential of a market that, to outsiders, remains somewhat intangible.

ESG data has become increasingly important in these interactions. More sophisticated investors are requesting quarterly reports on the three dimensions: environmental, social and governance. Solinftec has been responding to this demand in a structured manner, which reinforces its credibility and position as a mature company committed to transparency and growth.

7.

Disclosures supplement



GRI 2-7 – Employees

2025			
Employees by region and gender	Men	Women	Total
Brazil	570	157	727
Canada	0	0	0
China	8	4	12
Colombia	14	7	21
USA	27	6	33
Total	619	174	793

Note: HC data as of the end of December 2025.

2025			
Employees by type of contract and gender	Indefinite term	Fixed term	Total
Men	619	0	619
Women	174	0	174
Total	793	0	793

Note: HC data as of the end of December 2025. Fixed-term employees are defined as only apprentices and interns, since they are the only ones with fixed-term contracts.

2025			
Employees by type of contract and region	Indefinite term	Fixed term	Total
Brazil	727	0	727
Canada	0	0	0
China	12	0	12
Colombia	21	0	21
USA	33	0	33
Total	793	0	793

Employees by type of job and gender	2023			2024			2025		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
Men	533	16	549	588	17	605	619	0	619
Women	179	20	199	168	19	187	174	0	174
Total	712	36	748	756	36	792	793	0	793

Note: Data was extracted from structured internal sources, ensuring the integrity of the information across all regions of operation. In Brazil, employee records and contract information are managed centrally by the R.M. (Totvs) payroll system. Information on global operations, meanwhile, is obtained through local internal controls and submitted monthly to a consolidated database, which enables unified institutional monitoring. The methodology used was direct counting, covering all registered employees (full-time and part-time) who were active at the end of the reporting period in December 2025. This time frame ensures the consistency and clarity of the overall data. Throughout the year, there were no significant fluctuations in the workforce; instead, there was only a gradual and steady increase, fully in line with Solinftec’s strategic expansion plan for the 2025 cycle.

Employees by type of job and region	Full-time	Part-time	Total
Brazil	727	0	727
Canada	0	0	0
China	12	0	12
Colombia	21	0	21
USA	33	0	33
Total	793	0	793

Note: There are no employees without guaranteed working hours, regardless of gender or region.

GRI 2-8 – Workers who are not employees

Workers who are not employees GRI 2-8			
	2023	2024	2025
Apprentice	27	30	26
Interns	9	4	9
Total	36	34	35

Note: Direct counting method. Data contemplated at the end of the reporting period.

GRI 2-10 – Nomination and selection of the highest governance body

Solinftec has a formal nomination and selection process for its Board of Directors and committees, based on competency profiles, candidate evaluations and independence criteria. As set forth in the Shareholders' Agreement, members are appointed on a pro rata basis by each group of shareholders and directors must act in accordance with the duties of loyalty, diligence and transparency, with provision for removal for cause in the event of non-compliance. For the position of independent director, the selection process follows specific procedures: the selection is made from a shortlist of three candidates based on technical and independence criteria and requires approval by two separate governance bodies.

GRI 2-11 – Chair of the highest governance body

The chairman of Solinftec's Board of Directors also serves as CEO. This accumulation of roles stems from the current need for the Company's founder to be directly involved in the management and integrated vision of the company's tactics and strategy, while consistently preserving and promoting Solinftec's culture and values.

To prevent and mitigate potential conflicts of interest arising from this structure, the organization has adopted a conflict of interest management policy and ensures compliance with the law. In addition, the existence of an Ethics Committee to monitor and manage any potential conflicts of interest strengthens the culture of transparency and integrity.

GRI 2-12 – Role of the highest governance body in overseeing the management of impacts

Solinftec's Board of Directors plays a strategic role in overseeing sustainable development, staying abreast of global and local trends to recommend the inclusion of issues critical to the business.

At the operational level, senior executives put these guidelines into practice by implementing the Sustainability Strategy across all of the Company's operations. It is the responsibility of this group to monitor the progress toward goals, analyze indicators, and implement corrective measures or strategic adjustments whenever necessary to ensure that the organization's objectives are met.

GRI 2-13 – Delegation of responsibility for managing impacts

The CEO and VP are responsible for managing the Company's impacts and may refer sensitive and strategic issues to the Board of Directors for guidance.

These executives are responsible for developing and implementing sustainability strategies, monitoring social and environmental performance, ensuring regulatory compliance and integrating sustainability into processes and operations. In addition, they are responsible for promoting innovation and research, as well as assessing risks and opportunities.

Information on impact management is reported to senior management on a quarterly basis, either through executive reports from senior management or by being included on the Board's meeting agendas if the issues require a decision.

GRI 2-15 – Conflicts of interest

Solinftec employs structured processes to prevent and mitigate conflicts of interest, based on clear policies and procedures, ongoing education and training, as well as regular reviews of its internal guidelines. The Company fosters an organizational culture of integrity supported by a dedicated Ethics Committee. Any conflicts are disclosed to stakeholders, including information on the existence of controlling shareholders, cross-shareholdings with suppliers or other stakeholders, as well as monitoring of transactions involving potential conflicts of interest, such as their scope and outstanding balances.



GRI 2-16 – Communication of critical concerns

The Company’s Listening Channel is a structured and accessible mechanism, governed by internal guidelines that ensure all feedback received is handled appropriately. In accordance with these guidelines, issues deemed to be of a critical nature are referred to the Ethics Committee for investigation and, where appropriate, reported to senior management, thereby ensuring proper governance, transparency and follow-up on the identified issues. In 2025, the Ethics Committee reviewed 24 reports.

Raising critical concerns GRI 2-16			
Reports from the listening channel	2023	2024	2025
Reviewed and found to be valid	13	17	7
Reviewed and partially approved valid	2	4	10
Reviewed and dismissed	7	10	4
Reviewed and found to be inapplicable to the channel or outside the scope	3	4	1
Closed due to insufficient information for review	2	5	2
Total reports received this year	27	40	24
Reports by category of violation	2023	2024	2025
Conflicts of interest	13	17	1
Workplace harassment	2	4	1
Discrimination or prejudice	7	10	0
Legal non-compliance*	3	4	6
Others	2	5	16
Sexual harassment	3	2	0
Inappropriate leadership behavior	0	17	0
Inappropriate conduct	5	15	0
Non-compliance with internal policies	6	4	0
LGBTQIA+phobia	0	0	0
Total number of cases received this year	27	40	24

* This category includes reports involving “non-compliance with internal rules and policies.”

GRI 2-17 – Collective knowledge of the highest governance body

Solinftec ensures that its Board of Directors possesses specialized knowledge in sustainable development through a strategic composition that combines operational expertise with a global perspective on impact. The organization includes founders with decades of experience in the field, such as Britaldo Hernandez (CEO) and Anselmo Del Toro Arce, who are experts in sustainable agricultural technology and frequent speakers at events such as Agro Vision and AGROtic.

The board is further complemented by advisors from funds focused on climate resilience and impact investing, such as Sanjay Wagle (Lightsmith Group), who is active in forums at COP29 and COP30; Cristina Penteado (Blue Like an Orange), a UN SDG specialist; Roel Collier (Circularis Partners), focused on the circular economy and low-carbon solutions; Patrícia Moraes (Unbox Capital), a leading figure in investment banking, technology, and diversity, who also brings a wealth of experience in board service and governance at large corporations; and Fábio Abrahão, founding partner of YvY Capital, who is dedicated to driving transformation in the climate transition and green economy.

This structure enables the Board to serve as a permanent channel for updates on global trends in climate and sustainability, integrating trends discussed in international forums directly into the Company’s business strategy.

2-18 – Evaluation of the performance of the highest governance body

Solinftec does not yet conduct performance evaluations of its highest governing body.

GRI 2-20 – Process to determine remuneration

The compensation determination process at Solinftec is overseen by the Human Resources and Compensation Committee, based on market analyses, performance evaluations and input from independent consultants. Policy-making involves consulting best market practices and senior leadership; executive compensation is discussed and aligned within the Human Resources Committee and submitted to the Board of Directors for approval, when applicable. Although the Company relies on discussions with investors and surveys to guide its decisions, it does not yet have a formal process for consulting external stakeholders on this specific issue.

GRI 2-23 – Policy commitments

Solinftec bases its responsible business conduct on its Code of Ethics and Conduct, a document that guides employees and partners according to principles of integrity and respect. These commitments are in line with key international instruments, such as the FCPA, the OECD Guidelines, UN conventions and the SDGs, as well as IFC standards. Approved by the CEO, these

policies incorporate due diligence processes into all business operations and relationships.

The Company is firmly committed to human rights, promoting diversity and inclusion among vulnerable groups—such as people with disabilities, the LGBTQIA+ community, ethnic and racial groups, foreign nationals and professionals aged 50 and older—and maintaining a zero-tolerance policy toward any form of discrimination, harassment or forced or child labor. These guidelines are widely communicated through regular training sessions and the Partner Manual, with materials available in Portuguese, English, and Spanish, ensuring transparency and compliance with standards throughout its value chain.

GRI 2-24 – Embedding policy commitments

The CEO directly oversees the integration of policy commitments into Solinftec, ensuring that responsibilities are delegated by setting clear goals and assigning tasks based on competencies and skills. These commitments are integrated into the Company's strategy and operations through the development of operational procedures, due diligence processes and employee feedback mechanisms.

In business relationships, implementation is ensured through the careful selection of partners, the inclusion of specific contractual provisions, audits and ongoing monitoring. As a cornerstone of its approach, the organization provides mandatory annual training for all employees, both in-person and online, covering critical topics such as Ethical Conduct and a Culture of Respect, Prevention of

Psychological and Sexual Harassment, Corporate Investigations and Anti-Corruption Practices. These same commitments are extended to business partners, who receive training and access to Company policies to ensure ethical alignment throughout the value chain.

GRI 2-26 – Mechanisms for seeking advice and raising concerns

Solinftec offers a variety of channels through which employees and partners can seek guidance on implementing its responsible policies and practices. Among the advisory mechanisms, the following stand out: mentoring programs, support from external consultants, ongoing training and capacity-building, as well as manuals, technical documentation and e-learning platforms. The whistleblower hotline itself also serves as a resource for answering questions about ethical conduct.

To report concerns regarding misconduct or non-compliance with laws and regulations, the organization provides formal reporting mechanisms and tools for reporting irregularities. In addition, the Company employs active listening practices, such as conducting confidential interviews during on-site visits, ensuring that any issues are identified and addressed securely and confidentially.

GRI 2-27 – Compliance with laws and regulations

There were no instances of non-compliance with laws and regulations. The organization considers a non-compliance issue to be significant when it involves one or more of the following criteria: the imposition of significant penalties or fines by regulatory authorities; a material financial impact on the organization; risks or harm to the health and safety of employees, customers or third parties; significant environmental impacts; violations related to data protection, information security, or intellectual property rights; or situations with the potential for significant reputational impact or that indicate systemic failures in the Organization's products.

GRI 2-28 – Membership associations

Membership in associations and organizations

ABAG – Brazilian Agribusiness Association

ABIMAQ – Brazilian Association of Machinery and Equipment Industry

Croplife America – USA

GRI 2-29 – Approach to stakeholder engagement

Solinftec takes a multi-stakeholder engagement approach that encompasses customers, employees, investors, governments and local communities. The process is based on transparency and active listening, using collaborative consultations and the sustainability report to integrate stakeholders' expectations into the business strategy.

The primary objective is to identify actual and potential impacts, thereby enabling improved risk management, strengthening regulatory compliance and fostering technological innovation aligned with market demands and ESG criteria.

GRI 2-30 – Collective bargaining agreements

Collective bargaining agreements GRI 2-30

Employees	2023	2024	2025
Percentage of employees covered by collective bargaining agreements	100%	100%	100%

201-2 – Financial implications and other risks and opportunities due to climate change

Financial implications and other risks and opportunities due to climate change 201-2

Risks and opportunities	Classification	Related financial implications and management methods	Management methods
An increase in the frequency and intensity of extreme events (heat waves, water shortages, erosion, floods, etc.)	Physical/Environmental	Risk: a decline in customer productivity, leading to a drop in recurring revenue (SaaS) and an increase in delinquency. Opportunity: growing demand for precision technologies that ensure efficiency under extreme weather conditions.	Real-time agrometeorological monitoring to anticipate stress scenarios and geographic diversification of the customer base to mitigate regional risks.
Changes in legal and regulatory requirements regarding privacy and data security	Regulatory	Risk: Strict restrictions on water use and pesticides may reduce the area under cultivation or customers' profit margins. Opportunity: Competitive differentiation through traceability and environmental compliance tools.	Continuous monitoring of legislation in the markets where we operate and adapting the roadmap for products to new reporting and compliance requirements.
Migration of crops and producing regions	Physical/Environmental	Risk: the relocation of production facilities, resulting in new costs for operational expansion and support. Opportunity: breaking into new agricultural markets where technology adoption is still in its infancy and is needed.	Mapping long-term climate trends to guide strategic planning and early market positioning in emerging agricultural hubs.
Access to capital and investments	Financial/Regulatory/Environmental	Risk: a global credit crunch in the agribusiness sector amid unstable conditions, affecting the Company's runway. Opportunity: Enabling access to "green credit" and ESG securities for customers through auditable data from the platform.	Positioning Solinftec technology as a technical requirement for securing sustainable funding, transforming operational data into financial governance assets.

The identified risks are primarily linked to macrostructural changes in the agricultural market, which makes their quantitative assessment imprecise and their incorporation into action plans of limited value. The Company believes that ongoing monitoring of the industry and macroeconomic environment—which is already incorporated into the strategic management process—is the most appropriate approach and is proportionate to the level of exposure identified.

The need for additional formalization will be reassessed if there is a significant change in the materiality profile of these risks. Solinftec believes that developing specific measurement systems for this purpose would not be proportionate to the level of exposure identified. The issue will be reassessed if the materiality profile of climate risks changes significantly.

GRI 305-1 – Direct (Scope 1) GHG emissions

Total direct GHG emissions (Scope 1) in metric tons of CO₂ equivalent GRI 305-1

GHG emissions (tCO ₂ eq)	2023	2024	2025
Direct emissions (Scope 1)	996.11	1,072.71	1,057.34
Biogenic CO ₂ emissions	632.57	558.80	459.57

Note: Solinftec quantifies its direct Scope 1 emissions (CO₂, CH₄, N₂O) using an operational control approach, based on the GHG Protocol methodology and IPCC emission factors. The base year of 2021, which marks the start of the inventory at 569.32 tCO₂, remains the historical reference without the need for recalculations in the 2025 cycle. Management ensures the consistency of climate data to support the ongoing monitoring of the Company's decarbonization strategy.

GRI 305-2 – Energy indirect (Scope 2) GHG emissions

Total direct GHG emissions (Scope 1) in metric tons of CO₂ equivalent GRI 305-2

GHG emissions (tCO ₂ eq)	2023	2024	2025
Indirect emissions (Scope 2) resulting from the purchase of electricity	12.26	22.94	15.34

Note: Solinftec's Scope 2 emissions (CO₂) are measured using an operational control approach and the GHG Protocol methodology, with IPCC factors. Compared to the base year, emissions remain structurally unchanged in the 2025 cycle, ensuring the historical traceability of the organization's indirect energy consumption.

GRI 305-4 – GHG emissions intensity

GHG emissions intensity GRI 305-4

Calculation of emission intensity	1.35
Number of employees	793
Total Scope 1 and 2 emissions	1,072.68
Gases included in the calculation of emissions intensity	Carbon dioxide (CO ₂); Methane (CH ₄); Nitrous oxide (N ₂ O).

Note: Solinftec quantifies its direct Scope 1 emissions (CO₂, CH₄, N₂O) using an operational control approach, based on the GHG Protocol methodology and IPCC emission factors. The base year of 2021, which marks the start of the inventory. The emissions intensity indicator uses the total number of 793 direct employees at Solinftec as of the end of 2025 as its denominator. The calculation includes the sum of absolute Scope 1 and Scope 2 emissions, establishing a proportional metric for monitoring climate efficiency per employee.

GRI 305-5 – Reduction of GHG emissions

Reduction of GHG emissions GRI 305-5

	Scope 1	Scope 2
Emissions in the reporting year (2025)	1,057.34	15.34
Emissions in the base year	569.32	13
Difference in emissions compared to the base year	488.02	2.34

Note: The change in the data compared to the base year (2021) indicates an increase in Scope 1 and Scope 2 emissions. This trend stems directly from the expansion of Solinftec's operations during the period, which required an increase in its fleet of operational and commercial vehicles, as well as the expansion of its physical facilities. The Company uses this historical trend to set its eco-efficiency targets, aiming to decouple business growth from its carbon intensity in future cycles.

GRI 401-1 – New employee hires and employee turnover

New employee hires, terminations and turnover, by age group GRI 401-1

Age group	2023		2024		2025		Dismissals	Fee
	Hiring	Fee	Hiring	Fee	Hiring	Fee		
Under 30	106	26%	89	28%	76	29%	44	23%
Between 30 and 50	68	21%	38	9%	67	13%	78	14%
Over 50	0	0%	2	11%	2	10%	1	8%
Total	-	-	-	-	145	18.28	123	17%

Note: These outages were not reported in previous reports.

New employee hires and employee turnover, by gender GRI 401-1

Gender	2023		2024		2025	
	Hiring	Fee	Hiring	Fee	Dismissals	Fee
Men	110	18%	88	16%		
Women	35	20%	35	20%		
Total	145	18%	123	17%		

Note: Data from previous years is missing due to the new categorization methodology adopted to comply with the standard, based on the Company's total number of employees.

New employee hires and employee turnover, by region GRI 401-1

Region	Hiring	Fee	Dismissals	Fee
Brazil	132	18%	114	17%
Canada	0	0%	2	0%
China	1	8%	0	4%
Colombia	6	29%	6	29%
USA	6	18%	1	11%
Total	145	18%	123	17%

Note: Data from previous years is missing due to the new categorization methodology adopted to comply with the standard, based on the Company's total number of employees.

GRI 403-8 – Workers covered by an occupational health and safety management system

Workers covered by an occupational health and safety management system GRI 403-8

	Employees	Workers who are not employees
Total number of individuals	727	19
Number of individuals covered by the system	727	19
Percentage of individuals covered by the system	100%	100%
Number of individuals covered by a system that has been audited internally	727	19
Percentage of individuals covered by the system that has been audited internally	100%	100%
Number of individuals covered by the system that has been certified by an independent third party	0	0
Percentage of individuals who are covered by this system that has been audited internally or certified by an external party	0%	0%

Note: The data was compiled based on records from the Human Resources department and the Company's internal systems, taking into account the current workforce. The group included employees from the operational, technical, and administrative departments that are managed by the organization. This information makes it possible to identify the employees covered by the Safety Management System and serves as the basis for risk management, training, and preventive measures in occupational health and safety. The Safety Management System was based on occupational health and safety legislation, particularly the Regulatory Standards. These principles focus on legal compliance, accident prevention, and continuous improvement. The methodology includes hazard identification, risk assessment, implementation of control measures, and monitoring of safety measures.

GRI 403-9 – Work-related injuries

Solinftec reported only commuting accidents, all of which were minor and resulted in no serious consequences or permanent injuries. These risks were already included in the Company’s preventive risk assessment, which identifies the traffic environment—characterized by a growing number of vehicles and driver distractions—as an inherent hazard for employees’ commutes. To mitigate these incidents, the organization requires frequent defensive driving training, which includes both theoretical and practical components.

With the steady growth of the vehicle fleet in cities, combined with the rush and distractions on the road, the risk of accidents has always been identified and acknowledged. For this reason, the Company requires all employees to complete defensive driving training, which includes both theoretical and practical components.

GRI 403-10 – Work-related ill health

In the 2025 reporting cycle, Solinftec reported no cases of occupational illnesses among its employees and workers, ensuring that its entire workforce remained fully integrated into the health hazard and risk management processes. The methodology for identifying and preventing occupational health issues is based on a multidisciplinary approach that combines on-site inspections, technical analysis of operational processes and rigorous environmental monitoring.

Work-related injuries GRI 403-9

Class	2023		2024		2025	
	Employees	Workers who are not employees	Employees	Workers who are not employees	Employees	Workers who are not employees
Number of hours worked	1,728,000	40,800	1,900,800	28,800	1,744,800	45,600
Number of fatalities resulting from work-related injuries	0	0	0	0	0	0
Number of work-related injuries with serious consequences (except fatalities)	1	1	1	3	0	0
Number of compulsorily reportable work-related injuries (including fatalities)	5	1	3	3	4	0

Note: All identified and reported accidents were classified as commuting accidents, occurring with or without the direct involvement of third parties.

In addition, the organization conducts ongoing ergonomic assessments and uses structured data from occupational health records, incident investigations and the results of periodic medical examinations. This flow of information enables the systematic tracking of potential aggressors and the implementation of robust preventive measures, ensuring the physical safety and well-being of employees across all areas of operation.

GRI 404-1 – Average hours of training per year per employee

Average hours of professional development, per year, per employee GRI 404-1

Gender	Training hours	2024		2025	
		Average hours of training	Training hours	Average hours of training	Training hours
Men	16,755.50	28	12,292	18	
Women	5,670.92	29	4,003	18	
Total	22,426.42	31	16,295	18	

Average hours of professional development, by job category GRI 404-1

Job category	Training hours	2024		2025	
		Average hours of training	Training hours	Average hours of training	Training hours
Chair	10.50	11	7.59	8	
Executive Management	680.22	36	222.03	10	
Management	1,148.81	37	386.32	13	
Coordination	4,605.01	45	1,120.20	17	
Administrative	8,587.36	23	14,262.17	18	
Operational	6,098.05	26	296.56	20	
Other categories	1,296.47	36	16,294.87	18	
Total	22,426.42	31	16,295	18	

Note: Throughout 2025, we had 177 new hires and 152 departures. For this reason, the total number of employees who participated in some form of training at the Company was 915. The data provided covers all employees, including apprentices and interns, as well as current and former employees. There was a slight discrepancy in the number of training hours due to the “seconds” that are not included in the formula on the website.

GRI 404-3 – Percentage of employees receiving regular performance and career development reviews

Percentage of employees receiving regular performance and career development reviews GRI 404-3

By job category	2024		2025	
	Percentage	2024	Percentage	2025
Chair – CEO				
Percentage	0%		0%	
Executive Management				
Percentage	100%		100%	
Management				
Percentage	89%		100%	
Coordination				
Percentage	98%		97%	
Administrative				
Percentage	95%		95%	
Operational				
Percentage	100%		100%	
Other categories				
percentage	0%		0%	
By gender				
Men	97%		96%	
Women	97%		94%	

Note: The information regarding the number of employees is based on the Company's active workforce as of December 31, 2025. Database – Number of employees evaluated: the information regarding the number of employees evaluated is based on the Performance Evaluation report for the 2025 cycle, which includes employees who were active as of October 13, 2025, the cutoff date for participation in the process. The Company's partners are not included in this database.

GRI 405-1 – Diversity of governance bodies and employees

Diversity of governance bodies, by gender and age group GRI 405-1

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Number of members of governance bodies	5	1	5	1	5	1
Percentage of members of governance bodies by gender	83%	17%	83%	17%	83%	17%
Age group	Number	Percentage	Number	Percentage	Number	Percentage
Under 30	0	0%	0	0%	0	0%
Between 30 and 50	1	17%	1	17%	1	17%
Over 50	5	83%	5	83%	5	83%

Minority group within governance bodies GRI 405-1

	Number	Percentage
People with Disabilities	30	100%

Note: We conduct background checks only for people with disabilities.

Percentage of employees, by employee category and gender GRI 405-1

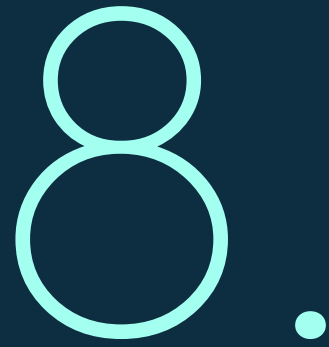
	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Chair						
Percentage	100%	0%	100%	0%	86%	14%
Executive Management						
Percentage	69%	31%	79%	21%	87%	13%
Management						
Percentage	87%	13%	87%	13%	81%	19%
Coordination						
Percentage	84%	16%	81%	19%	79%	21%
Administrative						
Percentage	68%	32%	69%	31%	70%	30%
Operational						
Percentage	84%	16%	89%	11%	89%	11%
Other categories						
Percentage	0%	0%	47%	53%	0%	0%
Total						
Percentage	75%	25%	76%	24%	78%	22%

Employees, by employee category and age group GRI 405-1

	2023	2024	2025
Chair			
Under 30	0%	0%	0%
Between 30 and 50	0%	0%	67%
Over 50	0%	100%	33%
Executive Management			
Under 30	0%	0%	7%
Between 30 and 50	2%	74%	90%
Over 50	0%	26%	3%
Management			
Under 30	1%	16%	10%
Between 30 and 50	2%	81%	90%
Over 50	0%	3%	0%
Coordination			
Under 30	3%	19%	7%
Between 30 and 50	5%	79%	89%
Over 50	0%	2%	4%
Administrative			
Under 30	34%	47%	42%
Between 30 and 50	22%	50%	56%
Over 50	1%	2%	2%
Operational			
Under 30	20%	49%	38%
Between 30 and 50	10%	50%	61%
Over 50	0%	0%	0%
Other categories			
Under 30	0%	100%	0%
Between 30 and 50	0%	0%	0%
Over 50	0%	0%	0%
Total			
Under 30	57%	33%	33%
Between 30 and 50	42%	48%	64%
Over 50	2%	19%	3%

Percentage of employees from minority groups by employee category GRI 405-1

	Number of employees from underrepresented groups	Percentage
PwDs		
Chair	0	0%
Executive Management	1	3%
Management	0	0%
Coordination	0	0%
Administrative	27	90%
Operational	2	7%
Other categories	30	100%



GRI content index



Statement of Use

Solinftec reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

GRI 1 used

GRI 1: Fundamentals 2021

GRI STANDARD	CONTENT	LOCATION	SDGS
General content			
The organization and its reporting practices			
GRI 2: General disclosures 2021	2-1 Organizational details	6	
	2-2 Entities included in the organization's sustainability reporting	3	
	2-3 Reporting period, frequency and contact point	3	
	2-4 Restatements of information	27 Data for 2023 and 02024 have been adjusted due to changes in the calculation and conversion methodology to Gj (GRI 302-1).	
	2-5 External assurance	There was no external assurance.	
Activities and workers			
GRI 2: General disclosures 2021	2-6 Activities, value chain and other business relationships	6	
	2-7 Employees	41	8, 10
	2-8 Workers who are not employees	41	8
	2-9 Governance structure and composition	17	5, 16
	2-10 Nomination and selection of the highest governance body	42	5, 16
	2-11 Chair of the highest governance body	42	16
	2-12 Role of the highest governance body in overseeing the management of impacts	42	16
	2-13 Delegation of responsibility for managing impacts	42	
	2-14 Role of the highest governance body in sustainability reporting	The Board of Directors is not directly responsible for reviewing and finally approving the information contained in this report.	
	2-15 Conflicts of interest	42	16
	2-16 Communication of crucial concerns	43	
	2-17 Collective knowledge of the highest governance body	43	

GRI STANDARD	CONTENT	LOCATION	SDGS
	2-18 Evaluation of the performance of the highest governance body—we did not conduct an AVD of the Board of Directors	31, 44	
	2-19 Remuneration policies	32	
	2-20 Process to determine remuneration	44	
	2-21 Annual total compensation ratio	32	
Strategy, policies and practices			
	2-22 Statement on sustainable development strategy	4	
	2-23 Policy commitments	44	16
	2-24 Embedding policy commitments	44	
GRI 2: General disclosures 2021	2-25 Processes to remediate negative impacts	20	
	2-26 Mechanisms for seeking advice and raising concerns	44	16
	2-27 Compliance with laws and regulations	44	
	2-28 Membership associations	44	
Stakeholder Engagement			
GRI 2: General disclosures 2021	2-29 Approach to stakeholder engagement	45	
	2-30 Collective bargaining agreements	45	8
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	11	
	3-2 List of material topics	11	
innovation and technology			
GRI 3: Material topics 2021	3-3 Management of material topics	16	
Attracting, developing and retaining employees			
GRI 3: Material topics 2021	3-3 Management of material topics	30	
	401-1 New employee hires and employee turnover	47	5, 8, 10
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	32	3, 5, 8

GRI STANDARD	CONTENT	LOCATION	SDGS
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	33	8
	403-8 Workers covered by an occupational health and safety management system	47	8
	403-9 Work-related injuries	48	3, 8, 16
	403-10 Work-related ill health	48	3, 8, 16
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	50, 51	5, 8
Biodiversity, ecosystems and land use			
GRI 3: Material topics 2021	3-3 Management of material topics	24	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	14	6, 14, 15,
	101-2 Management of biodiversity impacts	13	1, 6, 11, 12, 13, 14,15,
	101-4 Identification of biodiversity impacts	13	
Cybersecurity, privacy and data security			
GRI 3: Material topics 2021	3-3 Management of material topics	22	
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	22	16
Climate and Energy Efficiency			
GRI 3: Material topics 2021	3-3 Management of material topics	27	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	45	13
GRI 302: Energy 2016	302-1 Energy consumption within the organization	27	7, 8, 12, 13
	302-2 Energy consumption outside of the organization	There is no energy consumption outside the organization.	7, 8, 12, 13
	302-3 Energy intensity	27	7, 8, 12, 13
	302-4 Reduction of energy consumption	27	7, 8, 12, 13

GRI STANDARD	CONTENT	LOCATION	SDGS
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	46	3, 12, 13, 14, 15
	305-2 Energy indirect (Scope 2) GHG emissions	46	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 has not been calculated.	3, 12, 13, 14, 15
	305-4 GHG emissions intensity	46	13, 14, 15
	305-5 Reduction of GHG emissions	46	13, 14, 15
Intellectual property protection and competitive conduct			
GRI 3: Material topics 2021	3-3 Management of material topics	16	
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	49	4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition assistance programs	30	8
	404-3 Percent of employees receiving regular performance and career development reviews	49	5, 8, 10
Government relations and advocacy			
GRI 3: Material topics 2021	3-3 Management of material topics	38	
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	38	
GRI 415: Public policy 2016	415-1 Political contributions	38	16

Credits

SUSTAINABILITY

Elza Maria Messias Lopes
Patrícia Pereira Dias
André Luiz da Silva

CORPORATE COMMUNICATIONS AND MARKETING

Mariana Finta

CREATIVE AGENCY

Julia Reis

IMAGES

Studio One and Camila Picolo (Grupo Report)

CONSULTING, PROJECT MANAGEMENT, CONTENT, AND DESIGN

Grupo Report

INDICATOR COLLECTION

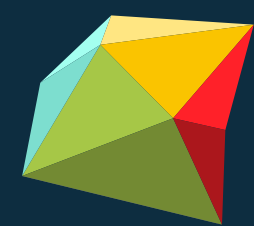
Grupo Report (Central ESG)

TRANSLATION

Grupo Report

PROOFREADING

Batata Comunicações LTDA



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