

# SUSTAINABILITY REPORT 2023



**SOLINFTEC**

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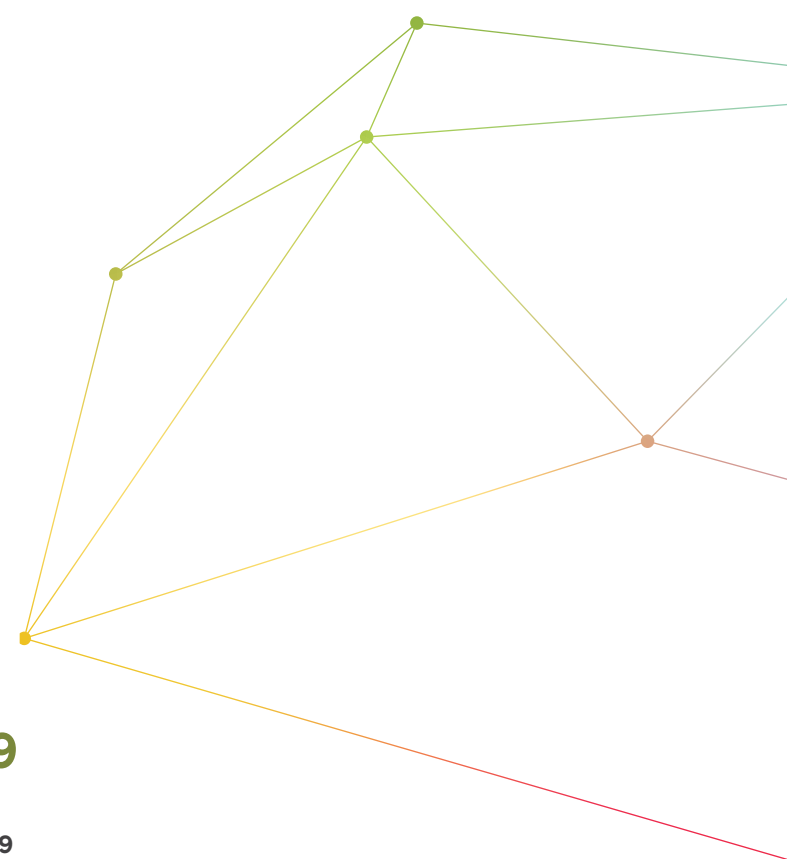
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# THE FUTURE IS NOW

**This Sustainability Report records the company's many achievements throughout 2023, of which we can be proud.**

It also outlines the progress made towards bringing about a transformation in agriculture, in Brazil and worldwide. We know that each step we take is essential if we are to realize our vision. The future is here, and its demands for innovative and sustainable practices are urgent.

The path we have chosen is to use technology to leverage efficiency in the field in order to meet the growing demand for food production. This way we can play our part in making agri-business increasingly responsive – it must be agile and effective, while paying due attention to the environment.

New challenges arise all the time, and we face them with enthusiasm and creativity, assured of the support of our entire team and of the workers who tend the millions of acres where our solutions are applied.



**ENTHUSIASM  
and creativity**

# LETTER FROM THE CEO

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**GRI 2-22**

In 2022 we launched our robot Solix, and it spent 2023 working tirelessly in Brazil’s plantations. It can transform the paradigms of agricultural activity, and it embodies the essence of Solinftec: to offer rural producers an effective way of boosting their efficiency, productivity and earnings, while promoting positive environmental and social impacts. In this way we shall be able to build a truly sustainable future aligned with ESG standards.

Our determination to face the challenges of the agricultural sector, using technology to transform agribusiness, is in proportion to the scale and complexity of the global issues confronting agriculture, in particular as regards increasing food production. This is why another decisive aspect of Solix is its contribution to coping with climate change, through its ability to provide a detailed analysis of the characteristics of each plant and to help them adapt effectively to adverse environments and conditions.

Nevertheless, we are well aware that the transformation we aspire to with our innovations will only be achieved when we have farms that are entirely controlled by Solix robots, irrespective of their size or the crops they grow. So, the mission we face is to obtain the scale necessary to make the robotic platform

more accessible financially, and this involves factors such as development, supply chains and dependence on labor.

As we deal with each new task in turn, we can rely on a track record of more than 17 years of success and growth, in partnership with our customers who are the very reason we exist. Solinftec’s underlying business continues to be digital intelligence: we collect data and offer objective recommendations to producers, as well as providing solutions they can use in their daily work and possibilities for automation, with the reliability and safety they need to optimize their operations.

**The future is now**

In the coming years we shall see the quality of artificial intelligence (AI) being enhanced very quickly, and this will oblige players in digital agriculture to invest in innovation and staff training, as well as to be able to forecast events and rapidly adapt to them. And Brazil can and should spearhead the technological revolution.

We at Solinftec seek tirelessly to contribute to this revolution, guaranteeing the profitability and financial heft required to realize the projects that most benefit the company and the sector. Agriculture must undergo a conceptual shift if it is to prosper in a world where climate change is already a reality – and when we talk about technology that lives in the field, we are promoting change that can not simply keep up with these alterations in the climate, but can also help reduce their impact on the ecosystem and the needs of the producer.

We will never sit still as we reach out boldly towards new frontiers. Our AI solutions have already shown their effectiveness in the agricultural sector. When we launched Solix in Brazil on its first soybean crop, it cut chemical products by 85% and increased yield by some 10 bags per hectare – 22 bushels per hectare.

Solix achieved a 45% decrease in the volume of post-emergence herbicides<sup>[1]</sup> for sugarcane and more than 90% in herbicides in the post-emergence phase and for desiccation and pre-planting operations in grain crops. In the American West we have 45 robots operating for a number of customers who represent a cross-section of the ecosystem of agricultural business in that region. They include individual producers, small and large cooperatives, pesticide manufacturers and seed producers.

[1] Applied after the emergence of weeds and before they interfere with the development of the crop.

At the latest edition of Agrishow (in May 2024) we announced the first automated farm in Brazil. Equipped initially with 10 Solix robots, fully autonomous operations for grain crops will start in September, generating indicators, yield and cost reduction.

Agriculture benefits from innovation and the results of this combination are reflected in the achievements outlined in this latest edition of our Sustainability Report.

**Britaldo Hernandez**  
Co-Founder and CEO



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GRI SUMMARY



**GRI 2-3, 2-4, 2-5**

**Our Sustainability Report is based on the GRI (Global Reporting Initiative) Standards 2021, a voluntary reporting system adopted by companies in many different sectors and countries.**

This publication presents the salient facts about the operation for the period January 1 to December 31, 2023, covering our business in Brazil, the USA, Canada, China and Colombia. It details projects, initiatives and results, giving priority to the eight topics selected in the materiality matrix prepared in 2021, in line with the company context and best market practices.

We should mention that, in 2023, we refined our processes and set up the Internal Audit area. This enables us to audit sustainability indicators internally before disclosure, ensuring transparent, accurate information about our activities. The initiative enhances the reliability of the data we share and demonstrates our commitment to transparency and quality.

# MATERIALITY

**GRI 2-29, 3-1, 3-2**

Eight material company topics were defined in 2021, by consulting our key stakeholders, interviewing management and analyzing the foremost challenges of the technology and agribusiness sectors in environmental, social and governance terms.

The resulting materiality reflects the essential issues for developing our business, as well as the risks and opportunities of our operations and the effort required to attain our goals.

**LEARN** more about our topics and materials on the next page



## OUR MATERIAL TOPICS

	Pillar	Topic	Priority	OD	How we measure our impact	What we are doing now	
CONTENTS	Challenges of Agriculture	Innovation	1		Total investment in R&D	+ R\$ 78 million allocated to the research and innovation area	
					Activities involving total engagement with external stakeholders to find solutions for the challenges of agriculture	R\$ 387.2 million raised in Green Agribusiness Receivables Certificates Verde (CRA-Verde)	
FOREWORD	Impact of the Operations	Ethics & Integrity	2		% of staff trained in Code of Ethics and other related policies Number of complaints received for non-compliance with Code of Ethics and related policies % of complaints dealt with	100% of complaints over the Whistleblowers' Channel dealt with and replied to Anticorruption, Anti-Money Laundering and Code of Ethics & Conduct training provided for staff	
LETTER FROM THE CEO					% of contracts renewed Approaches to stakeholders, including frequency and classification	Customer retention: 95.5% Customer Satisfaction Survey (measured by NPS - Net Promoter Score)	
ABOUT THE REPORT		Governance	8		Total number of Independent Members on the Board Governance Structure, including Committees and Board of Directors	One independent member on the Board Active Board of Directors Organization of committees: People & Compensation and Finance	
					Number of initiatives promoting resilience and productivity, ensuring a more sustainable food production system	87,22 million call for action/minute	
HIGHLIGHTS OF THE YEAR		Human capital	4		% of staff per position in gender and age bracket categories	26% of our staff are women	
INNOVATION AND GLOBAL VISION					Diversity in governance bodies and staff % of women per level of seniority	1,776 employees in five countries (Brazil, Colombia, USA, Canada and China)	
SOUND PILLARS FOR GROWTH		Impact on the customer	Climate change	3		Total fuel consumption in the organization Total fuel consumption in the organization from renewable sources Consumption of electricity	35% of the total fleet fuel (scope 1) is from a renewable source (ethanol)
						Reduction of GHG emissions as a direct result of solutions in metric tons of CO <sub>2</sub> eq	1,605,736 tCO <sub>2</sub> eq not emitted in 2023 2,223 million liters of diesel not consumed in 2023
						Total area optimized with our solutions	> 11 million hectares optimized
REINFORCING PEOPLE INITIATIVES		Use of Agrochemicals	6				
SUSTAINABLE IN PRACTICE							
GRI SUMMARY							

**FIRST FULL YEAR OF OPERATIONS OF SOLIX AG ROBOTICS**



**96%** PARTICIPATION IN THE SUGARCANE MARKET\*



**> R\$ 78 MILLION INVESTED IN RESEARCH AND INNOVATION**



USE OF SOLIX: **AVERAGE GAIN OF 10% IN CROP PRODUCTIVITY IN BRAZIL**

**12 MILLION HECTARES MONITORED WORLDWIDE\***

**776 STAFF IN FIVE COUNTRIES**



**395 CUSTOMERS SERVED IN ELEVEN COUNTRIES\***



**R\$ 387,2 MILLION RAISED IN GREEN AGRIBUSINESS RECEIVABLES CERTIFICATES (CRA-VERDE)\***

**> 2 MILLION tCO<sub>2</sub>eq AVOIDED THROUGH THE USE OF OUR SOLUTIONS\***

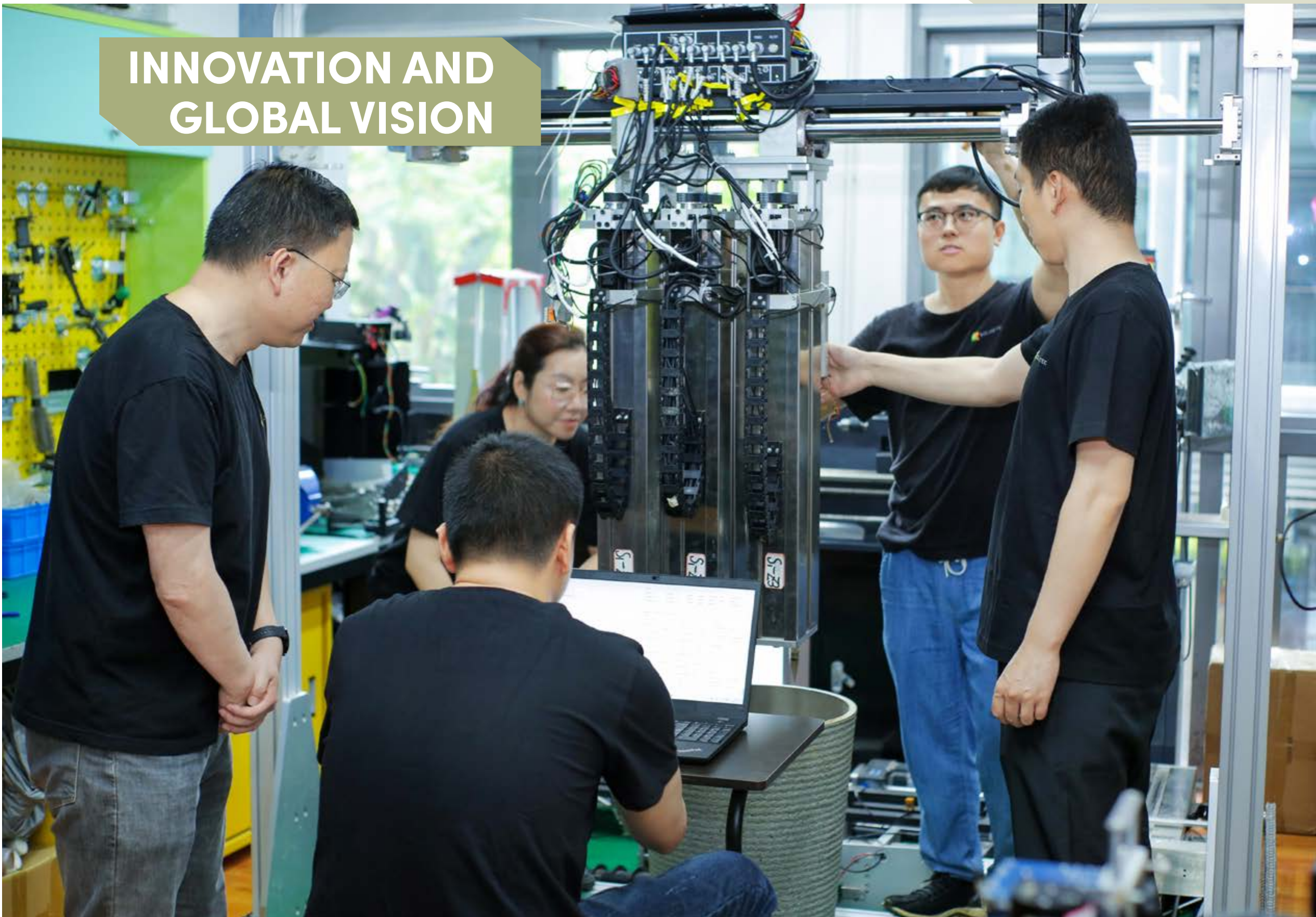
# HIGHLIGHTS OF THE YEAR



\*cumulative



# INNOVATION AND GLOBAL VISION



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**GRI 2-1, 2-2**

**Since its incorporation, in Araçatuba in the state of São Paulo, Solinftec has had its gaze fixed on ever broader horizons.**

In 2007, a group of automation engineers realized their vision of an entrepreneurial company that could make an impact on agriculture through technology, in partnership with customers, by daring to innovate and overcoming new challenges.

We have continued to expand rapidly along these lines, and today our solutions are applied on more than 12 million hectares, in a total of 11 countries, with positive results for agribusiness.



applied on more than **12 million** hectares



# WHERE WE ARE

## BRAZIL

HQ in Araçatuba (SP) and seven other regional offices:

- Sinop, Nova Mutum and Querência (MT)
- Patrocínio (MG)
- Luiz Eduardo Magalhães (BA)
- Balsas (MA)

### USA

- HQ in West Lafayette (IN)

### CANADA

- Saskatoon office in the province of Saskatchewan

### COLOMBIA

- Office in Cali, Valle del Cauca

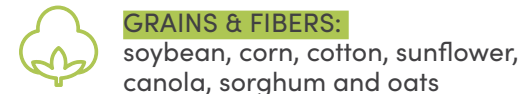
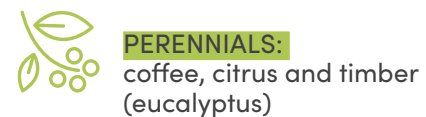
### CHINA

- Tech Center in Shenzhen, Guangdong Province

### OTHER COUNTRIES WHERE SOLINFTEC TECHNOLOGY OPERATES:

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

### Crops benefited



# THE PATHWAY OF INNOVATION

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- 2007** ▶ establishment of the company
- 2009** ▶ start of scouting operations for sugarcane crops
- 2011** ▶ introduction of Digital Sugarcane Certificate (DSC), 100% automatic traceability
- 2012** ▶ launch of first algorithm for dynamic distribution of tractors in the field
- 2013** ▶ creation of Solinfnet, proprietary data transmission network permitting data monitoring anywhere - IoT solution for sugarcane operations
- 2014** ▶ monitoring of tractors for soil preparation and planting (TPL)
- 2016** ▶ industry logistics and supply system (Flow)
- 2018** ▶ Alice IA – first artificial intelligence designed for agribusiness. Commercial opening of perennial and grains & fiber markets
- 2019/2020** ▶ operations in USA and Colombia
- 2021** ▶ preventive maintenance monitoring and mechanical availability management (telemetry)
- 2022** ▶ launch of Solix, field robot platform
- 2023** ▶ opening of fruit and vegetable market and launch of Cana+, a package of agricultural solutions focused on crop yield

# END TO END SOLUTIONS

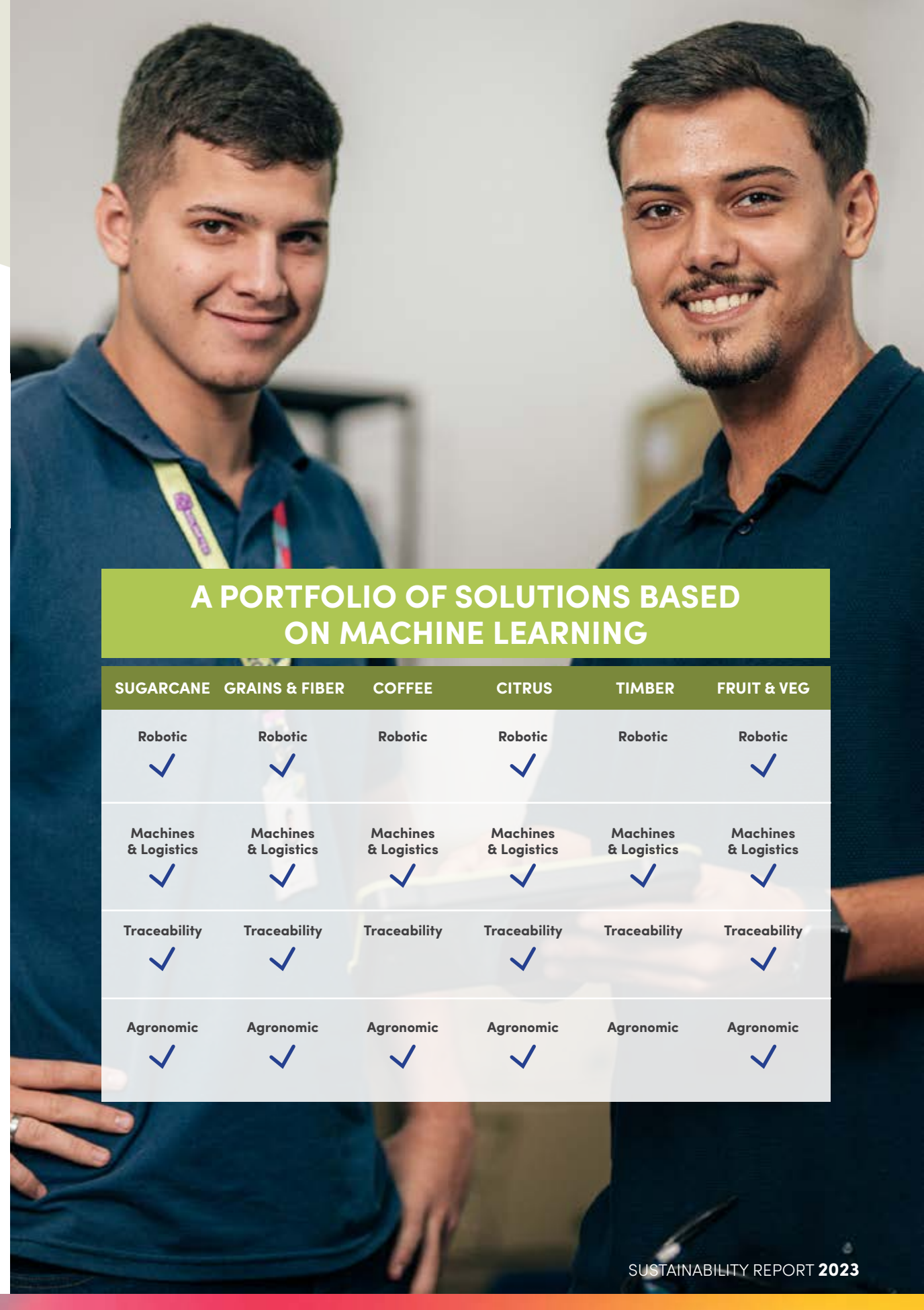
**GRI 2-6**

**One of the basic characteristics of Solinftec is that it is always seeking to overcome new challenges and deal with unprecedented problems.**

This philosophy feeds the organization’s culture of creativity and the process of innovation, and the resulting technologies are successful because they provide simple, assertive solutions that help with everyday tasks, leading to more efficient operations in the field and improved yields.

On each of the fronts where we operate (sugarcane, grains & fiber and perennial crops) we offer solutions that meet the specific needs of our customers, ensuring maximum profitability and demand efficiency.

In 2023, we reinforced our focus on boosting yields and in cementing our position as a global leader in digital intelligence for agribusiness. We also posted strong commercial and financial results and improved our returns. We offer producers solutions for the entire production cycle, meeting their different needs in full and assisting them with their more significant crop management operations.



## A PORTFOLIO OF SOLUTIONS BASED ON MACHINE LEARNING

SUGARCANE	GRAINS & FIBER	COFFEE	CITRUS	TIMBER	FRUIT & VEG
Robotic ✓	Robotic ✓	Robotic ✓	Robotic ✓	Robotic ✓	Robotic ✓
Machines & Logistics ✓	Machines & Logistics ✓	Machines & Logistics ✓	Machines & Logistics ✓	Machines & Logistics ✓	Machines & Logistics ✓
Traceability ✓	Traceability ✓	Traceability ✓	Traceability ✓	Traceability ✓	Traceability ✓
Agronomic ✓	Agronomic ✓	Agronomic ✓	Agronomic ✓	Agronomic ✓	Agronomic ✓

**Alice AI**

Our AI platform covers the different processes and activities involved in crop farming, including management, agronomic analysis, logistics, traceability and monitoring of aspects such as climate, machinery maintenance periods and fuel consumption.

Based on a data library updated daily with millions of items of information, ALICE AI tells the producer what to do and when at each stage of production, from pre-planting to post-harvest. It is also responsible for programming tasks to be carried out by the Solix robot and for analyzing the data it collects in the field.

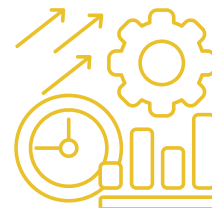
**24** hours per day,  
**7 days a week: data received in real time,**  
**365 days a year.**



**> 6,000** transactions per second received by our platform in the cloud.



**> 30%** in yield and efficiency gains.



**3.7** trillion items of data collected per year.



**Alice AI: artificial intelligence at the service of agriculture**

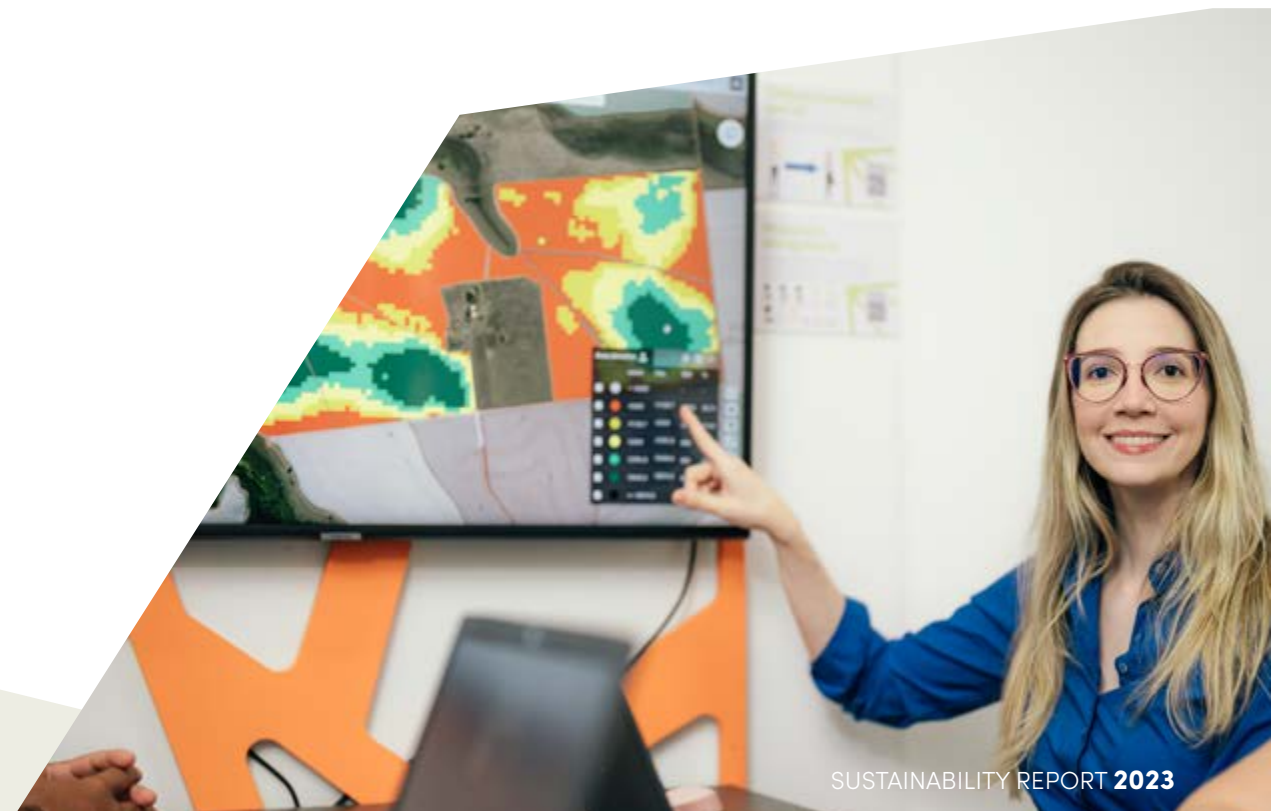
**Sugarcane:** combines constant monitoring, yield, traceability and logistics to ensure maximum crop profitability.

**Grains & fiber:** from planting to harvest, the producer is in a race against time to complete operations within each region's windows of opportunity. Autonomous and smart, ALICE AI offers suggestions and instructions to ensure that the ideal quantities are applied in the right places, reducing waste and maximizing the crop production potential.

**Coffee:** overall control of operations is essential to meet the strict demands of local and export markets. Monitoring each process, ALICE AI ensures that plans are executed at the correct time, resolving the problems of wasted inputs and high production costs.

**Timber:** the forestry operation uses heavy machinery and so incurs high operating costs. ALICE AI is a smart, autonomous tool providing centralized management of the entire fleet and growing areas, throughout the production cycle, from planting to processing, ensuring operating efficiency and safety, cutting costs and reducing environmental impact.

**Citrus:** a crop with a wide range of field operations calls for a system that can integrate data and information. ALICE AI connects the whole operation with 100% digital, automatic traceability of each link in the production chain, makes handling suggestions and directs actions, so that the ideal quantities are applied in the right places, to optimize crop yield potential.



# ALICE AI IN FIGURES

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## Sugarcane



- » 8.3 million hectares
- » 228 customers in 8 countries
- » > 30,000 online machines
- » > 120,000 users interacting with our technology every day

## Perennials



- » 0.6 million hectares
- » 50% of orange juice processed is monitored<sup>1</sup>
- » 4 of the 5 big global citrus players are our customers
- » Number 1 in coffee growing and expansion to renewable forests

## Grains

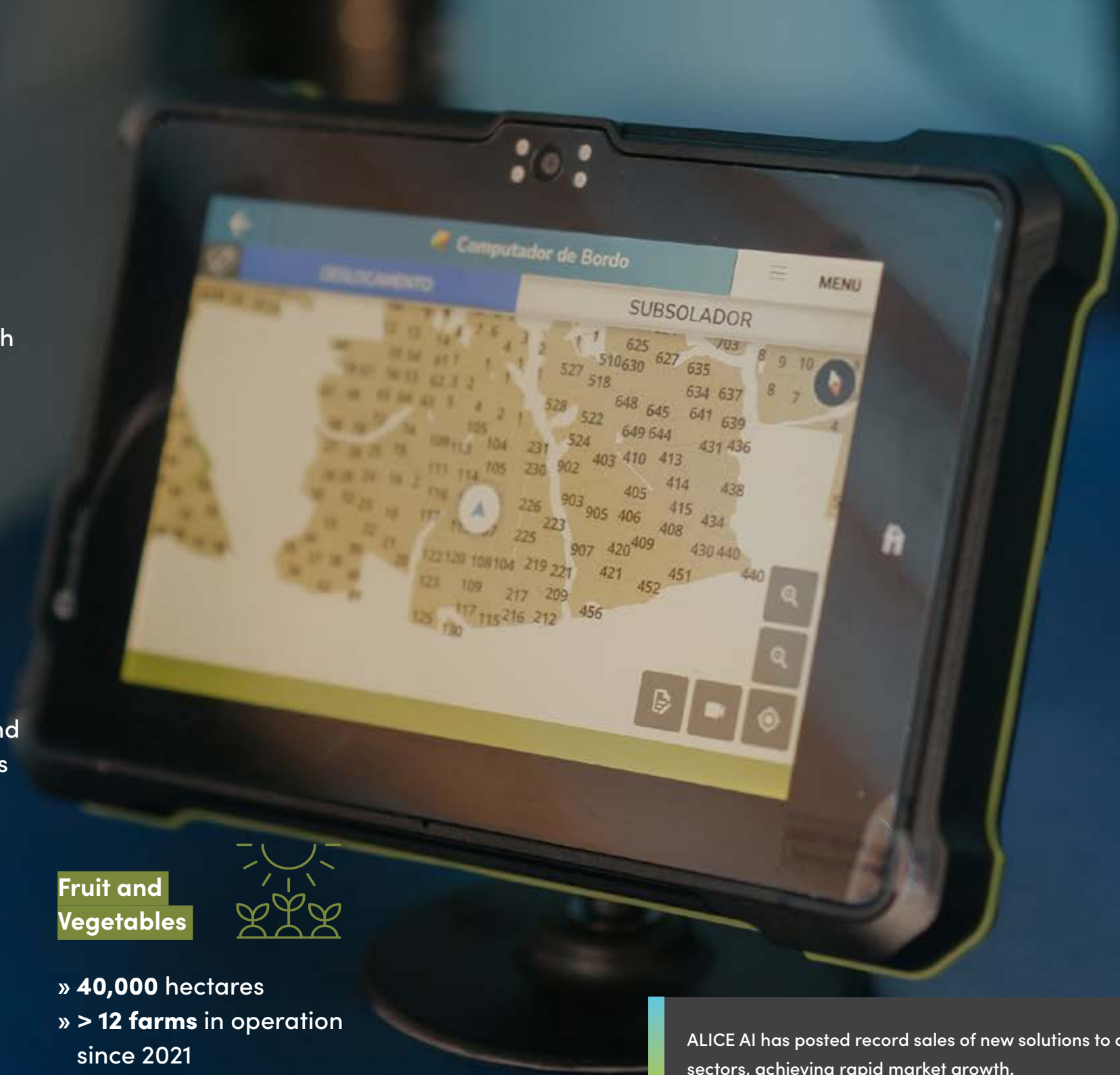


- » 2.9 million hectares
- » 313 customers in 3 countries
- » > 12,000 online machines
- » All the big market players feature in our customer portfolio

## Fruit and Vegetables



- » 40,000 hectares
- » > 12 farms in operation since 2021
- » Big players in potato growing in Brazil
- » Operating with garlic, onion, potato, beetroot and carrots



ALICE AI has posted record sales of new solutions to our customers in all these sectors, achieving rapid market growth.

Our operations are well-balanced and financially independent, enabling us to concentrate on new strategies.

<sup>1</sup> Brazil is the largest citrus processor / exporter

**The transformational power of Solix, technology that lives in the field**

Fed with data from ALICE AI, Solix is the first autonomous robot platform for the identification and control of pests, constantly adapting and learning with the support of artificial intelligence. A sales success since its launch (Solix is going through its first complete crop season) and with more than 40 units sold in Brazil in 2023, the robot has demonstrated in practice its potential to offer tangible benefits to farmers, both in cost-cutting and with its positive environmental impact. We expect to reach the end of 2024 with 80 units in grain and sugarcane plantations.

By “living in the field”, without the need for the constant presence of an operator, and with the ability to learn and adapt with the help of AI, Solix becomes a “guardian of the crop”: it can make a complete survey of plantation conditions, generating data to serve as a basis for plans to be executed on the land. The result is significant gains, encouraging loyalty among producers, and long-term benefits for stakeholders in agribusiness and beyond.

A major challenge soon to confront the company will be the need to confer more scale on the manufacture of Solix. Our current production capacity is 150 machines a year, but it could reach a thousand a year by 2026, with the help of local partners to manufacture, assemble and distribute, in Brazil and the USA.

A major contribution is being made by staff in a number of countries, and we have opened a new plant in Indiana, to ensure a supply of robots for the start of the 2024 season in the US and Canada.



**ECONOMIC AND ENVIRONMENTAL HIGHLIGHTS 2023**

**> 40**  
Solix units sold in Brazil

**20**  
Solix units sold in USA

**85%** reduction in agrochemicals used in the first soybean harvest - Brazil

**45%** reduction in volume of post-emergence herbicide used on sugarcane - Brazil

up to **95%** less herbicide used on grain - Brazil



**92%** reduction in herbicide in desiccation and pre-planting operations - Brazil





## A Solix for every need

Recording crop data, inspecting chemical usage and fighting pests overnight are some of the functions of the three Solix models available:

### Solix Sprayer

Undertakes routine crop inspections and precision applications of chemicals by identifying weeds as soon as they germinate. The solution provides Integrated Weed Management and has reduced the volume of herbicide mix in areas of application by more than 110,000 liters.

### Solix Hunter

Travels over the fields by night and kills adult pests before the females start to lay their eggs. The solution provides a new perspective in surveys associated with Integrated Pest Management. The Hunter reduced the infestation of caterpillars in the 2023/24 soybean crop in Goiás by 80% and of leafhoppers in the second crop of corn in São Paulo by 35%.

### Solix Scouting

The crop sentinel, it serves as the producer's eyes in the field, not just recording data but also processing it in line with the most recent surveys related to Integrated Pest Management. It operated in commercial areas in the 2022/23 soybean crop in Bahia, Mato Grosso and São Paulo states, detecting and locating some 2,000 different types of insect (with differing characteristics). It also monitors plantability and daily growth of the plants.



## SOLIX AG ROBOTICS

**2018**

**start of development** of robot platform

**2022**

**[april]** launch of robot with crop scouting solution in Brazil

**[july]** launch of robot with scouting and spraying solution in USA and Canada

**2023**

**[may]** launch of robot with Hunter and Sprayer solutions in Brazil

**[september]** launch of robot with Hunter and Sprayer solutions in USA

**[december]** launch of robot on sugarcane crop of our customer Tereos

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## SOLIX IN PRACTICE

Operating in combination with ALICE AI and transmitting information directly to the AI platform, the Solix robot has the ability to make a full survey of plantation conditions, produce agronomic analyses and inform the process that leads to recommendations for daily routines to be applied on farms.

The next frontier to be explored by Solinftec is to use the knowledge generated by the joint work of Solix and ALICE AI to support a generative AI process, i.e. one with the capacity to present innovative conclusions and recommendations, extrapolating patterns and producing information from original data.

In May 2024, the robot was a highlight at an event in Washington (DC) organized by the Association of Equipment Manufacturers (AEM), commemorating advances in modern agriculture. Attendance at the event was a chance to show the world that Brazil is in the forefront of disruptive technology for agribusiness and reinforced Solinftec's commitment to promote sustainability and efficiency in the agricultural sector.

At the Agrishow in May we also announced the first mechanized farm in Brazil: it will have 10 Solix robots in the initial phase, with grain crops under fully autonomous production, resulting in indicators, yield and cost cutting.



**Quality** By closely monitoring the development of the plants, Solix recognizes problems early and accurately, and this has a positive effect on the quality of the crops. Using fewer chemicals, for example, produces plants that are stronger and more resilient. Added to this, the data collected provides important information for studies of varieties that are more resistant to climate change. Solix travels over the field doing its work, and the risk of trampling the crops or compacting the soil is significantly reduced. Traffic is limited to avoid the crop being crushed. The robot runs on solar energy, without consuming any fossil fuels.



**Herbicides** The Solix AI-generated recognition system allows it to identify specific needs and make localized applications of herbicides.

- » Control of competing growth, boosting the production potential of each acre
- » With fewer herbicides used, there is also lower consumption of water resources



**Pest control** Solix "hunts" the pest insects that damage crops by means of a unique technology. Using light waves, it attracts these aggressors at nighttime and combats adult individuals through electric shocks, before the females start to lay their eggs.



**Yield** Using Solix has resulted in an average 40% gain in yield of grain crops in Brazil and the United States.



# PARTNERSHIPS THAT BEAR FRUIT

**We have worked in partnership  
with the sugar-energy sector since our foundation.**



For years this work has been focused on harvesting, loading and transport, with smart, integrated solutions aimed at maximizing operating efficiency, cost cutting and improving earnings.

In 2023, with our solutions constantly evolving and over 120,000 users interacting with our technology every day, we launched the Cana+ program. The aim of this program is to maximize yields and prolong the life of the cane fields, while reducing growing costs and developing a systemic vision of sustainability and soil management. The initiative includes the following solutions:

**Yield Monitor:** smart software integrated with Solinftec on-board computers that analyze the crop during harvest, showing yields and any losses in real time, together with recommendations for management, assisting decision-making.

**Fertigation:** complete solution intended to meet the growing trend in the sector for the localized application of enriched stillage, and the entire fertigation process with its various methods of application.

**Tramplng:** totally integrated with the Solinftec on-board computers installed in the machines, the solution is accurate to within 2 cm in planting the lines of cane for the equipment, while AI alerts the machine operator directly if tramplng occurs, indicating the adjustment required for a course correction.

**Solix:** introduction of robot technology for sector evolution, supplementing the Cana+ and adding information for the other program solutions. In 2023, Solix was already producing excellent results for farmers in terms of reducing the use of agrochemicals.

**Microclima:** Information from meteorological stations and digital rainfall gauges integrated into the AI platform, helping decision-making in situations where climate conditions can be a determining factor.



**SOLINFTEC**  
provides  
sugarcane  
harvesting and  
transporting  
services for 96%  
of the domestic  
market in Brazil

In addition, to permit testing and speed up development of our AI and robot technology tools, we rely on the FARM survey unit, which operates in a property located in the city of Araçatuba (SP).

The land is divided into strips that faithfully reproduce the conditions found on the farms, enabling us to simulate scenarios representing different crops and agricultural practices.

We can also create controlled situations of stress and adversity. Like a proper laboratory, FARM is the starting point for innovation in the real world of agribusiness, ensuring that products meet the needs of the fields effectively and reliably.

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# GOVERNANCE STRUCTURE

**GRI 2-9**

**To pursue our path of growth we need to go beyond the technology we develop to serve our customers.**

We also have to take a careful look at our internal practices, policies and processes, to ensure that there is corporate responsibility in our operations and in our relations with stakeholders.

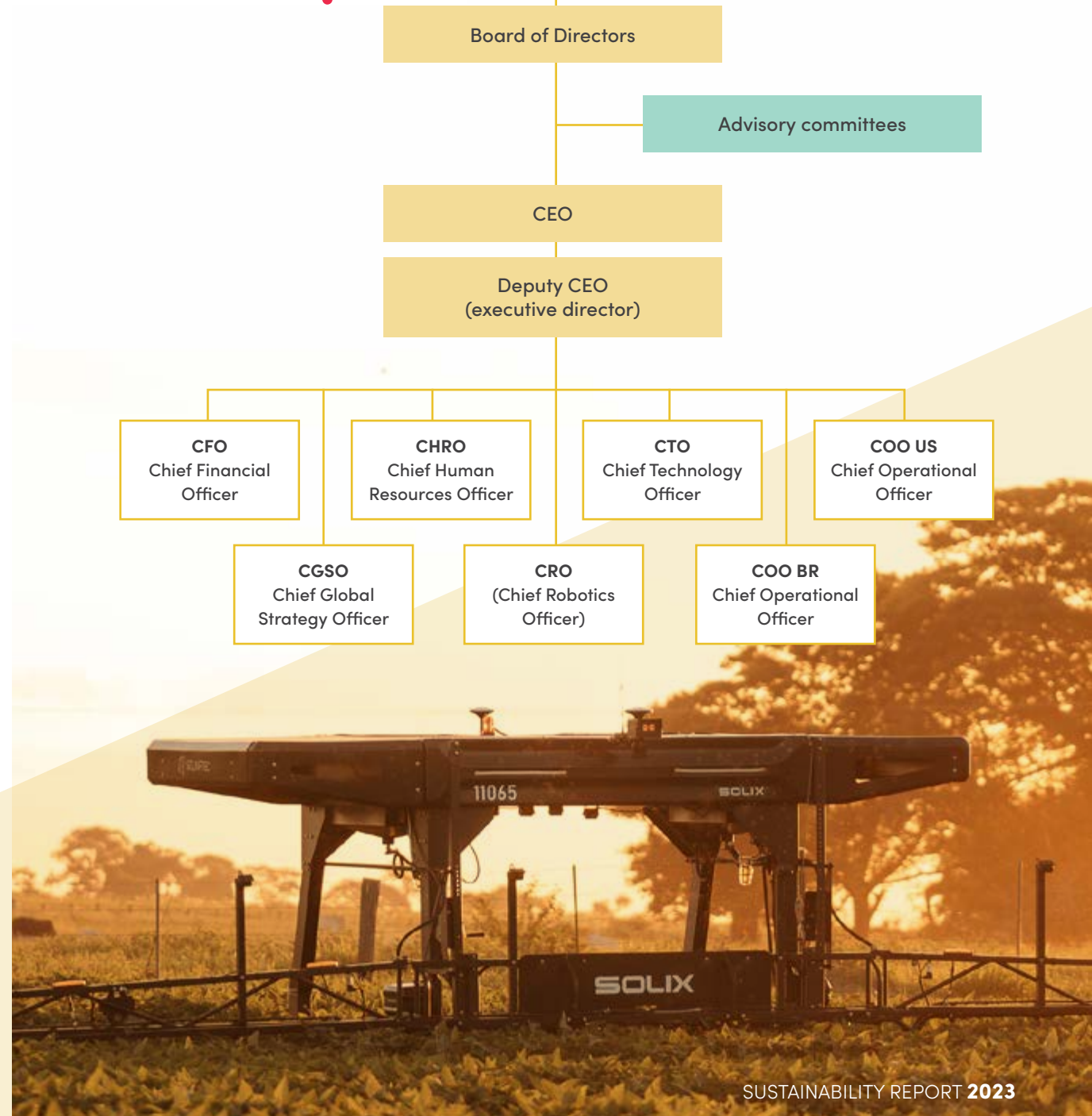
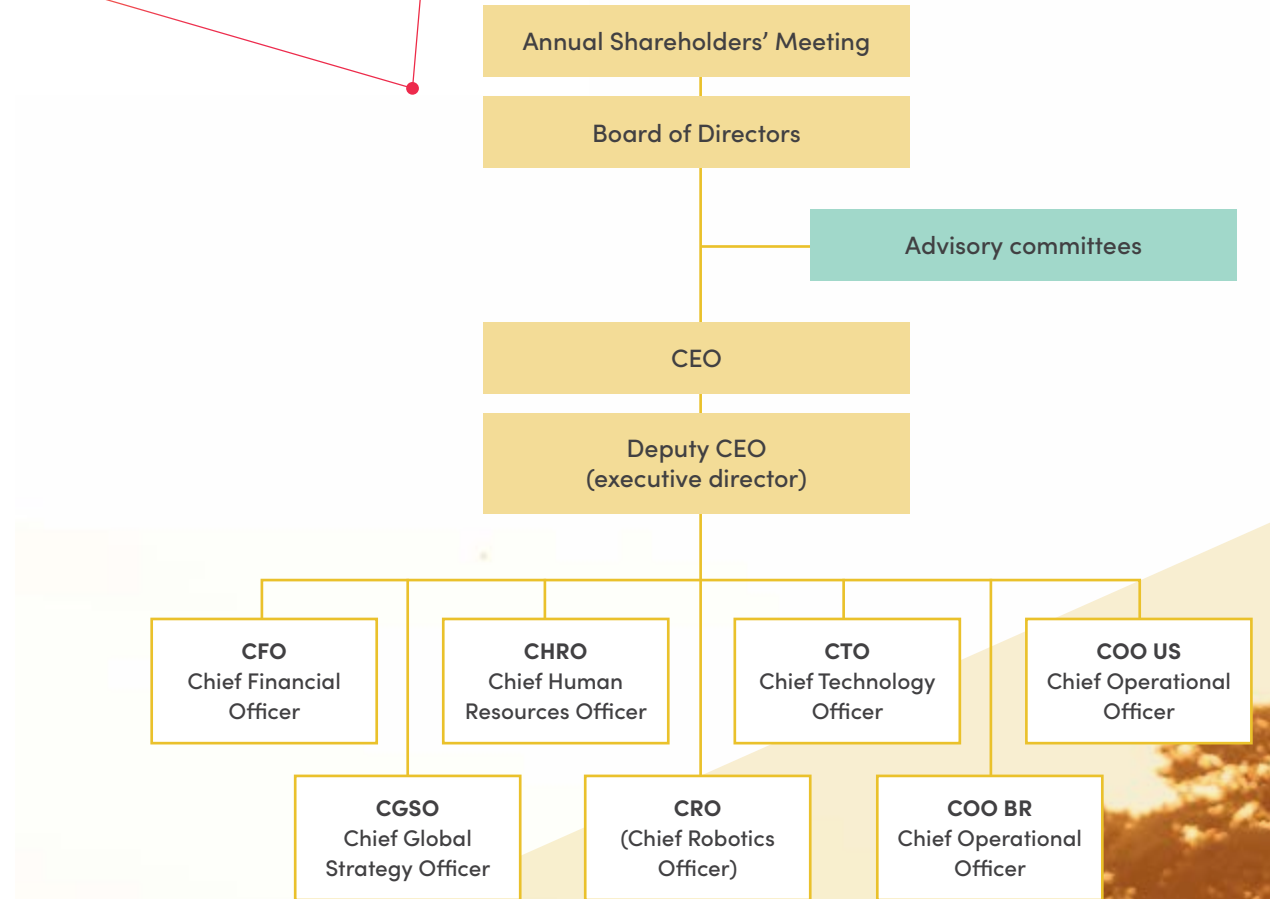
This has been the strategy guiding our activities during 2023, a year when we revisited processes and structures and built close, transparent relationships with all the people we deal with - an effort which includes creating and revising procedures and policies and strengthening channels of communication.

Our Governance structure consists of the Annual Shareholders' Meeting, the Board of Directors and the Executive Board (C-Level), which has eight members including the CEO. The Board of Directors consists of representatives of the different shareholder classes, an independent director and observer members.

At present we have six investors: AgFunder, Unbox Capital, Endeavor, TPG, Blue Like an Orange Sustainable Capital and the Lightsmith Group - these last two became shareholders in 2023. The inclusion of these impact funds in our shareholder structure is aligned with our sustainability strategy and with our goal of revolutionizing agriculture.



**We want to revolutionize agriculture**



In 2023, we continued to create and formalize the Board advisory committees, extending their areas of responsibility for submitting recommendations to the decision-makers, both on the Executive Board and the Board of Directors.

**Finance Committee:** deals with matters related to budgets, cash flow, financial statements, capital raising and capital structure, controls and policies, as well as compliance with financial, accounting, tax and treasury routines.

**Strategic Committee (C-Level):** deals with market matters, technology, new business and company positioning.

**Ethics Committee:** its purpose is to deal with issues of ethics and integrity as a whole, company positioning, appraisal responsibilities, discussion and analysis of non-compliance reports, whether or not submitted via the Whistleblowers' Channel, and rules for consequence management.

**People & Compensation Committee:** A strategic forum consisting of representatives of the company and shareholders, to discuss the best procedures in relation to People, Culture and Institutional Values. The forum receives recommendations for good people management practices, and on possibilities arising in the jobs market. The company makes suggestions at these meetings for changes in compensation, benefits, organogram, long and short-term incentives etc., for the committee members to express opinions and make decisions. Suggestions for changes and implementation of new policies approved by the committee are submitted for deliberation at Board meetings.

We are also constantly at work reinforcing the lines of defense required to exercise the best governance practices to sustain our business. In 2023 we set up a Compliance Management area, staffed with professionals dedicated exclusively to the agendas of Compliance; Risk Management; Internal Audit and Sustainability.



**CAREFUL LOOK**

at practices and policies



**MEMBERS OF GOVERNANCE BODIES BY GENDER**

**GRI 405-1**

By gender	Number of members			Percentage of members		
	2023	2022	2021	2023	2022	2021
Men	5.0	4.0	4.0	83.3%	80.0%	80.0%
Women	1.0	1.0	1.0	16.7%	20.0%	20.0%
<b>Total</b>	<b>6.0</b>	<b>5.0</b>	<b>5.0</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

# ETHICS AND COMPLIANCE

## GRI 205-1, 2-15

A commitment to ethics and integrity is the responsibility of each member of our team – whether in the field, in solutions development, in customer relations or in internal company areas. These are the fundamental principles that govern our business globally and occupy a position of prominence among all the actions and commitments we assume in our daily work.

To ensure transparency and cultivate healthy relationships, we base our actions on management documents such as our Code of Ethics & Conduct, Anticorruption Policy and Partner’s Manual. All these resources can be accessed on our site in three different languages.

The Solinftec Compliance program and its fundamentals are published on all the company communication channels, to ensure that our principles and our way of doing business are

widely known. We have an annual staff training program covering a number of ethics and compliance topics, but its priority focus is mandatory Anticorruption and Anti-Harassment training.

To ensure that the content is accessible to all staff, the courses have simultaneous translation into English and Spanish. Employees may also at any time submit queries to our Compliance team, anonymously if they prefer, on the SafeSpace platform.

### New Code of Ethics & Conduct

In 2023, we encouraged staff to take part in a satisfaction survey on the Compliance Program. The initiative allowed us to hear opinions on the Code of Ethics & Conduct and Solinftec Policies, and on the trustworthiness and efficacy of the Whistleblowers’ Channel.

**CLICK HERE** to access our policies



### Solinftec Partner’s Manual

Our third party contracting process includes a signed socioenvironmental undertaking, embodying our commitment to ethics, integrity and sustainability. This is in line with the principles of the Solinftec Partner’s Manual, which describes the ethical behavior expected of companies and individuals that enter into a relationship with the company; and our commercial partners also sign an “Undertaking of Ethics, Environmental and Social Responsibility”. The document provides for compliance with environmental and labor laws, in particular, protection of the environment, combating slave labor and promoting human rights.



We also asked for suggestions for improvements, indications of issues to be dealt with in more depth and assessments of transmission formats for more engaging content, to make us more assertive in 2024. All these actions combined help us evolve and accompany the program as it matures in parallel with the growth of the company.

Based on the contributions and suggestions received, and after approval by the Executive Board, we published a new version of our Code of Ethics & Conduct. Updating this document was essential to create a guide reflecting our everyday practices in Solinftec. It should be noted that the entire revision process was guided by the key Compliance risks, by external audit reports and by risk mapping in the operating areas, to determine the way in which Solinftec perceives and approaches the daily conduct of its staff and partners.

The new version of the Code of Ethics & Conduct was published on the document management platform in four languages and includes a training course in the form of a dynamic video, intended for all staff. After publication, we arranged a number of events to ensure content retention, focusing on the more important topics of the Code, such as 'Giveaways, Gifts and Hospitality', 'Donations and Sponsorship' and 'Conflicts of Interest'.

Following on the revision, we drafted new versions of internal policies, including the Policies for Corporate Investigations and the Whistleblowers' Channel, which clearly demonstrate how the platform works and the steps to be followed after receipt of a report.



### Topics addressed in our Code of Ethics & Conduct

- » Conflicts of interest
- » Sharing of confidential information
- » Data privacy
- » Moral and sexual harassment
- » Disciplinary behavior
- » Leadership ethics
- » Diversity

### Combating Moral and Sexual Harassment

Combating harassment is an issue of key importance for Solinftec and reflects our commitment to a safe and respectful work environment. In response to this priority, we undertook a strategic campaign on the issue in 2023, in addition to training courses run by specialist professionals. The courses were intended for all staff, in particular senior management (C-level and officers) and middle management (managers, coordinators and specialists). This segmented approach was intended to ensure in-depth comprehension and a more effective response to issues related to harassment.

The course content included not only technical aspects, such as the distinction between different types of harassment, but also guidance on how to recognize, deal with and, above all, prevent such situations, both within and outside the company.



# WHISTLEBLOWERS' CHANNEL

**GRI 2-26, 2-16**

The Whistleblowers' Channel is a secure channel through which any Solinftec employee or stakeholder can report actual or suspected violations of the Code of Ethics & Conduct, or of company policies or regulations, or any illegal conduct or situation that has made them feel uncomfortable.

The canal operates through an online platform managed by an external company, SafeSpace, ensuring that the information is confidential. It is available 24x7 in Portuguese, English and Spanish. In addition to receiving complaints, the service also answers queries about company business and activities, and is available to the external public. Reports can be anonymous if preferred, and each one is studied by the Solinftec Compliance team.

The access link for the Whistleblowers' Channel is available on our corporate website, and through QR Codes located in our offices, or a clickable banner on the intranet.

We have an Ethics Committee consisting of company members, responsible for notifying all the business areas of how they should behave, and for analyzing suggestions for action and submitting them to senior management, in cases of failure to observe ethical standards.

In 2023, the Ethics Committee took part in a workshop focused on toughening some of its underlying principles. Company leaders were given training on how to improve the way they deal with reports submitted by their subordinates, who frequently approach their managers when reporting unease or violations of the Code of Conduct.



**CLICK HERE** to access the Whistleblowers' Channel

Reports on the Whistleblowers' Channel	2021	2022	2023
Analyzed and upheld	5	12	13
Analyzed and partially upheld	1	2	2
Analyzed and rejected	0	8	7
Analyzed and not applicable to the channel or outside scope	0	0	3
Closed for lack of information for analysis	1	0	2
<b>Total cases received during the year</b>	<b>7</b>	<b>22</b>	<b>27</b>

All reports are carefully handled and investigated, in accordance with the requirements of the Policy for Corporate Investigations. Once the investigation is complete, Compliance prepares a dossier for submission to the Ethics Committee, which in turn makes its recommendations to senior management.

If the allegations are confirmed, in full or in part, appropriate measures are applied in line with the criteria established by the Ethics Committee and the Compliance team. All reports are treated as confidential and assured of freedom from reprisals, in order to protect the integrity of those involved in the process.

Reports on the Whistleblowers' Channel by category*	2022	2023
Conflict of interest	Not disclosed. Disclosure under review due to sensitivity of data	1
Moral harassment	4	2
Discrimination or prejudice	1	2
Breaches of the law	0	2
Other	2	2
Sexual harassment	1	3
Improper behavior by Managers	5	0
Improper conduct	8	5
Failure to obey internal policies	3	6
Discrimination or Prejudice	1	0
LGBTQIA+phobia	1	0
<b>Total reports received during the year</b>	<b>26</b>	<b>27</b>

\*One case (report) may refer to more than one category (taxonomy)

# ANTICORRUPTION

## GRI 205-2, 3-3

Our Anticorruption Policy has reinforced our commitment, and Solinftec commemorated International Anticorruption Day in December 2023 with awareness initiatives. These included a live broadcast by an external Compliance specialist on the issue of corruption both in Brazil and abroad, in particular the countries where Solinftec has operations, using practical examples of corporate routine.

The broadcast was accompanied by simultaneous translation and the material adapted into English and Spanish, confirming the global nature of the project. Staff unable to take part could access the content on the company training platform, SolinfAcademy.

We also issued an interactive video for staff to share queries about corruption, with answers supplied by Compliance. To ensure broad representation and extend its reach in the other countries, the video featured staff from Brazil, Colombia and USA and the content was available in Portuguese, English and Spanish.

Due to changes in Brazil's anticorruption laws we are drafting a new version of the Anticorruption Policy, to be published in 2024.



In 2023, **100%**  
of our operations were assessed in  
relation to anticorruption and all our  
staff received communications and  
training on related actions and policies.



# RISK MANAGEMENT

**Solinftec undertook its first Risk Assessment in 2021, the same year in which we set up our Compliance area.**

External consultants assisted with the work, which included an analysis of previous audits and interviews with various stakeholders, such as managers of business areas and representatives of teams and projects. The initiative resulted in an initial map of operating and compliance risks and the respective action plans.

During 2022 and 2023, 85% of these plans were concluded and successfully implemented. We made significant progress with the processes and governance structures of the organization, resulting in a propitious climate for expanding the Compliance area. Today we have Compliance Management in place, and the area consists of specialists dedicated to the issues of Compliance, Internal Audit, Sustainability and Risks & Internal Controls.

The team is currently using an external platform to help oversee and monitor risks and controls, with indicators used in publications and maintenance of management documents (internal and corporate policies and procedural manuals).

The platform is essential for evolving a new risk management process, allowing us not just to oversee and monitor risks at different levels, but also to prioritize and report them, giving more transparency and visibility to the risks to which Solinftec is exposed and encouraging dialogue about risk in the company.

**85%**  
of the actions of the 2021 risk matrix have been completed and successfully implemented.

In 2024 we also approved the Solinftec Risk Management Methodology. This will be the starting point for the process of publishing our Risk Policy, a fundamental document for establishing and disseminating a risk management culture and procedures in the company. We shall also set up a governance body with representatives of senior management to monitor and conduct risk-related matters and internal auditing in the organization.

At the same time we are reviewing the operating risk matrix created in 2021. Critical processes are being mapped and outdated risks and actions will be replaced by new risks and controls identified and articulated according to the new methodology. In 2025, a new risks and controls matrix – an organic and more dynamic document – will be drawn up with clear lines of reporting and responsibility, as part of a cyclical risk management process under the aegis of the new governance body and the Compliance area.





# REINFORCING PEOPLE INITIATIVES

During 2023 we introduced a series of initiatives to support our key asset: our people. The aim was to consolidate our culture of innovation, maintain our focus on the customer and renew our commitment to transforming the agricultural sector. We made progress in areas such as professional development, internal communication, promotion of diversity and inclusion, and care for people, revitalizing and expanding existing programs and creating new ones.

**Our staff**

**GRI 2-7, 2-8**

**EMPLOYEES BY TYPE OF EMPLOYMENT AND GENDER**

	2021		2022		2023	
	PERMANENT	OUTSOURCED	PERMANENT	OUTSOURCED	PERMANENT	OUTSOURCED
<b>BRAZIL</b>	<b>639</b>	<b>12</b>	<b>691</b>	<b>14</b>	<b>722</b>	<b>17</b>
Men	489	7	521	13	541	10
Women	150	5	170	1	181	7
<b>CANADA</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>
Men	not given	not given	not given	not given	2	0
Women	not given	not given	not given	not given	1	0
<b>CHINA</b>	<b>14</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>12</b>	<b>0</b>
Men	8	0	10	0	7	0
Women	6	0	9	0	5	0
<b>COLOMBIA</b>	<b>21</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>20</b>	<b>0</b>
Men	15	0	11	0	13	0
Women	6	0	8	0	7	0
<b>USA</b>	<b>45</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>19</b>	<b>0</b>
Men	27	0	14	0	13	0
Women	18	0	6	0	6	0
<b>Total</b>	<b>719</b>	<b>12</b>	<b>749</b>	<b>14</b>	<b>776</b>	<b>17</b>



**EMPLOYEES BY TYPE OF EMPLOYMENT**

BY GENDER	2023	
	PART-TIME	FULL-TIME
Men	16	559
Women	21	180
<b>Total</b>	<b>37</b>	<b>739</b>

# OPTIMIZING THE EMPLOYEE'S CAREER

**The Employee's Career is the full cycle that a professional experiences from their first contact with the company up to the moment when they decide to take a different path.**

At Solinftec, we prize this journey and recognize the importance of providing a positive experience at each point of contact.

In 2023 we took great strides in improving the experience, starting with the recruitment and selection process, incorporating behavioral profile testing and an analysis of cultural fit to find candidates most closely aligned with our position and our challenges.

We also made sure to promote representativeness in the selection process, so as to provide an ever more diverse and inclusive environment. We are a company known for getting back to all candidates, whether or not approved, and this reinforces our commitment to caring and empathy. We offer support throughout the journey, and because we are global we help staff obtain visas, from their first contact with a consulate to assistance from partner consultants.

## NEW HIRES, HIRING RATES AND TURNOVER BY GENDER AND AGE BRACKET

GRI 401-1

	NUMBER OF NEW HIRES			RATE OF NEW HIRES		
	2023	2022	2021	2023	2022	2021
<b>By age bracket</b>						
<b>BRAZIL</b>	168	275	307	23%	40%	48%
Less than 30	106	192	181	26%	56%	52%
30 to 50	62	83	121	21%	23%	34%
More than 50	0	0	5	0%	0%	25%
<b>By gender</b>						
<b>BRAZIL</b>	168	275	307	23%	40%	48%
Men	116	187	223	21%	36%	46%
Women	52	88	84	29%	52%	56%
<b>CANADA</b>	0	0	0	0%	Not given	Not given
Men	0	Not given	Not given	0%	Not given	Not given
Women	0	Not given	Not given	0%	Not given	Not given
<b>CHINA</b>	0	11	14	0%	58%	100%
Men	0	8	8	0%	80%	100%
Women	0	3	6	0%	33%	100%
<b>COLOMBIA</b>	4	3	11	20%	16%	52%
Men	3	1	7	23%	9%	47%
Women	1	2	4	14%	25%	67%
<b>USA</b>	1	30	45	5%	150%	100%
Men	1	17	27	8%	121%	100%
Women	0	13	18	0%	217%	100%

The second point of contact to have been significantly altered is the integration process. We now offer structured and personalized onboarding, including informative sessions on company culture, the purpose of our work and the resources available to help people adapt and become productive from Day 1.

New staff are given a welcome kit and go through a process of induction into our culture, business, products and Code of Ethics & Conduct. During this initial phase, each new member of staff is supported by a sponsor, to ensure a positive experience and provide resources to face each new day's challenges.

**STAFF TURNOVER**

	TOTAL NUMBER OF LEAVERS		TURNOVER RATE	
	2023	2022	2023	2022
<b>By age bracket</b>				
<b>BRAZIL</b>	<b>144</b>	<b>222</b>	<b>22%</b>	<b>36%</b>
Less than 30	91	131	24%	47%
30 to 50	53	85	19%	23%
More than 50	0	6	0%	32%
<b>By gender</b>				
<b>BRAZIL</b>				
Homens	103	152	20%	33%
Mulheres	41	70	26%	46%
<b>CANADA</b>				
Men	0	Não informado	0%	Não informado
Women	0	Não informado	0%	Não informado
<b>CHINA</b>				
Men	8	8	57%	80%
Women	0	3	0%	33%
<b>COLOMBIA</b>				
Men	1	6	15%	32%
Women	3	3	29%	31%
<b>USA</b>				
Men	1	17	8%	121%
Women	0	13	0%	217%



# CONTINUING DEVELOPMENT AT SOLINFACADEMY

**GRI 404-1, 404-3, 3-3**

As the employee's career proceeds, our commitment to continuing development is embodied in the SolinfAcademy, a gamified corporate education platform where we offer more than 300 courses produced internally or by partners, to help staff obtain professional knowledge and improvement.

The SolinfAcademy provides technical, behavioral and organizational training, structured along development trails. We have revitalized the platform, with the help of global campaigns, to increase engagement and active participation in the construction of a culture of learning and constant development.

We provided an average of **265** hours of training for men and

**94** for women in 2023

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- LETTER FROM THE CEO
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- HIGHLIGHTS OF THE YEAR
- INNOVATION AND GLOBAL VISION
- SOUND PILLARS FOR GROWTH
- REINFORCING PEOPLE INITIATIVES**
- SUSTAINABLE IN PRACTICE
- GRI SUMMARY

We invest in training programs such as English (given our global operations), reflecting our belief in the potential of each member of our staff, aligning their professional aspirations with the strategic objectives of the organization. We also invest in development programs such as Apprenticeship, which provide a valuable opportunity to look to the future and cultivate new talents, training young people to enter and grow in the jobs market.

During the year we held bimonthly development encounters with the technical and

behavioral training essential to meet market challenges. Staff also have a Performance Assessment every six months, with a theoretical analysis of their progress by the CIEE (Company Integration Center School) and a practical evaluation of their learning progress with Solinftec.

This context has given rise to a new approach: our staff as protagonists in the learning process, which reflects directly on their careers, and Solinftec as a key partner in their journey, offering resources and incentives.



## Career and Skills

In 2023, Solinftec took a major step towards addressing a fundamental question raised by our staff: career visibility and their next steps within the company. This action reflects our commitment to the personal and professional growth of each member of the team and underpins the constant development of the company. By providing a clear view of the expectations for each position, we ensure that everybody has the information necessary to evolve in the organization.

We talk to staff at different levels of seniority and in different areas to find out what contributes to their success in their jobs. These talks and studies have enabled us to define the skills required at every level and in every area of the company, and we refer to them as Behavioral Skills.

They are crucial for team integration and effectiveness, reflecting our culture and corporate values. In addition to behavioral skills, we recognize abilities and knowhow specific to our business that are fundamental for our future aspirations. These are Business Skills, attributed to managers and senior levels, focused on strategic management and leadership. In each area we map specific abilities, knowhow and attitudes, technical or otherwise, which we call Specific Skills. This mapping is essential to provide a clear way forward for career development and progression, adapted to the specific needs of each function and area.

The mapping of skills, culminating in the delivery of a career website, was work undertaken in collaboration with the staff. We provide effective tools to facilitate dialogue on development and career planning, ensuring that each member of the staff feels appreciated and understood in their journey with Solinftec.



**VALUING**  
our employees





**individual development**

**Performance Assessment**

Solinftec has adopted a holistic approach to performance appraisal, an important part of the employee's experience, using the 360° model to provide a comprehensive view of staff performance and development. This method is an integral part of our strategy for aligning individual and joint development, with a dialogue between manager and subordinate, to ensure that every employee can visualize and prepare for the next steps in their career.

What was new compared to the previous year was that the process had matured, linking skills to position and seniority, providing clearer criteria for the appraisal and, as a consequence, more inputs to underpin individual development.

**Revitalization of Internal Communication**

At Solinftec we are committed to effective internal communication at all times, always seeking to enhance transparency and keep all our staff well informed. We recognize the crucial importance of communication to align and engage the team, and we have therefore recently upgraded our communication strategy. We have made significant changes to the Intranet, re-launching it last year with a new layout and a better-organized content structure focused on the needs of our staff.

The updated platform is an essential part of our efforts to increase the visibility of our business strategies and help broadcast them, so that each member of the team will understand their role and the organizational context. The renewed resources include:

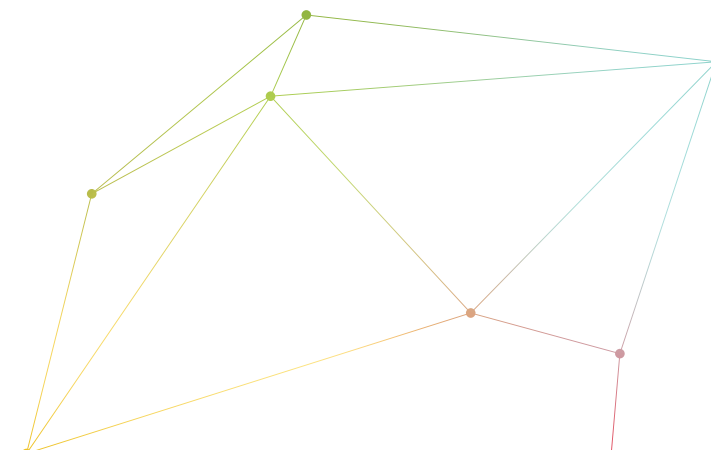
**Newsfeed:** Updated regularly with news about the different areas of the company, this channel provides useful information that helps staff in their daily work, as well as ensuring that they are all up to date with the latest initiatives and internal developments.

**Posta ai:** An open forum for staff to share photos of the workplace, commemorate achievements and chat about daily activities, fostering a culture of sharing and community.

**Star of the Month:** We highlight stories of people who are making waves in the company, recognizing and celebrating the excellent work done by our talents.

**In the Media:** We keep everyone informed about how Solinftec is perceived and presented in the press, stressing the impact of our actions in the sector and beyond.

By means of these initiatives, we are spreading information and cultivating an environment where transparency is valued and communication encouraged.



# DIVERSITY, FAIRNESS AND INCLUSION

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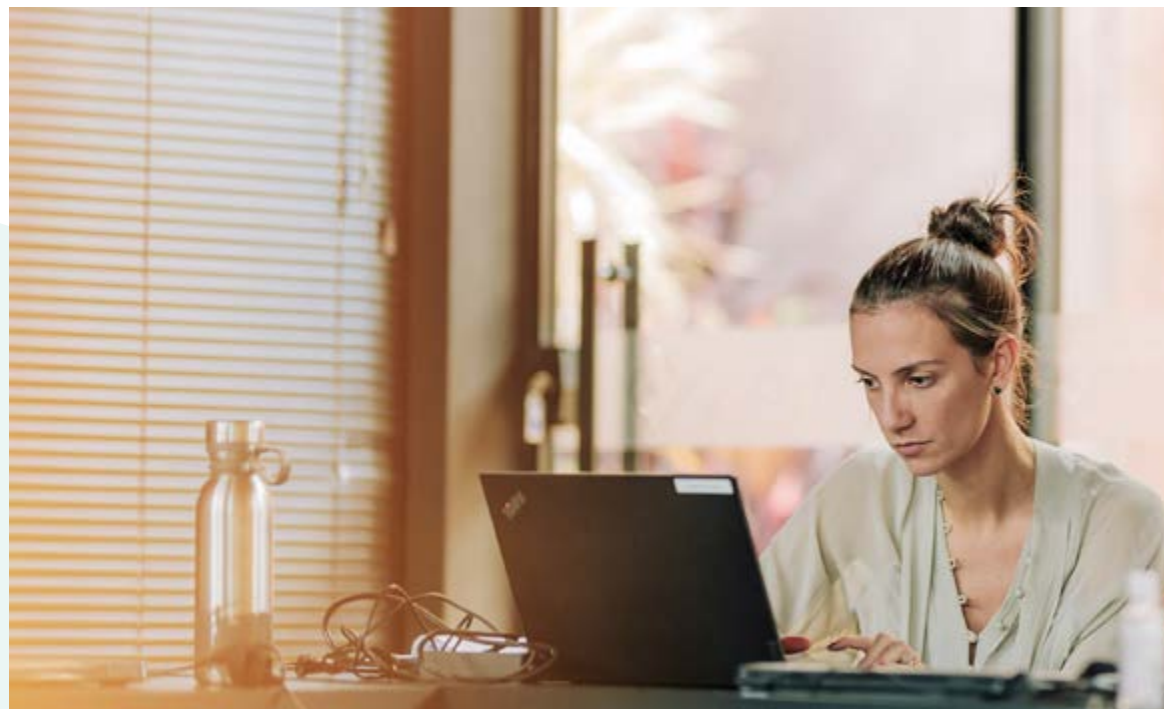
GRI SUMMARY

At Solinftec, diversity and inclusion are seen as fundamental for creating an environment that promotes creativity, innovation and effective interaction. A highlight of the initiatives adopted in recent years has been the expansion of the Disabled Person's Program.

During 2022 and 2023 we hired more disabled people and entered into a partnership with an external consultancy that specializes in the area. This collaboration has been crucial for training our staff in recruitment, selection and admission, ensuring that inclusive practices are effectively implemented in every area of the company. We have also developed training

courses, campaigns and awareness workshops that have been essential in eliminating barriers and encouraging a climate of respect and inclusion, addressing issues such as ADHD, Autism, Sign Language, etc.

We have also intensified our inclusion strategies to ensure that all staff feel themselves appreciated and have equal opportunities for growth and development, through dialogue and conversations with disabled people. We seek constantly to improve our policies and practices to remind everyone that a diverse and inclusive environment is essential to boost innovation and success in the long term.



## EMPLOYEES BY GENDER AND FUNCTIONAL CATEGORY

405-1

	2023			
BY FUNCTIONAL CATEGORY	TOTAL MEN	TOTAL WOMEN	% MEN	% WOMEN
CEO	1	0	100%	0%
Executive Officers	9	4	69%	31%
Managers	20	3	87%	13%
Coordenators	47	9	84%	16%
Administrative staff	278	132	68%	32%
Operational staff	185	34	84%	16%
Other categories	0	0	0%	0%
<b>Total</b>	<b>540</b>	<b>182</b>	<b>75%</b>	<b>25%</b>

	2022			
BY FUNCTIONAL CATEGORY	TOTAL MEN	TOTAL WOMEN	% MEN	% WOMEN
CEO	1	0	100%	0%
Executive Officers	9	4	69%	31%
Managers	16	1	94%	6%
Coordenators	49	5	91%	9%
Administrative staff	33	55	38%	62%
Operational staff	384	89	81%	19%
Other categories	17	3	85%	15%
<b>Total</b>	<b>509</b>	<b>157</b>	<b>76%</b>	<b>24%</b>

	2021			
BY FUNCTIONAL CATEGORY	TOTAL MEN	TOTAL WOMEN	% MEN	% WOMEN
CEO	1	0	100%	0%
Executive Officers	12	2	86%	14%
Managers	16	4	80%	20%
Coordenators	44	4	92%	8%
Administrative staff	41	57	42%	58%
Operational staff	361	79	82%	18%
Other categories	14	4	78%	22%
<b>Total</b>	<b>489</b>	<b>150</b>	<b>77%</b>	<b>23%</b>

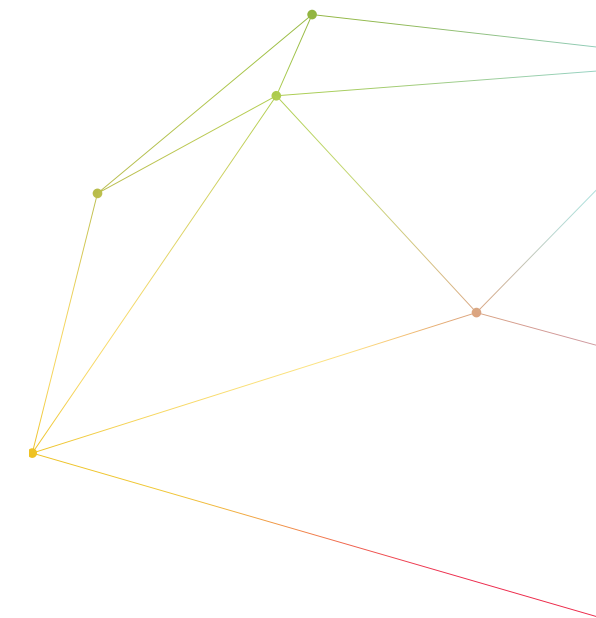
**EMPLOYEES BY AGE BRACKET AND FUNCTIONAL CATEGORY**

**405-1**

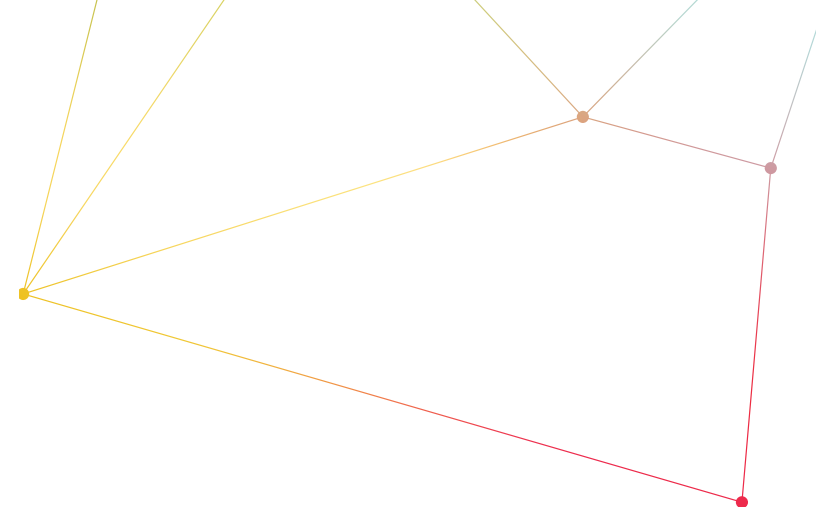
BY FUNCTIONAL CATEGORY	2023 (total)			2023 (percentage)		
	< 30	30 E 50	> 50	< 30	30-50	> 50
CEO	0	0	1	0%	0%	9%
Executive Officers	0	11	2	0%	4%	18%
Managers	5	17	1	1%	6%	9%
Coordenators	20	36	0	5%	12%	0%
Administrative staff	244	161	5	59%	54%	45%
Operational staff	142	75	2	35%	25%	18%
Other categories	0	0	0	0%	0%	0%
<b>Total</b>	<b>411</b>	<b>300</b>	<b>11</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>

BY FUNCTIONAL CATEGORY	2022 (total)			2022 (percentage)		
	< 30	30-50	> 50	< 30	30-50	> 50
CEO	0	0	1	0%	0%	6%
Executive Officers	0	12	4	0%	3%	24%
Managers	5	19	1	1%	5%	6%
Coordenators	20	42	0	6%	12%	0%
Administrative staff	43	49	0	13%	13%	0%
Operational staff	270	226	10	79%	62%	59%
Other categories	5	16	1	1%	4%	6%
<b>Total</b>	<b>343</b>	<b>364</b>	<b>17</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>

BY FUNCTIONAL CATEGORY	2021 (total)			2021 (percentage)		
	< 30	30-50	> 50	< 30	30-50	> 50
CEO	0	1	1	0%	0%	5%
Executive Officers	0	13	4	0%	4%	20%
Managers	4	23	1	1%	7%	5%
Coordenators	11	38	2	3%	11%	10%
Administrative staff	52	49	2	15%	14%	10%
Operational staff	272	212	8	79%	60%	40%
Other categories	7	15	2	2%	4%	10%
<b>Total</b>	<b>346</b>	<b>351</b>	<b>20</b>	<b>100,0%</b>	<b>100,0%</b>	<b>100,0%</b>



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# OCCUPATIONAL HEALTH & SAFETY

**GRI 3-3**

**The health and safety of our staff is of the greatest importance to Solinftec.**



**Health and well-being**

Initiatives for minimizing all types of operational accidents or incidents include Solinfcare, which embodies the company's commitment to the health and wellbeing of all. The program offers emotional support, guidance and preventive medicine, and arranges for more complex health issues to be dealt with by qualified professionals. Six programs are on offer: Mental, Quitting Smoking, Chronic Issues, Mothers-to-be, Adoption and Autism.

**GRI 403-1, 403-10**

In partnership with an outsourced company, in 2023 we undertook a wide-ranging survey of all the possible needs that could require some type of special healthcare, physical or psychological. The results are confidential and will serve as the basis for an awareness and prevention campaign.

## Occupational accidents

**403-9**

Last year we recorded four accidents on the way to work, three involving cars and one a motorcycle; and 1 accident involving a fall from an item of equipment. Two of the accidents recorded involved layoff.



Employees	2021	2022	2023
fatalities resulting from occupational accidents	0	0	0
occupational accidents with serious consequences (excluding fatalities)	0	0	1
occupational accidents – mandatory notification	0	2*	5
<b>number of hours worked</b>	<b>1,168,298.23</b>	<b>1,538,400.00</b>	<b>1,728,000.00</b>

\*traffic and travel accidents

Outsourced staff	2023
fatalities resulting from occupational accidents	0
occupational accidents with serious consequences (excluding fatalities)	0
occupational accidents – mandatory notification	1
<b>number of hours worked</b>	<b>40,800</b>

# SUSTAINABLE IN PRACTICE



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Solinftec is known for the contribution its technology makes to a more sustainable future for agriculture and, consequently, for the planet. In 2023, we undertook to supply resources for effective environmental and social management practices, aiming at a steady improvement in performance. Now, in 2024 and henceforth, we shall continue to disseminate this approach in all our processes worldwide.

# ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM

In line with International Finance Corporation (IFC) guidelines, we have started implementing a detailed, comprehensive Environmental and Social Management System. Following IFC standards, we are establishing clear policies and procedures to identify, evaluate

and mitigate the environmental and social impacts of our activities. We ensure transparency and stakeholder engagement at every stage of the process. This system ensures that we meet the highest standards of sustainability in all our operations:

- ✓ **Compliance with Environmental and Social Laws and Regulations**  
Ensure compliance with domestic and international environmental and social laws and regulations
- ✓ **Efficient Use of Natural Resources**  
Opt for technology that is less harmful for the environment and comes from renewable sources
- ✓ **Management of Biodiversity**  
Adopt practices that preserve and promote biodiversity in our operations, supplying products that help minimize ecological imbalances in agricultural activities
- ✓ **Management of Air, Water and Soil Quality**  
Implement measures to reduce emissions of gases and particulate material, in line with legal quality standards for air, water and the soil
- ✓ **Management of Climate Change**  
Quantify greenhouse gas (GHG) emissions in our operations, so as to create direct strategies for reducing and mitigating climate impacts as well as offering solutions to assist our customers to set the same objectives
- ✓ **Management of Water Resources**  
Optimize water consumption, adopt responsible waste management and contribute to the sustainability of water ecosystems
- ✓ **Management of Solid Waste and Circular Economy**  
Manage solid waste responsibly, reduce waste generation, promote recycling, ensure proper disposal, including electrical and electronic waste and hazardous chemical products
- ✓ **Social Responsibility**  
Undertake initiatives for social responsibility, health and safety, aimed at the welfare of the communities surrounding us; and provide care for our staff

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**Results achieved**

- » We have published our Corporate Sustainability Policy, setting global guidelines for our operations in Environmental, Social and Governance (ESG) terms, aligning our activities with the mission to promote more productive, sustainable agriculture. In Brazil, we launched our Socioenvironmental Responsibility Policy, setting up an Environmental and Social Management System (SGAS) aimed at achieving the highest management standards in everything we do.
- » We have revised management documents to meet IFC standards, including specific topics in our Occupational Health & Safety Policy, Code of Ethics & Conduct and Partner’s Manual.
- » We provide training on the Policy and SGAS guidelines for all our staff in Brazil on the SolinfAcademy platform, enshrining our commitments in the organizational culture and providing guidance for strategic and operational decisions.
- » We identify potential health, occupational safety, environmental and social risks and include them in the corporate risk matrix.
- » We have improved our internal and external communications on ESG issues, with live transmissions to the entire Company, presenting positive figures and indicators, and we have standardized disclosures about our sustainability and SGAS initiatives to ensure transparency and uniformity in all forms of communication.



**CLICK HERE** to access our Sustainability Policy



# SUSTAINABILITY ON A GLOBAL SCALE: STRATEGIES AND IMPACT

To reinforce Solinftec’s position in the world market and create ties with public and private entities, in 2023 we created our Global Strategies area, combining various activities including participation in major international events.

The new area has also created opportunities for more interaction with important stakeholders,

both in Brazil and abroad. It has made us more effective in matters of public policy and created closer ties with Brasilia. Added to this, the global presence of Solinftec awakens interest not just in relation to technology, but also in terms of investment. We have a technology company in constant dialogue with investors, and we understand the importance of rapid, global growth.

# GREENHOUSE GASES AND AGROCHEMICALS

## GRI 3-3

We have increased the share of renewable fuels – ethanol and diesel S10 – in our matrix, to produce the lowest possible environmental impact. In 2023 we updated our Fleet Policy, to instruct those responsible for refueling their own vehicles to use ethanol or diesel S10 as far as possible. Consumption of ethanol is monitored by the TicketLog platform in the Facilities department.



**In 2023,**  
we completed the first internal audit of consumption data – a TicketLog statement and Facilities control sheet



### Green CRAs

Of the four Agribusiness Receivables Certificates (CRAs) issued by Solinftec in recent years, three are Green CRAs, which recognize our products and our efforts to develop sustainable solutions by promoting the rational use of inputs and reducing the environmental impact of agricultural operations.

To be classified as “green”, our CRAs are subject to an audit and certification process by the Climate Bonds Initiative (CBI). Solinftec was the first operation in the world offering products and services for agribusiness to receive this global recognition. The latest issue of Green CRAs was in October 2023, in an amount of R\$150 million.

We are spending more time at international forums and events, and represent Brazil at the Global Conference on Agricultural Mechanization, an event organized by the United Nations FAO to promote more sustainable agricultural practices - international recognition of the excellence of our technology. At the event we headlined the commitment of Solix (for more information on the solution see p. 16) to revolutionize agriculture by making it more efficient and ecologically sustainable.

We were also on the panel at the official Brazilian Pavilion during COP28, in Dubai, and attended the meeting of the UN Green Climate Fund (GCF), reaffirming the importance of access to capital investment incentives to leverage the growth of technology with potential to benefit the environment and society.



## Calculation of emissions and of reduced use of agrochemicals

In calculating emissions avoided we use data obtained from the software and algorithms installed in our customers' agricultural machinery and equipment, which analyze the reduction in CO<sub>2</sub> emissions resulting from the implementation of Solinftec technology and the resulting drop in consumption of agrochemicals.

Our solutions optimize management of field activities and help cut down on the use of diesel oil, a fossil fuel, thus reducing GHG emissions. Gains are calculated on the basis of three indicators: engine idling hours avoided, travelling hours avoided and energy efficiency of the equipment.



> **2 million**  
tCO<sub>2</sub>eq avoided through use  
of our solutions since 2012

> **605,000**  
tCO<sub>2</sub>eq avoided  
in 2023 alone



Our method for calculating GHG emissions avoided is certified by Control Union Certifications, ensuring conformity with international sustainability standards and accurate data, reflecting our commitment to responsible environmental practices and to reducing GHG emissions.

To calculate the impact of our solutions on reducing the use of agrochemicals, we take into account data such as the number of Grains & Fiber customers served, the total area where our solutions are used and how many times these areas are treated. We calculate the percentage reduction in treated areas during the year and apply these savings to the use of agrochemicals, determining the quantity of product that can be avoided.

The optimization of field activities permitted by our solutions also reduces the need for application of chemical products.

### Data Center

Green computation has become essential for organizations that seek to combine efficiency and environmental responsibility in the information technology industry. Our main data center is therefore designed to the highest standards of energy efficiency, and makes a significant contribution to sustainable development.



**GHG emissions**

**GRI 305-1**

We emitted less in 2023 than 2022 because we consumed less diesel and increased the use of ethanol in our operations; and the percentage of biofuels added to fossil fuels, which is governed by law in Brazil, was raised in 2023.

The recommendation is always to use ethanol, but in certain states in the Midwest, Northeast and North of the country not all gas stations

are able to supply ethanol. The cost of ethanol in these regions is higher, and it is sometimes cheaper to use gasoline.

We have calculated our emissions inventory since 2021, defined as our base year. But we are planning improvements during the coming years, and so the base year may change, to reflect company reality more accurately.

**DIRECT EMISSIONS - SCOPE 1 (tCO<sub>2</sub>e)**

<b>GRI 305-1</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Direct emissions (Scope 1)	569.32	1,439.41	996.11
Biogenic CO <sub>2</sub> emissions	86.25	138.57	632.57

**Gases included in the calculation: CO<sub>2</sub> / CH<sub>4</sub> / N<sub>2</sub>O**

Consolidated data per operational control, up till now, taking into account only the Brazil units. Staff visiting customers' premises, where solutions are implemented – taking into account only fuel consumed in Brazil (diesel, gasoline and ethanol). The operations in China, Colombia and USA are still very small in comparison with Brazil, and the offices are managed by third parties, so we cannot access consumption of fuel and energy.

**INDIRECT EMISSIONS - SCOPE 2 (tCO<sub>2</sub>e)**

<b>GRI 305-2</b>	<b>2022</b>	<b>2023</b>
Indirect emissions (Scope 2) arising from purchase of energy	13.39	12.26

**Gases included in the calculation: CO<sub>2</sub> / CH<sub>4</sub> / N<sub>2</sub>O**

Consolidated data per operational control, up till now, taking into account only the Brazil units. Staff visiting customers' premises, where solutions are implemented – taking into account only fuel consumed in Brazil (diesel, gasoline and ethanol). The operations in China, Colombia and USA are still very small in comparison with Brazil, and the offices are managed by third parties, so we cannot access consumption of fuel and energy.

**INDIRECT EMISSIONS - SCOPE 3 (tCO<sub>2</sub>e)**

**GRI 305-3**

We are concentrating on improving our data and process management before disclosing Scope 3 emissions data. Up to 2022, Scope 3 information was calculated internally to quantify emissions avoided through the use of our solutions by our customers.

The unique operation of Solinftec allowed us to design a proprietary methodology to calculate reduction in CO<sub>2</sub> emissions in customer operations after implementation of our technology. The data was obtained by software and algorithms installed in their agricultural equipment. In our calculation of energy efficiency we ignored hours included for previous indicators.

Three main indicators were calculated, taking into account the company's main areas of business (sugarcane, grains & fiber, and perennial crops):

**Engine idling hours**

(h engine idling/ h switched on)

**Travel hours**

(h travel/ h engine switched on)

**Energy efficiency**

(h worked / h engine switched on)

Lower diesel consumption and, proportionally, emissions avoided are due to increased use of monitored equipment and efficiency in operations using Solinftec solutions.

	<b>2021</b>	<b>2022</b>	<b>2023</b>
Indirect emissions (Scope 3)	N/A	N/A	N/A
Indirect emissions (emissions avoided on customer premises)	- 362,981,735.79	- 429,899.83	- 605,735.98

**Gases included in the calculation: CO<sub>2</sub> / CH<sub>4</sub> / N<sub>2</sub>O**

## INTENSITY OF EMISSIONS

**GRI 304-4**

	UNIT	2023
<b>Direct emissions (Scope 1)</b>		<b>996.11</b>
Denominator	Employees (Brazil operations)	717.00
Energy intensity		1.39
<b>Indirect emissions (Scope 2) arising from purchase of energy</b>		<b>12.26</b>
Denominator	Employees (Brazil operations)	717.00
Energy intensity		0.02
<b>Other indirect emissions (emissions avoided on customer premises)</b>		<b>-605,735,975.8</b>
Denominator	hectare (global operations)	11,744,122.00
Energy intensity	Energy intensity (tCO <sub>2</sub> eq/1,000hectares)	-51.58
<b>Direct emissions (Scope 1) + Indirect emissions (Scope 2) arising from purchase of energy</b>		<b>1,008.37</b>
Denominator	hectare (global operations)	11,744,122.00
Denominator	ARR (Annual Recurring Revenue)	315,610,870.81
Denominator	Employees (Brazil operations)	717.00
Energy intensity	Energy intensity (tCO <sub>2</sub> eq/hectares)	0.000086

## ENERGY CONSUMPTION INSIDE THE ORGANIZATION\*

**GRI 302-1**

NON-RENEWABLE SOURCES	2023 (GJ)	2022 (L)	2021 (L)
Source 1 - Diesel	3,740.67	497.02	892.84
Source 2 - Diesel S10	-	135,443.88	126,090.31
Source 3 - Gasoline	9,968.79	662,652.70	335,339.64
<b>TOTAL</b>	<b>13,709.46</b>	<b>798,593.60</b>	<b>462,322.79</b>

RENEWABLE SOURCES	2023 (GJ)	2022 (L)	2021 (L)
Source 1 - Ethanol	9,911.37	95,102.97	59,182.01
Source 2 - Biodiesel	486.08	-	-
<b>TOTAL</b>	<b>10,397.45</b>	<b>95,102.97</b>	<b>59,182.01</b>

\*In 2023 we started taking the sum of Diesel and Diesel S10 consumption, which we are reporting in GJ according to GRI standards. In previous years we reported consumption in liters.

ENERGY CONSUMPTION	2023 (GJ)	2022 (KWh)	2021 (KWh)
Electricity	10.77	780.97	758.63

Conversion factors based on BEN 2023, GHG Protocol Brazil - FGV

Consumption of Diesel, Gasoline and Ethanol; Consumption of electrical energy. Only Brazil operations taken into account.

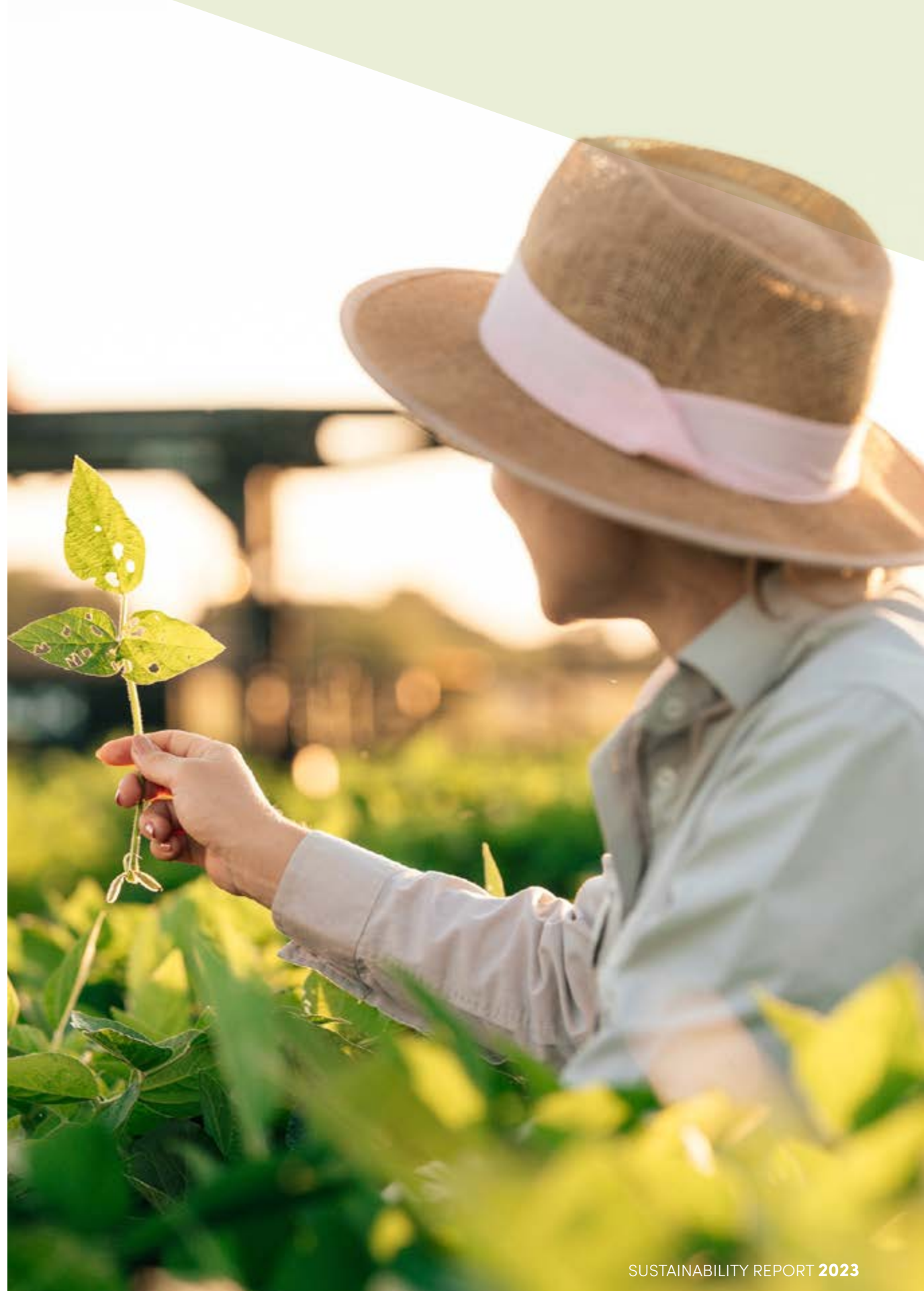
The operations in China, Colombia and USA are still very small in comparison with Brazil, and the offices are managed by third parties, so we cannot access consumption of fuel and energy.

## VALUE TO SOCIETY

In 2023, Solinftec became the sole sponsor of the XVII Feiju da Campanha, a fundraiser for the Araçatuba Cancer Campaign (CCCA). In addition to representing a cause related to health and wellbeing, in line with UN Sustainable Development Goals, the event reaches a very wide audience in the community where we operate.

Since 1964, the CCCA has been helping patients and their families acquire medication and equipment for the Santa Casa de Araçatuba Oncological Treatment Center (CTO), and invest in refurbishing wards and donating to campaigns promoted by the hospital.

Another social action front was our year-end campaign, when Solinftec staff made donations of food. Last year our donations, added to those of other institutions, benefited more than 40 families in the Araçatuba region.





# GRI SUMMARY

# SUMMARY OF GRI CONTENT

**Statement of use** Solinftec has reported with reference to the GRI Standards for the period of January 1<sup>st</sup>, to December 31<sup>st</sup>, 2023

**GRI 1 used** GRI 1: Foundation 2021

GRI Standard	Disclosure	Page	Answer	Omissions
<b>General Disclosures</b>				
	2-1: Organizational details	10		
	2-2: Entities included in the organization's sustainability reporting	10		
	2-3: Reporting period, frequency and contact point	6		
	2-4: Restatements of information	6	There wasn't	
	2-5: External assurance	6	There wasn't	
	2-6: Activities, value chain and other business relationships	13		
	2-7: Employees	29		
<b>GRI 2: General Disclosures 2021</b>	2-8: Workers who are not employees	29		
	2-9: Governance structure and composition	21		
	2-15: Conflicts of interest	23		
	2-16: Communication of critical concerns	25		
	2-22: Statement on sustainable development strategy	4		
	2-26: Mechanisms for seeking advice and raising concerns	25		
	2-29: Approach to stakeholder engagement	6		
	2-30: Collective bargaining agreements	100%		

GRI Standard	Disclosure	Page	Answer	Omissions
<b>MATERIAL TOPICS</b>				
<b>GRI 3: Material Topics 2021</b>	3-1: Process to determine material topics	6		
	3-2: List of material topics	6		
<b>Anti-corruption</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	23, 26		
<b>GRI 205: Anti-corruption 2016</b>	205-1: Operations assessed for risks related to corruption	23		
	205-2: Communication and training about anti-corruption policies and procedures	26		
<b>Energy</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	40		
<b>GRI 302: Energy 2016</b>	302-1: Energy consumption within the organization	43		
<b>Emissions</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	40		
<b>GRI 305: Emissions 2016</b>	305-1: Direct (Scope 1) GHG emissions	42		
	305-2: Energy indirect (Scope 2) GHG emissions	42		
	305-3: Other indirect (Scope 3) GHG emissions	42		
	305-4: GHG emissions intensity	43		
<b>Employment</b>				
<b>GRI 3: Material Topics 2021</b>	3-3: Management of material topics	30		
<b>GRI 401: Employment 2016</b>	401-1: New employee hires and employee turnover	30		

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<b>GRI Standard</b>	<b>Disclosure</b>	<b>Page</b>	<b>Answer</b>	<b>Omissions</b>
<b>Occupational health and safety</b>				
<b>GRI 3: Material Topics 2021</b>	<b>3-3: Management of material topics</b>	36		
<b>GRI 403: Occupational health and safety 2018</b>	<b>403-1: Occupational health and safety management system</b>	36		
	<b>403-9: Work-related injuries</b>	36		
	<b>403-10: Work-related ill health</b>	36		
<b>Training and education</b>				
<b>GRI 3: Material Topics 2021</b>	<b>3-3: Management of material topics</b>	31		
<b>GRI 404: Training and education 2016</b>	<b>404-1: Average hours of training per year per employee</b>	31		
	<b>404-3: Percentage of employees receiving regular performance and career development reviews</b>	31		
<b>Diversity and equal opportunity</b>				
<b>GRI 3: Material Topics 2021</b>	<b>3-3: Management of material topics</b>	22, 34		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	<b>405-1: Diversity of governance bodies and employees</b>	22, 34, 35		



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