



# Sustainability Report 2024

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# YEARLY SUMMARY & ACKNOWLEDGMENTS SOLUBIO

In 2024, SoluBio reaffirms its commitment to sustainability in agriculture, continuing to follow a path that prioritizes responsible and efficient production. We focus our efforts on innovations that respond to challenges in the field, ensuring food sovereignty and security through sustainable and regenerative agricultural practices.

We have faced obstacles, but the resilience of our team shines through each one, demonstrating our unwavering commitment to a greener future. We invite you to follow our journey, full of challenges, achievements and the dedication of people working together for a better world.

At SoluBio, we believe that true value lies in solutions that respect and protect nature, driving a regenerative revolution in agriculture. Our resilient and sustainable operation is the result of a joint effort, where each member of the team is engaged in the transformation and harmonious growth of agriculture and society.

We thank everyone who has been an essential part of this journey. Your support, interest, and collaboration are essential so that together we can shape a more sustainable future. We are excited to follow this path with you, promoting agriculture that respects the planet and its communities.





# MESSAGE FROM SENIOR MANAGEMENT

GRI 2-11, 2-22

The exponential evolution of our society has led to advances in all branches of science over the years. Agriculture was no different: crop varieties, improved management, modernization of equipment and tools, among other innovations, have increased productivity in the field, improving the efficiency of our relationship with the land.

With ever-increasing productivity, farmers play an essential role in meeting the growing demand for food, generating benefits in all areas of daily life. Nevertheless, there are more than 8 billion people in the world and, even with so much progress, food challenges still affect a significant portion of humanity.

Besides, we also face the environmental challenge, which is increasingly relevant and impactful — whether in the management of water resources, the preservation of biomes or the reduction of climate impact.

We demand, fairly, that our politicians develop laws and policies aimed at better harmonization of society — be it environmental, economic or of inclusion. But how long will we need external stimuli to act? If we already know which path evolution must follow, why don't we simply follow it?

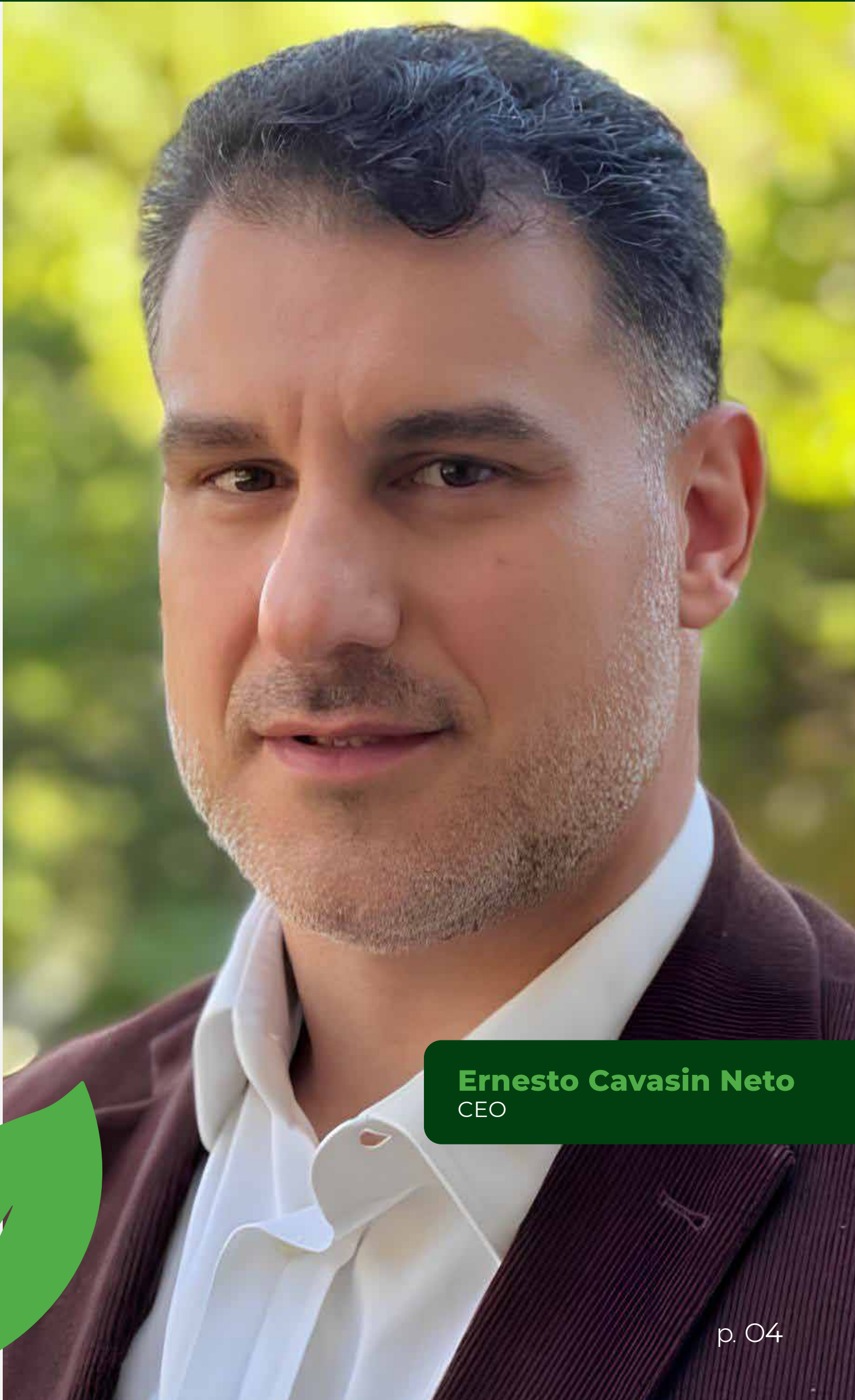
At SoluBio, we are very clear about the future we want and have already taken the first steps towards it. We dream of a future where there is freedom to produce more and better.

We believe that a plurality of ideas is the shortest path to innovation. Thinking outside the box and discovering new routes is essential. That is why we encourage diversity in our company as a way to achieve this breadth.

We are certain that preserving our habitat is essential. We do not wait for specific guidelines, rules or incentives: we seek to develop products and technologies that promote less water use, a reduction in greenhouse gas emissions and greater preservation of our soils and all the microorganisms that maintain their balance.

The following report presents a little of the path we are taking, with the hope of delivering to the planet technologies that enable increasingly balanced agriculture — and to farmers, the freedom to cultivate the future.

**Enjoy your reading and thank you very much!**



**Ernesto Cavasin Neto**  
CEO





# ABOUT THE REPORT

GRI 2-2, 2-3, 2-5, 2-14

Empresa



Certificada

In this report, you will have access to the SoluBio dream, with the results and strategic sustainability and impact initiatives of the **SoluBio Group**, aligned with ESG (Environmental, Social, Governance) principles and the purpose of enhancing sustainable agriculture through biotechnology and bioinputs.

In 2024, Solubio restructured its operational structure, integrating 8 **business units** under the holding company **CBBB (Companhia Brasileira de Biotecnologia e Bioinsumos)**, reinforcing technological synergies and expanding its socio-environmental impact.

SoluBio's journey is driven by dedicated people and a **collaborative culture**, where each challenge becomes an opportunity to grow with agriculture and society. Our solutions, validated by the **B Corporation** seal renewed in 2024, reflect the synergy between science, ethics and practical impact.

Here you will find not only numbers and goals, but stories of overcoming, technological advances and the legacy of an operation that prioritizes transparency and connection with the UN Sustainable Development Goals (SDGs).

We thank all partners, collaborators and stakeholders who share this vision. Your support is essential for us to move forward, proving that a **regenerative revolution** in agriculture is not only possible, but is already underway.

**We are B:** a company that cultivates the future with roots in innovation, resilience and respect for the planet.

**For more information, please contact:**  
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This edition of Solubio's annual Sustainability Report presents information related to the period between January 1 and December 31, 2024.



GRI 2-22, 2-23 The year 2024 was very challenging to all of us in the agricultural sector. We understood that, to truly lead the improvements and changes needed in the sector, we first needed to start with ourselves. Some of the guidelines that guided us were no longer aligned with the challenges we faced and the opportunities we found in today's world. It was at this point that we made a courageous decision: to stop, reflect, and reassess.

We sought support, listened to experts and, most importantly, gave a voice to those who build our story every day. Something important emerged from this journey of self-discovery and learning: a true renewal of our purpose. We clearly defined our mission to demonstrate the impact we want to make in the world.

We shifted our vision to reach a higher, clearer and more desirable level. And by revisiting our values, we strengthened the pillars on which all decisions and actions are based.

This process does not only involve changing words, but changing ways of thinking. Now, more than ever, we are committed to leading the transition from chemical-based to bio-based agriculture, with a focus on sustainability, innovation and responsibility.

This review has given us new strength and confirms that our work is more than just delivering results. We are here to transform agriculture and build a better future for the world and future generations.

## *Our new* **MISSION**

To cultivate lasting partnerships with farmers, communities and companies, sharing knowledge and innovation so that together we can grow.

### **COMMITMENT TO RESULTS:**

We work hard to generate real and positive impacts in the field.

### **IMPACT INNOVATION:**

We create solutions that transform agriculture in a practical and efficient way.

## *Our new* **VALUES**

### **OBSTINATION FOR CUSTOMER SUCCESS:**

The growth of our partners is the measure of our success.

### **OPERATIONAL EXCELLENCE:**

We always seek the highest standard in everything we do.

### **WE ARE PROTAGONISTS AND COLLABORATIVE:**

Each of us takes responsibility for making a difference and fostering collective growth.

## *Our new* **VISION**

To lead the transformation from chemical-based agriculture to biological-based agriculture



# FREEDOM TO CULTIVATE THE FUTURE.

GRI 2-22

In a scenario where environmental challenges and the search for sustainable agricultural production converge, SoluBio positions itself as a leader in transformation. Our mission is clear: to cultivate lasting partnerships with farmers, communities and companies, sharing knowledge and innovation so that together we can grow.

Our journey is driven by a greater purpose: to lead the transition from chemical-based agriculture to biological-based agriculture. This commitment reflects our belief in the power of nature as the greatest ally for a more productive, sustainable and regenerative future.

We believe that success does not happen in isolation. That is why we build solid and collaborative relationships, based on trust, knowledge sharing and the continuous search for innovation. Our values are the foundation of this transformation.

Our commitment goes beyond offering products; we deliver knowledge, technology and support to empower farmers to make smarter, more sustainable and productive decisions. This freedom extends to nature, allowing it to flourish to its full potential, and to the future, which we shape with each responsible and transformative innovation.

At SoluBio, we are driven by a passion to see the land thrive, farming communities strengthened and a planet regenerated. We continue to invest in research, innovation and operational excellence to make the transition to organic farming an increasingly accessible and effective reality.

We believe in a world where agriculture works in harmony with nature, and we are building that world now. Join us and cultivate a promising and sustainable future.



# SEARCH ESG

GRI 2-2, 2-3, 3-1, 3-2

The integration of ESG (Environmental, Social and Governance) principles into the SoluBio Group began in 2022, with the definition of strategic guidelines. In 2023, with the publication of the sustainability report (base year 2022), we consolidated commitments in the **Environmental, Social and Governance** dimensions, guided by dialogue with stakeholders.

In 2024, we maintained the essential goals that drive our search for a sustainable model, prioritizing operational resilience. The **SoluBio Product** stands out as a catalyst for regenerative agriculture, aligned with global challenges.

ESG management is institutionalized in the company, in accordance with the **Sustainability Policies** and the **Strategic Priority Matrix**. We continuously monitor progress on the **Sustainable Development Goals (SDGs)**, with assessment and route correction mechanisms.

**OBJETIVOS**  
DE DESENVOLVIMENTO  
SUSTENTÁVEL



## INNOVABILITY AND REGENERATIVE AGRICULTURE

Expand the development of **purposeful innovations** that contribute to humanity's major challenges and enable a lasting partnership between farmers and nature.

Stimulate a creative and innovative environment, with the capacity to reinvent itself and resilient to the transformations and challenges of the company and the sector.



## LONG-LASTING AND HAPPY RELATIONSHIPS

**Strengthening the culture and caring for the people** with whom the company has relationships, following the win-win principle, in which all parties benefit and, thus, building long-lasting and happy relationships.

**Empowering rural producers** with knowledge and autonomy in decision-making about their production.



## CLIMATE RESILIENCE AND ENVIRONMENTAL SERVICES

Supporting **climate-resilient** and **low-carbon** agriculture.

Develop a partnership between industry and agriculture that plays a leading role in the climate and **environmental services** agenda.



## GOVERNANCE AND SUSTAINABLE GROWTH

**Improve governance, with optimization and innovation** in processes, communication and engagement, to keep up with the company's accelerated growth.

Contribute to the **country's economic development**, by stimulating the bioinputs sector, with ethics and transparency in relations with stakeholders.



## BIOTECHNOLOGY AND BIOSAFETY

Development of **Biotechnology** and transition to the **Bioeconomy** with responsibility and safety for the agricultural sector.





# CONSCIOUS GROWTH FOCUSED ON RESULTS

GRI 2-22

## 2024 Mottos: Building a Sustainable and High-Performance Future.

In 2024, we established a firm commitment to the evolution and strengthening of our operations. Guided by our values and driven by the continuous search for excellence, we set strategic objectives that reinforce our purpose and consolidate our leadership position.

# 1.

### EXCELLENCE IN DELIVERING CUSTOMER EXPERIENCE:

More than meeting expectations, we seek to exceed them. Our focus is on building solid relationships and delivering solutions that truly make a difference in the field.

# 2.

### RESTORING CONFIDENCE IN DELIVERING RESULTS:

Transparency, commitment and efficiency are the basis of our work. Each initiative reinforces our credibility and consolidates our position as a reference in the sector.

# 3.

### AUSTERITY AND RESIZING:

We optimize resources and improve processes to strengthen our structure and ensure sustainable growth, always focusing on innovation and positive impact for our partners.

The year 2024 was marked by continuous evolution and improvement, ensuring that each decision and action is aligned with our commitment to transform agriculture.

We remain steadfast in building a more productive, sustainable and collaborative future.

## SUSTAINABILITY THAT GERMINATES IN THE PRESENT TO FLOURISH IN THE FUTURE.



# HIGHLIGHTS OF THE YEAR 2024

GRI 2-6

SoluBio is a certified B Corporation and its 2024 was led by committed employees willing to elevate the brand and expand its horizons. This year was marked by resilience, in the face of challenging scenarios for the sector as a whole.

Obstacles such as political uncertainty, which fully reflects on the business model and an unstable economic scenario, called for and required a restructuring of its team, with the optimization of resources and the reduction of investments.

It was necessary to "look inward", maintaining the motto of austerity and companionship among the teams.

Despite the challenges, SoluBio concluded 2024 with important achievements, which keep it at its level of a sustainable company, contributing to a "Socially fair, Ecologically correct and Economically viable" culture.



## EXCELLENCE

Best of the year  
Industria Jatai 2024

**137,7  
Millions**

Net Revenue  
in 2024

**+ 2,250**

Million Hectares  
Served

**+ 520,1**

Thousand Units of  
Inputs Produced

**560**

Customers  
served

**100%**

Inputs produced  
tracked

**+ 29**

Different cultures  
In Brazil served

**Iso 9001**

Quality  
Certification 2024

**348**

Farms served  
OnFarm

**Selo B**

B Corp Certification  
- 2024

**391**

Employees

**42 %**

Women in  
leadership

**60 %**

Renewable energy  
in operations



# WE ARE AGRO, WE ARE SUSTAINABLE, WE ARE NECESSARY

GRI 2-22, 2-28



## PATH TOWARDS APPROVAL OF THE LAW Law 15,070, of 2024

Solubio is proud to play a central role in the construction of a historic milestone for Brazilian agriculture: the sanctioning of Law 15.070, which regulates the production, use and commercialization of bioinputs. From the conception of the legal text to the strategic discussions that culminated in its approval, our company played a leading role, aligning technical expertise and innovative vision to ensure that the sector moved towards more sustainable and competitive production.

Our work began with the drafting of the law itself, contributing with proposals based on scientific evidence and practical market experience. We actively participated in debates with government agencies, agribusiness entities and civil society, defending the importance of a regulatory framework that harmonized innovation, biological safety and democratic access to green technologies. This collective effort resulted in robust legislation that not only strengthens rural producers' trust in bioinputs, but also consolidates Brazil as a global leader in the use and production of bioinputs.

We also highlight the fundamental role of the **Brazilian Bioinputs Association (ABBINS, Associação Brasileira de Bioinsumos)**, which Solubio is an active member of. ABBINS emerged as a catalytic force in the sector, promoting integration between industries, producers and the government, in addition to working to disseminate sustainable practices and defend policies aligned with ESG principles. Its work has been essential to broaden the dialogue and ensure that Law 15.070 is implemented efficiently and equitably.

The benefits of the new legislation are already noticeable: by establishing clear criteria for production and marketing, the law has provided farmers with legal and technical security, encouraging the adoption of bioinputs as strategic tools to increase productivity, reduce environmental impacts and meet the demands of increasingly demanding international markets.

However, challenges remain. By 2025, we will focus our efforts on regulating the law, ensuring that its guidelines are accessible and viable for all types of producers, from large enterprises to family farmers. This will require regulatory adjustments, technical training and partnerships to democratize access to quality bioinputs. Solubio, in synergy with ABBINS, will continue to be at the forefront of this process, advocating that regulation should not only be a compliance instrument, but also a vector for inclusion and innovation.

**Law No. 15,070**, enacted on December 23, 2024, establishes a regulatory framework for the production, import, export, registration, marketing, use, inspection, monitoring, research, experimentation, packaging, labeling, advertising, transportation, storage, fees, provision of services, disposal of waste and packaging, in addition to incentives for the production of bioinputs for agricultural, livestock, aquaculture and forestry activities in Brazil. And as a very important factor, the LAW brings Incentives to Production: it provides incentives for the production of bioinputs, promoting more sustainable and ecological practices in the agricultural sector.

“ Law 15,070 guarantees the effective and safe use of bioinputs and will keep Brazil at the forefront of the production and use of these products. We are the largest producers and users of bioinputs in the world and we want to maintain this position, showing the rest of the world that regenerative agriculture is effective and that we will leave the planet more sustainable for future generations. ”

**Dra. Rose Monerat**

Chief Research and Development Officer  
(CRDO)





**THE FUTURE OF  
AGRICULTURE  
STARTS HERE.**





GRI 2-1 Seeing the world from a new perspective led us to a clear purpose: to transform agriculture and pave the way for a more sustainable and regenerative sector. On this journey, we discovered endless possibilities.

SoluBio's trajectory is marked by determination and innovation, guided by the desire to revolutionize agriculture, making it more sustainable and profitable.

Our dreams go beyond borders, boosting not only the field, but also communities and the environment.

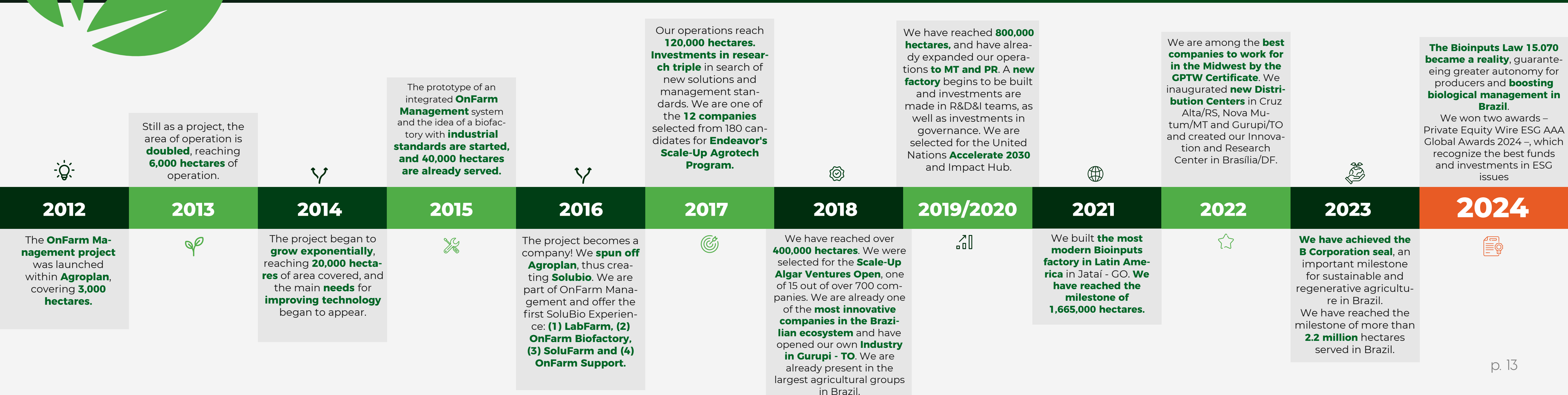
These dreams connected people, inspired actions and gave life to great ideas: combining biotechnology, innovation and differentiated service in a single experience. This is how SoluBio Experience was born, not just as a service, but as a movement that transformed mindsets, practices and opened a new path to success for producers: the adoption of OnFarm Bioinputs and the countless benefits that this change has already provided in productivity and efficiency.

Over the course of eight years, we fostered a valuable exchange between the needs of the world and what we could offer. With this, we gained recognition and continued growth, keeping up with the transformations in the sector and preparing ourselves to face any challenge.

The year 2024 was guided by a dream that came true inside and outside SoluBio. It was not just about idealizing, but about making it happen, day after day, engaging visionaries and achievers in this journey.

With the investment from the Private Equity fund Aqua Capital and the strengthening of governance and management, we have formed a team of 391 highly qualified employees, who are committed to transforming the future of agriculture.

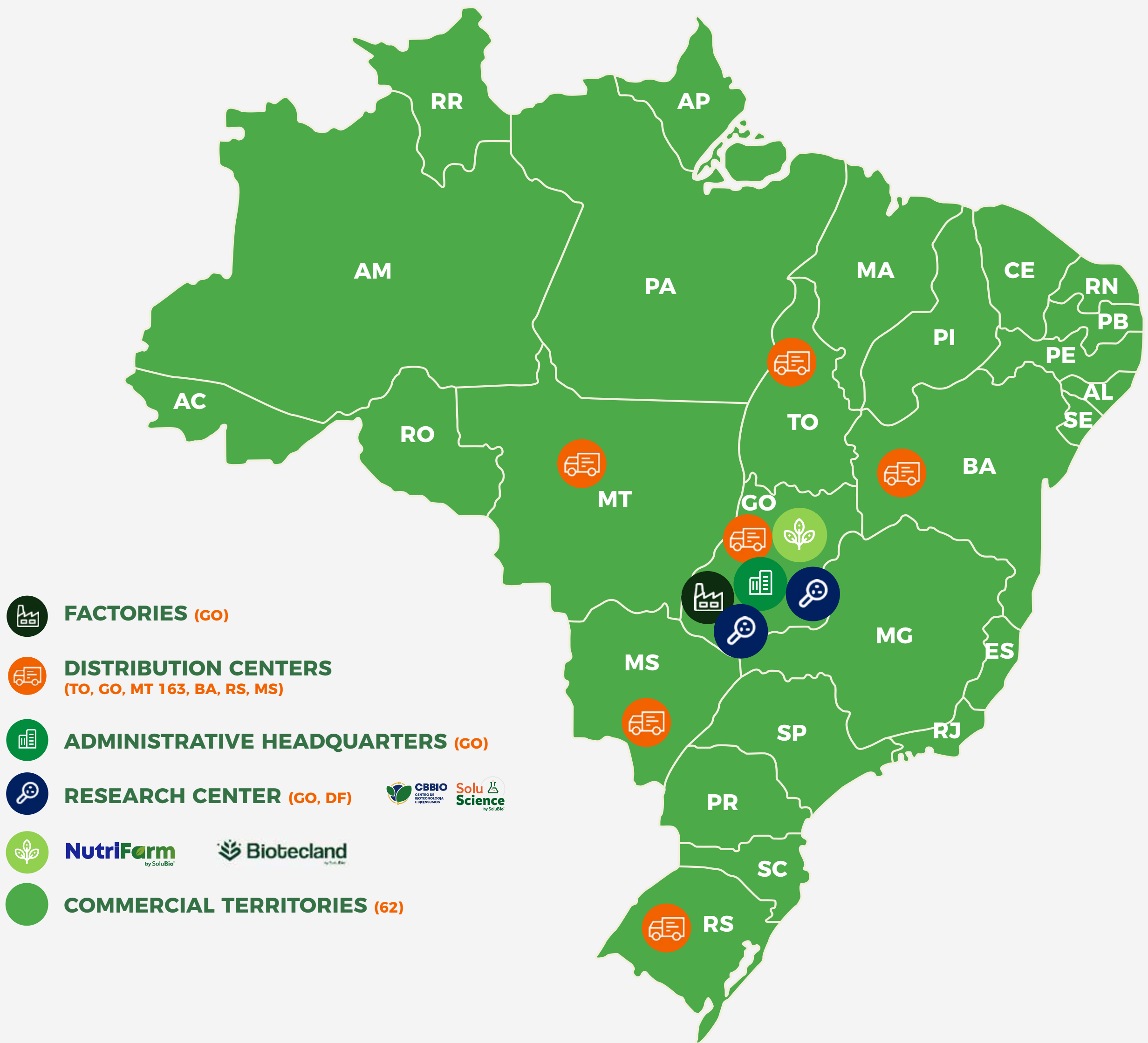
We are ready to move forward, facing challenges and consolidating our mission of driving a sustainable revolution in the agricultural sector.





**PRESENCE**  
**SOLUBIO** GRI 2-1

WE HAVE EXPANDED OUR  
STRUCTURES TO **BETTER SERVE**  
RURAL PRODUCERS.





# Conheça o Manejo Biológico ONFARM®

GRI 2-6

We do not offer a product, a machine or a service. We offer a complete and integrated customized experience to ensure a superior quality standard, safety and the best results in OnFarm® Biological Management.

**Laboratories in isopaine structures or containers that are easy to install.**

We develop complete and ideal projects that meet your needs with industrial standards and automated operations.

## LABFARM

**We deliver pre-inoculum and culture media that are pure and traceable, anti-foaming and sanitising.**

Our culture media are specific for each group of microorganisms and undergo modern sterilisation processes, guaranteeing the absence of contaminants.

## CONTROLE DE QUALIDADE ONFARM

**In addition to LabFarm on site, we have a network of accredited external laboratories to carry out quality control tests on the multiplied products.**

In addition, within the customer success sector, our LabFarm quality team provides support in implementing and monitoring the customer's operations, carrying out checklists and audits, as well as keeping our platform up to date with all the information.

## INSUMOS ONFARM

 **CLICK ON THE TOPICS FOR MORE INFORMATION**

Our biofactories are automated equipment with a 100% stainless steel structure, with:

**TEMPERATURE CONTROL  
AIR INJECTION  
MICROBIOLOGICAL FILTERS, AMONG OTHERS.**

Everything to guarantee the quality, purity and efficiency of the bio-input multiplication process.

## BIOFÁBRICA ONFARM

## EFICIÊNCIA AGRONÔMICA ONFARM

Part of guaranteeing the client's success is a team of agronomists dedicated to **carrying out training, creating and following up on crop management plans, monitoring and evaluating product performance, analysing crop physiological and phytosanitary indices, training and preparing crop reports.**

**VISIT OUR WEBSITE [HERE](#) AND FIND OUT MORE**



# INNOVABILITY

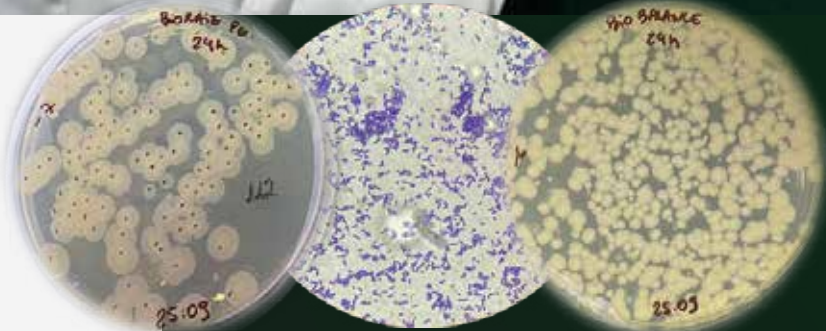
## IMPROVED MODELS OF BIOFACTORIES AND BIOREACTORS

GRI 2-6, GRI 3-3 INNOVABILITY | BIOTECHNOLOGY | 13.3.1

Focused on biotechnology, innovation and guided by the challenges of farmers and humanity, SoluBio seeks to develop clean, profitable and efficient solutions and consolidate as a platform of sustainable solutions for agriculture.

With this mindset and linked to innovation in 2024, Solubio worked on the development of four prototypes of biofermenters with advanced technology, which incorporate an optimized air injection system, automation in precise pH control, anti-foam mechanisms and rigorous temperature monitoring and also associated with a test on the control panels, whose automation can be carried out remotely, via the internet, which allows for improved monitoring of processes as well as increased traceability of the operation of the bioreactors. These innovations aim not only to improve process efficiency, but also to significantly reduce the levels of impurities present in production.

As a result, the modifications contribute to an exponential increase in the proliferation of microorganisms of interest, ensuring greater quality, consistency and productivity in operations, which translates into a more sustainable and efficient process.



 **4 BIO FERMENTERS OF 2000 LITERS**

 **AUTOMATION WITH PH, FOAM AND TEMPERATURE CONTROL**

 **REMOTE ACCESS VIA TABLET/COMPUTER**

**Exponentials achieved: 1.11 x 10<sup>9</sup> CFU/mL**  
Bio Balance and Solubio Raiz Performance





# NETWORK INFRASTRUCTURE

## SUCCESS OF APPS FOR HELP IN THE FIELD GRI 3-3 INNOVABILITY | LASTING RELATIONSHIPS | 13.12.1

During 2024, we will focus on optimizing **AppOnFarm**, improving its efficiency and ensuring an even better experience for our customers. Our commitment to innovation has resulted in several improvements and implementations that have strengthened the usability and reliability of the platform.

### Main Improvements Implemented:

#### Adjustment in the display of service types

Correction of interface errors, ensuring that all services are presented correctly.

#### Inclusion of product statuses in the registry:

Greater control over records, promoting more agile and efficient product management.

#### Paging in the compatibility list:

Optimized navigation to facilitate the search and consultation of data in scenarios with a large volume of information.

#### Creation of a button to export compatibility data

Easy generation of reports, allowing for quick and assertive external analyses.

#### Adjustments to aws/sap ap integration parameters:

Reinforced stability and reduced failures, ensuring consistent integration between platforms and improving overall system performance.



**SOLUAPP**  
*SoluApp*

With these innovations, we further strengthen our platform, ensuring that customers have a reliable, intuitive tool aligned with their needs. We remain committed to continually improving **AppOnFarm**, ensuring that technology continues to be a strategic differentiator for our partners and collaborators.





GRI 203-1 | 13.22.3, 2-28  
GRI 3-3 INNOVABILITY | BIOTECHNOLOGY | 13.3.1

The Research, Development and Innovation Center (SoluScience – PD&I) has a team of 18 scientists (interns, graduates, masters and doctors), with extensive knowledge and expertise in the area of biological control and bioinputs.

Headquartered in Brasília, SoluScience has a structure composed of more than 20 research rooms, focusing on all stages of product development and process improvement.

In 2024, new products and adjustments to existing ones were made. The big news consisted of the production of four Blends of microorganisms aimed at promoting plant growth and controlling pests, nematodes and phytopathogenic fungi. In addition, a new sanitization protocol for biofactories was developed.

The focus for 2025 is on improving products such as Bio Az On Farm – a new culture medium for multiplication in biofactories, Tec Bug – activation of microorganisms for use, Tec Isaria On Farm – a new culture medium for multiplication in biofactories and the development of customized microorganism blends.



## RD&I IN NUMBERS:

- 🌱 Collection of Microorganisms containing more than 200 strains of bacteria and fungi
- 🌱 Collection of Phytopathogenic Microorganisms with over 30 strains of bacteria and fungi for testing
- 🌱 Over 10 research institutions and companies for partnerships aiming at product development (Embrapa, Esalq, OCP, GreenFuture, On-Site Genomics and others)
- 🌱 4 ongoing projects with funding from development agencies (CAPES, FINEP and FAP) and 3 approved awaiting release of resources
- 🌱 Over 100 experimental multiplications in biofactories aiming at development and improvement of “on farm” processes



# EXPERIMENTAL FIELD

GRI 2-6, 304-2 | 13.3.3, 203-1 | 13.22.3  
GRI 3-3 INNOVABILITY | BIOTECHNOLOGY| 13.3.1

In recent years, we have witnessed a significant change in the agricultural landscape, driven by advances in biotechnology.

SoluBio has played a crucial role in this transformation, leading the frontier of clean and efficient biotechnology and promoting an innovative and sustainable approach to agricultural production.

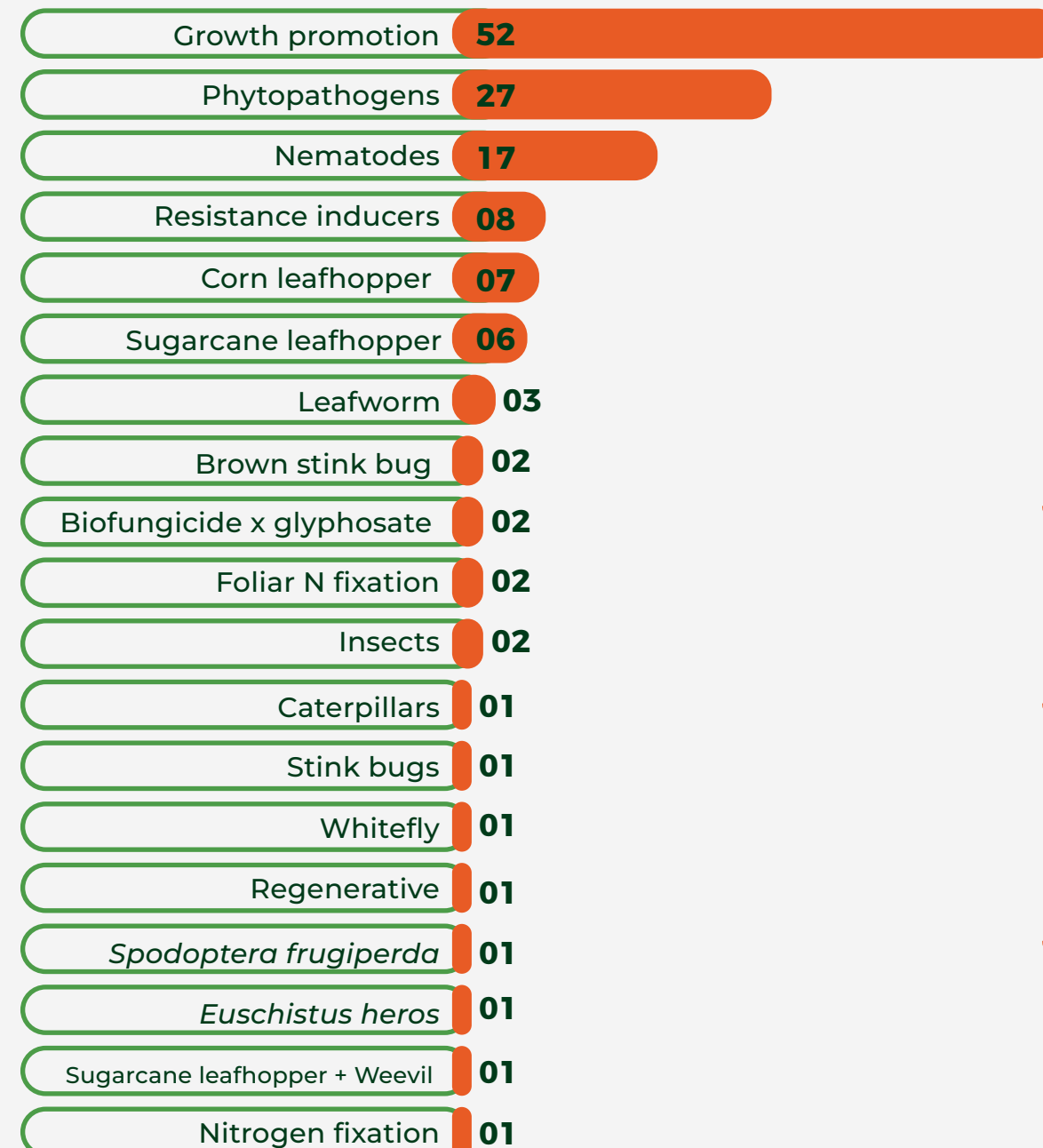
By monitoring the daily challenges of farmers, Quality - LabFarm, aligned with the teams of

Research, Development and Innovation - RD&I, we remain steadfast in developing innovations that lead to the desired transformation in agriculture.

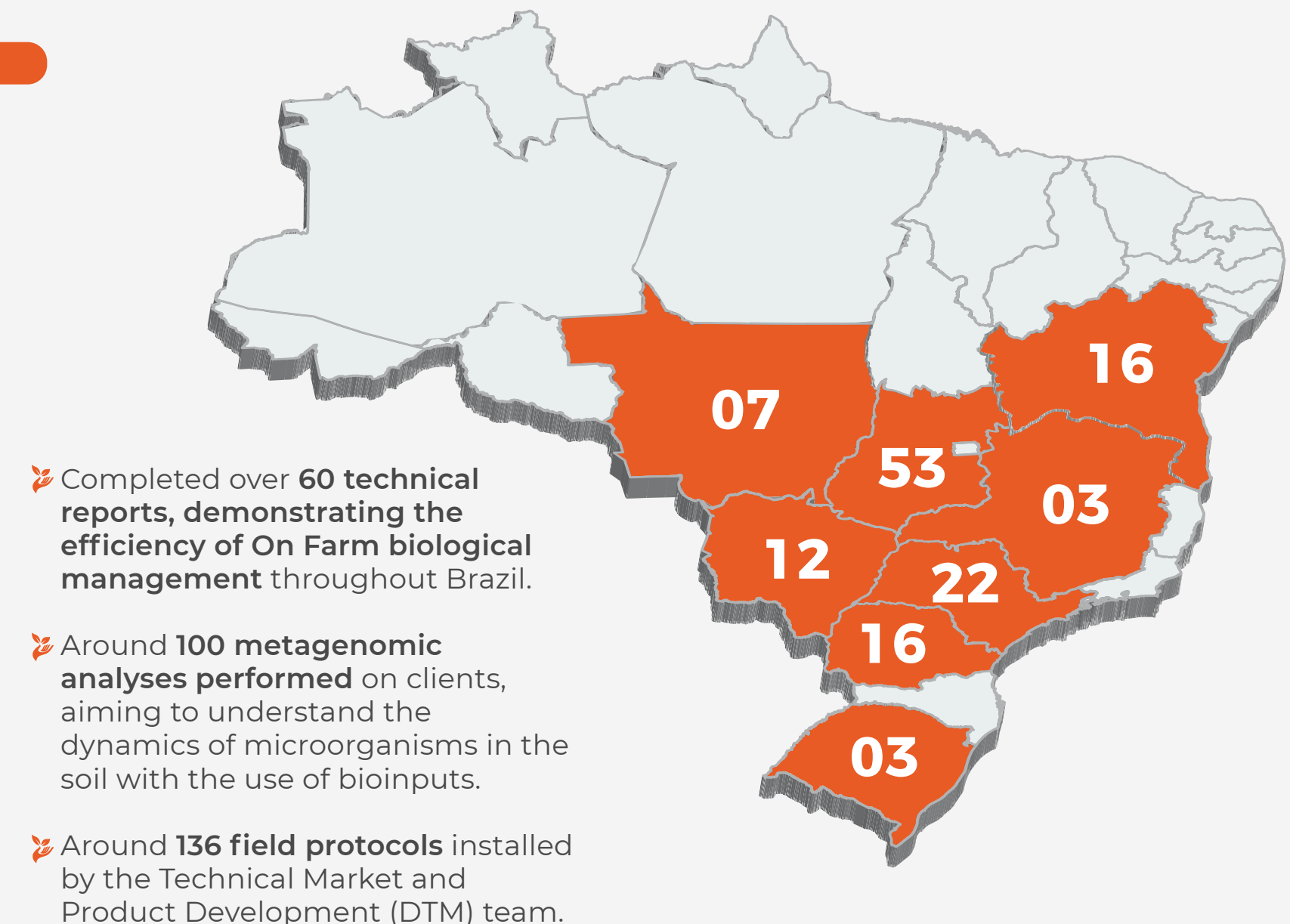
Solubio has a broad structure of experimental field research, associated with its own structures through its Company CBBIO and protocols in partner institutions and groups with the support of the Technical Market Development team.

## Field tests between the DTM and CBBIO teams

TYPE OF TEST	2024
Foliar	53
Furrow	53
Seed	07
Plant-Apply	13
Foliar+ Furrow	10
Finished Product	88
OnFarm X pp	15
OnFarm	33
TOTAL TESTS	272



## Field Protocols





# INNOVATION WITH ONE SYSTEMIC VISION

GRI 203-1 | 13.22.3, 2-28  
GRI 3-3 INNOVABILITY | BIOTECHNOLOGY | LASTING RELATIONSHIPS | 13.3.1 |

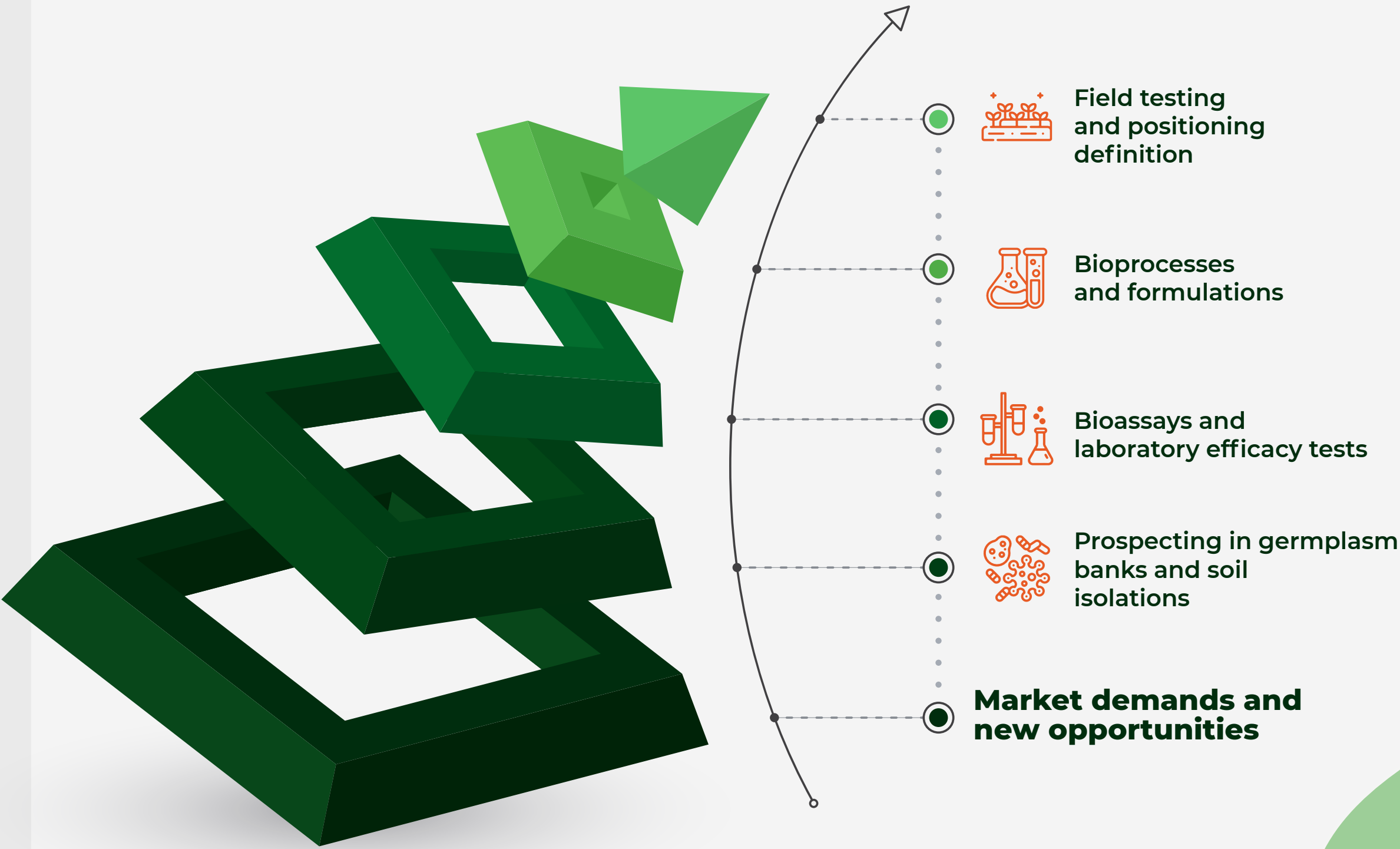
**From SoluScience to industry and even rural producers, SoluBio is dedicated to elevating agriculture to a new level of efficiency and resilience.**

Our innovation cycle is broad and structured, starting with the identification of opportunities based on the needs of farmers. The prospecting of microorganisms, carried out from germplasm banks and soil isolations, reinforces our commitment to the valorization of Brazilian biodiversity. The microorganisms with the greatest potential undergo rigorous bioassays and efficacy tests, conducted both in state-of-the-art laboratories and in field experiments, following Brazilian regulatory standards, before being developed on an industrial scale.

To validate products in real conditions, SoluBio relies on CBBIO (Biotechnology and Bioinputs Center), an in-house structure that includes an experimental field, greenhouse and compatibility analysis laboratory. In addition, we have established strategic partnerships with several public and private research institutions in Brazil.

Innovation at SoluBio goes beyond the laboratory and extends directly to the day-to-day operations of farms through the revolutionary OnFarm concept. Our high-tech equipment, aligned with industrial standards, offers a complete solution for the production of bioinputs. This connection between advanced research and practical application reinforces SoluBio's systemic approach.

## DEVELOPMENT OF NEW PRODUCTS AND TECHNOLOGIES





# SOLUTIONS AND IMPROVEMENTS

GRI 304-2 | 13.3.3, 203-1 | 13.22.3  
GRI 3-3 INNOVABILITY | BIOTECHNOLOGY | 13.3.1

In 2024, SoluBio reached an important milestone in product and process development, with the **most modern Biofermenter prototypes**, driven by a qualified team committed to sustainable solutions.

By combining science, expertise and innovation, the company has improved equipment, optimized processes and accelerated progress in research and industrial operations.

## BIOINPUTS *bioinputs*

- Prospecting and development of bioinsecticides, bioherbicides, biofungicides, etc. based on bacteria, fungi and microalgae
- Change in the formulation of inoculums, with greater quality and sporulation of bacteria-based products
- Continuity in the creation of product blends On-Demand

## ONFARM EXPERIENCE *onfarm experience*

- Advanced tests with water heating to improve the efficiency of cleaning and sanitization processes
- Frequent monitoring of results
- Customized projects with the producer

## MULTIPLICATION ONFARM *multiplication onfarm*

- Modernization of aeration systems in more than 250 biofactories, achieving an 81% reduction in energy consumption compared to the previous model
- Pioneering implementation of automation sensors with remote access, optimizing efficiency and operational control
- New bioinsecticides being tested and validated by customers

## INDUSTRY *industry*

- Production of new lines of fungi and microalgae in its expansion areas
- Improvements in the production structures of the Nutrifarm line, liquid and solid fertilizers
- Consolidation of Good Practices of Manufacturing, as quality rules
- Increased *Shelf life* of bacterial inoculants from 12 to 24 months

## EDUCATION ONFARM *education onfarm*

- More than 320 technical training sessions given by DTM teams
- Several democratization lectures On-farm for institutes and partners
- 25 validation protocols in renowned research institutes and consultancies
- Continuity of technical collections for internal and external laboratory technicians





# RD&I ECOSYSTEM

## DELIVERIES AND STRUCTURE

GRI 2-6, 2-28, 203-1 | 13.22.3  
GRI 3-3 INNOVABILITY | BIOTECHNOLOGY | LASTING RELATIONSHIPS| 13.3.1 | 13.12.1



**SoluBio RD&I**  
CBBIO - Center for  
Biotechnology and Bioinputs (GO)  
SoluScience (DF)



**Experimentos a campo**  
UFSM (RS)  
Fundação ABC (PR)  
Embrapii – ESALQ (SP)  
IAC (SP)  
Fundação MS (MS)  
Fundação Chapadão (MS)  
GAPES (GO)  
IGA (GO)  
UFJ (GO)  
Fundação MT (MT)  
SANVEG (TO)  
Fundação BA (BA)



**Parcerias científicas**  
Univ. Federal de Santa Maria (RS)  
Univ. Federal de Santa Catarina (SC)  
Univ. Federal do Paraná (PR)  
EMBRAPII (SP)  
ESALQ (SP)  
UNESP Botucatu (SP)  
Inst. Biológico (IB) (SP)  
Inst. de Pesquisas Tecnológicas (IPT) (SP)

Inst. Agrônômico Campinas (SP)  
Embrapa Cenargen (DF)  
Universidade Católica de Brasília (DF)  
Embrapa Arroz e Feijão (GO)  
Univ. Federal de Jataí (GO)  
Embrapa Mandioca e Fruticultura (BA)  
Univ. Federal de Tocantins (TO)  
Centro de Excelência em Bioinsumos do  
Estado de Goiás (GO)





# FROM SOIL TO SOIL

GRI 2-6, 304-2 | 13.3.3  
GRI 3-3 INNOVABILITY | BIOTECHNOLOGY | 13.3.1 | 13.5.1

Inspired by natural processes, **SoluBio** invests in the **power of microorganisms** – bacteria, fungi and microalgae – as **fundamental allies in the sustainable and regenerative transformation of agriculture**. By combining **cutting-edge scientific advances** and a systemic vision of agricultural ecosystems, the company has expanded its knowledge about **bioinputs**, converting them into **innovative, effective and environmentally responsible solutions**.

This fusion of **science, biotechnology and ecology** allows the development of alternatives that promote not only **increased agricultural productivity**, but also the **balance and recovery of soils and crops**, ensuring a sustainable production model.

**SoluBio's bioinput portfolio grows every year, offering solutions based on bacteria, fungi and microalgae for application in two models:**

**OnFarm** – Products for direct multiplication on farms, promoting autonomy and efficiency for producers.

**Ready to Use** – Solutions ready for immediate use on crops, ensuring practicality and high performance in agricultural management.

SoluBio currently has a **portfolio of over 32 products**, developed in accordance with **strict quality standards and registered with the Ministry of Agriculture and Livestock (MAPA)**, ensuring compliance and safety throughout the **distribution chain**.

**The main benefits offered by SoluBio's bioinputs include:**

**Biofertilization** – Balanced nutrition for greater plant vigor and productivity.

Stimulation of plant growth and resistance to adverse conditions.

**Biological Control** – Efficient management of pests, diseases and nematodes, reducing dependence on chemical pesticides.

With this approach, SoluBio not only strengthens national biotechnology, but also drives sustainable agriculture, contributing to a more balanced and productive future.



## MICROALGAE

### A new generation of photosynthetic bioinputs

GRI 2-6, 304-2 | GRI 13.3.3  
GRI 3-3 INNOVABILITY | BIOTECHNOLOGY | 13.3.1

Once again at the forefront of bioinput development, SoluBio offers partners an innovative microalgae-based solution. Unlike classic bioinputs (such as nitrogen-fixing bacteria or mycorrhizal fungi), microalgae offer a wide range of benefits - they not only promote plant growth (via phytohormones, amino acids and vitamins), but also act directly on the soil, increasing microbial biodiversity.

**A key concept in the application of microalgae as bioinputs: the positive and interdependent interaction between these photosynthetic organisms and the soil microbiota.**

**AlgaFarm Technology: the first biofactory in Brazil that combines biotechnological innovation with CO<sub>2</sub> capture, promoting sustainability and productivity in agriculture.**



The Biotecland brand, part of the SoluBio group, offers an innovative biological solution based on microalgae, promoting a natural symbiosis with soil microorganisms. During photosynthesis, microalgae release organic compounds that feed the beneficial microbiota, while bacteria and fungi help in the mineralization of nutrients, strengthening plant growth. This interaction increases microbial biodiversity, hinders the proliferation of pathogens and rebalances the agroecosystem. Thus, by integrating microalgae into crops, this technology represents a holistic approach to Biological Management.

### *Ramp-up of the microalgae factory in Jataí, with a production capacity of 80 thousand liters/month*

Reaffirming our commitment to innovation and excellence in agricultural biotechnology, in 2024, the Microalgae Farm, located in Jataí-GO, had its processes aligned with rigorous quality standards, with a focus on the customer, achieving ISO 9001 certification. That year, we achieved a production of 314 thousand liters, with sales of 288 thousand liters via OnDemand and 220 liters of inoculum for multiplication OnFarm, resulting in 44 thousand liters multiplied on partner farms. For 2025, we project growth of approximately 85.66%, increasing total production to 583 thousand liters, reinforcing our dedication to sustainability and innovation in the field.



**Biotecland was recognized in the prestigious list of 100 Startups to watch 2024 as one of the most innovative companies in the country.**



# NUTRIFARM PERFORMANCE

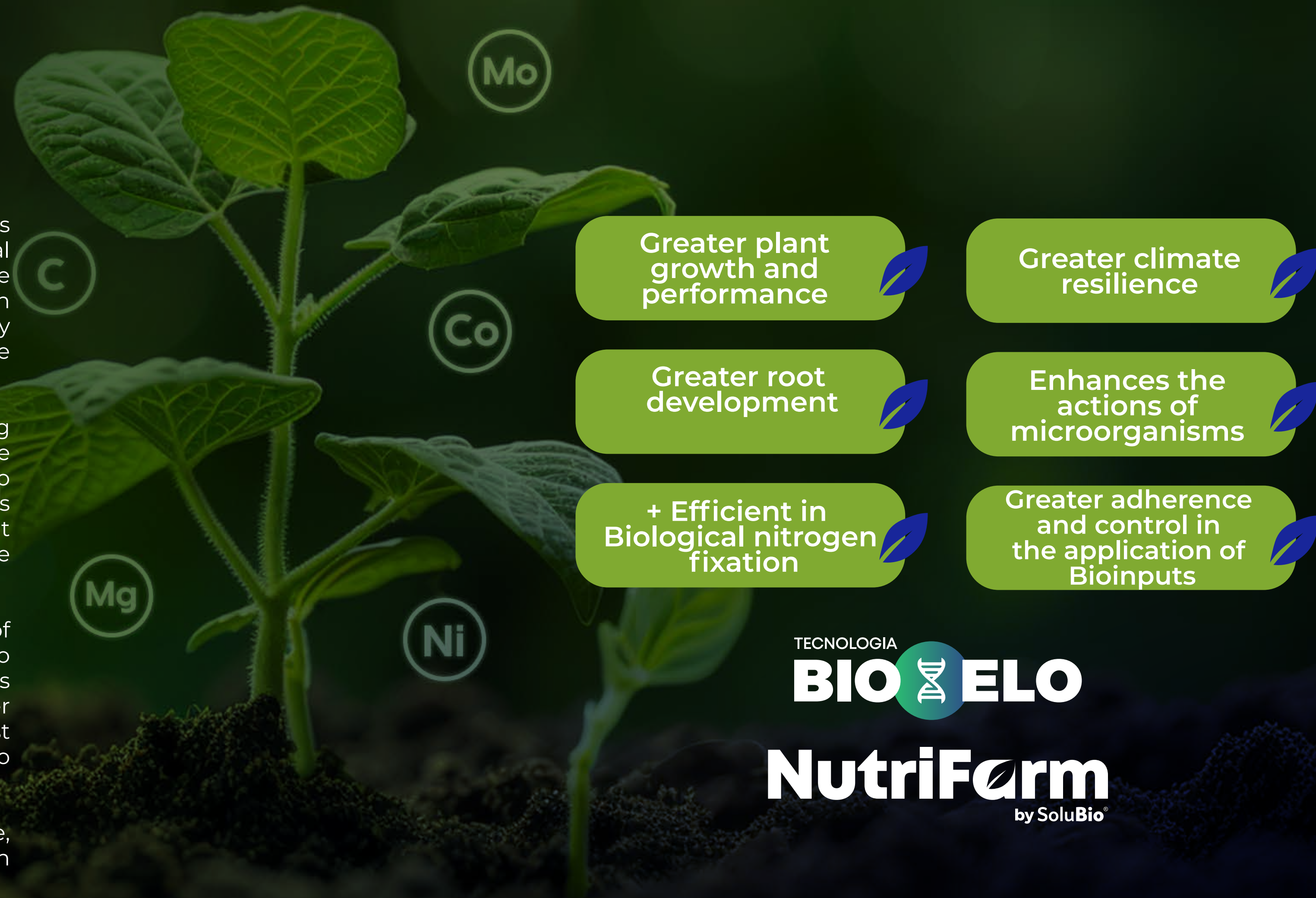
GRI 304-2 | 13.3.3  
GRI 3-3 INNOVABILITY | BIOTECHNOLOGY | 13.3.1

The search for more efficient and sustainable agricultural solutions involves an integrated understanding of the needs of plants and rural producers. To this end, SoluBio has implemented an innovative approach to plant nutrition, which works in synergy with microorganisms. This strategic combination has boosted productivity in the field, while preserving biological balance, contributing to more sustainable and profitable agricultural management.

The NutriFarm line was developed with the purpose of providing essential nutrients to plants, ensuring compatibility with the biological management adopted by the producer. Through Bio-Elo technology, which uses complexing agents and organic inerts, it is possible to integrate fertilizers into the agricultural system without compromising the effectiveness of bioinputs, promoting more balanced and productive cultivation.

In 2024, we reached a significant milestone: the production of NutriFarm fertilizers began to be carried out entirely at the SoluBio factory in Jataí. This internalization, which began in 2023, was consolidated with improvements in the industrial structure, greater quality control and production assurance, in addition to cost reduction. This advancement strengthens our commitment to offering sustainable and effective solutions for agribusiness.

In 2024, NutriFarm had a significant impact on Brazilian agriculture, with almost 1 million liters of fertilizers contributing to soil nutrition and sustainable productivity in the field.



**1 MILLION LITERS - 2024**



# TOWARDS A REGENERATIVE REVOLUTION





# BIOTECHNOLOGY AT THE SERVICE OF RECONSTRUCTION

GRI 2-6, GRI 3-3 SUSTAINABLE GROWTH | BIOTECHNOLOGY | 13.3.1 | 13.5.1

Present and future that supports  
the UN's 2030 Agenda, especially  
the **SDG 2** targets  
- **Zero Hunger and Sustainable  
Agriculture.**



SoluBio products are associated not only with high-performance agricultural production in the field, but also with the **resilience of soil microbiota and microfauna**. It is widely recognized that conventional planting and agricultural production practices deplete the nutrients and minerals naturally available in the soil.

SoluBio's bio-based product lines play an essential role: **rebuilding and revitalizing the soil**, restoring microorganisms and micronutrients that are essential for its fertility.

Although conventional agriculture has been crucial to expanding global food security, its environmental and human health impacts are undeniable. In this scenario, **regenerative agriculture** emerges as a transformative solution, integrating traditional knowledge and scientific innovations.

It is with this vision that SoluBio is redefining agriculture, promoting **sustainable and regenerative** practices. At the heart of this change is the revolutionary use of microorganisms — natural agents that, in synergy with soil and plants, restore ecosystems and ensure long-term productivity.





# CERTIFICATIONS THAT GUARANTEE OUR SUCCESS

GRI 416-1 | GRI 13.10.2

In 2024, SoluBio reaffirmed its commitment to Quality Management and the competitive advantage that certifications bring to the market. For the third consecutive year, we maintained the ISO 9001:2015 certification, ensuring the standardization and continuous improvement of processes, reflected in the delivery of excellent products and services. In addition, we expanded our scope of certification, covering all production lines.

*“Production of Bioinputs based on Bacteria, Fungi and Microalgae and Mineral and Organomineral Fertilizers, with Technical Support for OnFarm Management for customers.”*

Our technical support service was also certified, reinforcing the importance of a highly qualified team to guide rural producers safely and efficiently.

Another achievement was the maintenance and expansion of the certification of inputs approved for use in organic agriculture by IBD (Biodynamic Institute), guaranteeing customers who adopt organic management the reliability and compliance of our products.

**Certified products:**

**Inoculants:** BIO AZ and BIO RT.

**Microbiological fungicides:** BIO GREEN, TRIKOFIT, TRIKOSOIL, BIO RELEASE, MARECHAL and TRINCHEIRA.

**Microbiological insecticides:** TEC MINT, TEC WHITE, TEC FINISH, TEC CATP PRO and LANCEIRO.

**Microbiological nematicides:** BIO BALANCE, BIO SOLUBILIZE and SOLUBIO RAIZ PERFORMANCE.





# ONFARM BIOLOGICAL MANAGEMENT

**SOLAR IMPULSE –  
LAW 15.070, OF 2024**

GRI 201-2 | 13.2.2, 203-2 | 13.22.4, 303-1 | 13.7.2, 304-2 | 13.3.3

**A clean, profitable &  
efficient solution  
that can change  
the world.**



In 2024, SoluBio reinforced its role as a leader in sustainable agriculture by receiving the "Solar Impulse Efficient Solution" seal, which places it among the **1,000 global solutions** capable of combating climate change with economic viability. This recognition coincides with the **Bioinputs Law (15.070/2024)**, pioneering legislation that consolidates the strategic role of biotechnologies in agriculture — an area in which SoluBio is a reference.

#### Highlights:

- ✦ **The only Brazilian agribusiness company on the Solar Impulse Foundation list.**
- ✦ **One of 198 global solutions in Sustainable Agriculture.**
- ✦ **Law 15.070/2024: Legal support for scaling bioinputs that reduce environmental impacts, a central theme of SoluBio's work.**

Our solutions, validated as clean, profitable and efficient, demonstrate that productivity and regeneration can coexist. The synergy between the international seal and the new legal framework reinforces our ability to lead the transition to **resilient agriculture aligned with the needs of preserving the planet and sustainable growth.**



# PRODUCING MORE WITH LESS INTELLIGENT MODEL

GRI 2-25, 201-2 | 13.2.2, 203-2 | 13.22.4, 303-1 | 13.7.2, 304-2 | 13.3.3  
GRI 3-3 | SUSTAINABLE GROWTH | BIOTECHNOLOGY | 13.3.1 | 13.5.1

## Reduction in the use of chemical pesticides

OnFarm® Biological Management makes it possible to gradually reduce the use of chemical pesticides, promoting a more sustainable and responsible agricultural system. On the one hand, some microorganisms work hard in the soil to increase the availability of essential nutrients, strengthening plants against pests and diseases and, consequently, reducing the need for synthetic agrochemicals. On the other hand, some bacteria and fungi have the ability to control their targets, enabling the reduction of chemical insecticides and fungicides, easing the burden on conventional production.

In addition to providing immediate savings, certain microorganisms play a crucial role in bioremediation by breaking down residual chemical molecules present in the soil. This process helps restore soil health and reduces the bioaccumulation of toxins. The ability of soil to regenerate not only improves the environment for current crops, but also ensures the sustainability of land for future generations of farmers.

Up to 100% reduction in insecticides and 50% reduction in chemical fungicides in SoluBio experimental research

## Future of profitability in agriculture

➤ SoluBio's OnFarm® Biological Management revolutionizes agricultural economics, increasing profitability by enabling farmers to produce high-quality bioinputs directly on their own farms. This practice significantly reduces the costs associated with the acquisition and transportation of chemical or biological inputs, which are often imported and more expensive. By multiplying their own bioinputs locally, producers gain direct control over the quality and availability of these products, adapting them perfectly to the specific needs of their crops and soils.

➤ Replacing conventional inputs with biological alternatives produced directly on the farm results in a significant reduction in production costs and increases profit margins. Furthermore, bioinputs do not generate resistance in plants, unlike chemical inputs, which often require increasingly higher doses. By combining cost reduction with potential increased productivity and climate resilience, OnFarm Biological Management transforms the farm into a more efficient and sustainable production unit.



# PRODUCER SUCCESS, SUCCESS FOR SOLUBIO

GRI 2-6, 2-25, 203-2 | 13.22.4, GRI 3-3 BIOTECHNOLOGY |  
ECONOMIC GROWTH | LASTING RELATIONSHIPS | 13.3.1 | 13.4.1 | 13.12.1

organic products produced on their own farms, in accordance with our theory of change, and with the commitment to establish lasting and satisfactory relationships, we focus on improving communication with our customers and promoting the democratization of OnFarm® Organic Management. SoluBio has strengthened its relationship with its customers, recognizing them as our main partners. Adopting a culture of continuous improvement and the agility of a startup, we have restructured our teams and areas to strengthen ties, increase trust and provide a more complete and excellent experience.

**At least 4 professionals, with different expertise and functions, serve the customer to offer the best experience for producing their own bioinputs on the farm, with autonomy and freedom.**

- ✎ When a farmer decides to produce his own bio-input, he wins over and is won over by an Expansion Consultant, who provides all the information, with commitment and transparency, non-negotiable values in the company.
- ✎ When the farmer becomes a SoluBio partner for more sustainable and regenerative agriculture, we develop a customized project and install a complete biofactory, with a qualified OnFarm Maintenance team.
- ✎ We train laboratory technicians and farmers on the farms and monitor the entire multiplication operation at LabFarms, with a team of LabFarm Quality Consultants, specialized in bioprocesses, to ensure complete quality.
- ✎ In the field, our partners receive support to ensure the best agronomic efficiency and positive impacts on the crop. A trained team of agronomists, who are the Agronomic Efficiency Consultants, monitor the application of bioinputs, evaluate the efficiency of the products and develop protocols.
- ✎ All of this, with the support of an experienced and qualified Market Development team. Created in 2023, it is responsible for the agronomic positioning of bioinputs and support for agronomic efficiency consultants in customer service.



# COMMITMENT TO **QUALITY**, QUALITY MANAGEMENT, **INDUSTRY** & **ONFARM**

GRI 2-25, 416-1 | 13.10.2, 405-1 | 13.15.2

## Pillars of the Quality Policy:

- Sustainability;
- Efficiency;
- Continuous improvement.

## Quality Management (Industry):

- 11 women (68.8%) and 5 men (31.2%);
- 75% female leadership;
- 1 PhD, 2 masters and 10 graduates.

## Quality Management (OnFarm):

- 23 women and 13 men in the field who are responsible for quality assurance and management on our Producers' farms;
- 83% of leadership positions are held by women.



## QUALITY POLICY

*“SoluBio seeks to improve its Quality Management System, meeting the requirements of stakeholders, to ensure a more sustainable agribusiness with quality, safe and affordable biological inputs, which allow farmers to produce more with less.”*



GRI 2-6, 2-25

**PRODUCTION**  
*structure*

SoluBio has a modern and highly efficient structure, located in Jataí-GO, strategically designed to ensure high production performance with sustainability and innovation. Our facilities are equipped with cutting-edge technology, allowing precise control of all processes in the production of bioinputs.

**EQUIPMENT**  
*quality*

The quality of our equipment reflects our commitment to innovation and excellence. We continually invest in the modernization of our industrial park. With equipment made of stainless steel, we ensure that all production stages are carried out with high standards of quality, reliability and safety.

**PRODUCTION**  
*plan*

Our production capacity is designed to meet demand with flexibility and agility, supported by a robust infrastructure that enables the execution of high production volumes. This capacity, constantly improved through investments in technology and optimized processes, guarantees the delivery of products with excellence, even during periods of peak demand.

In 2024, we adopted a more adjusted production model, which prioritizes real-time manufacturing, waste reduction, flexibility and inventory reduction, consolidating our commitment to sustainability, minimizing risks and maximizing operational efficiency.

**PRODUCTION**  
*capacity*

SoluBio combines sustainable growth with production efficiency. With optimized processes, cutting-edge technology and qualified professionals, we maintain high productivity without compromising quality or our environmental commitment. With an average annual capacity of over 10 million liters/kg produced, our operation reflects this search for innovation and responsibility.

With this new production capacity model, improved and focused on real-time production, we have achieved greater efficiency in inventory management. This strategic change allowed for a more agile response to market demand, with optimized use of inputs and a balance between productivity and environmental commitment.

**STORAGE**  
*capacity*

To ensure logistical efficiency, SoluBio has a storage capacity of 3,500 pallet positions and a wide network of five distribution centers, allowing for agile and strategic shipping. This infrastructure ensures the availability of products at the right time, reducing logistical costs and optimizing the supply chain.





# **RESILIENT AND SUSTAINABLE OPERATIONS**





## ENVIRONMENTAL RESPONSIBILITY IN OPERATIONS

# WATER MANAGEMENT

GRI 303-1 | 13.7.2, 303-2 | 13.7.3, 303-3 | 13.7.4, 303-4 | 13.7.5, 303-5 | 13.7.6  
GRI 3-3 INNOVABILITY | ENVIRONMENTAL RESPONSIBILITY | WATER AND EFFLUENTS | 13.7.1

The **Solubio Environmental Management System** still represents a challenge for the company. However, day after day, the effectiveness of our environmental actions becomes increasingly evident with the reduction of water consumption and the monitoring of water availability and quality.

**Environmental Management** reflects our public commitment to promoting a sustainable environment, respecting the natural resources with which we work and that we acquire.

The importance of water in industrial activities goes beyond its function as a natural resource. It is a central element in ensuring efficiency, quality and sustainability in production processes, acting as an essential pillar in both **On-Farm** systems and agriculture in general.

Part of **SoluBio's** efforts is to ensure **water availability and superior quality** for the multiplication of microorganisms and operational activities, both on industrial fronts and in the field. Having a labfarm with high-quality water available is essential to ensure innovative production and positive results.

At SoluBio's physical facilities — including research centers, industrial units, and distribution centers — water is monitored at two levels: **availability and quality**.

In 2024, the company collected **31.70 million liters** of water from public utilities and underground sources.

Compared to 2023 (48.36 million liters), there was a **32% reduction in consumption**, attributed to:

- Operational restructuring, with a reduction from 9 to 7 monitored units.
- Productive efficiency, with greater optimization in production planning.
- At the **Jataí-GO** industrial unit, SoluBio implemented strategies to:
  - **Reuse water** to irrigate yards and the **SoluBio Orchard** (composed of 300 fruit trees of more than 30 species).
  - **Capture rainwater** for use in industrial bio-input processes.
- **Water is irreplaceable** in industrial and operational processes. For the **SoluBio Group**, monitoring its use and adopting conscious practices is an absolute priority, in line with its commitment to sustainability and responsible innovation.

CA.  
1,2ML

SUB  
30,57ML

31,70ML



**ENVIRONMENTAL  
RESPONSIBILITY IN OPERATIONS**

# WASTE MANAGEMENT

GRI 306-1 | 13.8.2, 306-2 | 13.8.3, 306-3 | 13.8.4, 306-4 |  
13.8.5, 306-5 | 13.8.6,  
GRI 3-3 ENVIRONMENTAL RESPONSIBILITY | WASTE | 13.8.1

In even more daring processes, Solubio remains aligned with the **National Solid Waste Policy**, having as an essential and priority part of its **Environmental Management** the monitoring and correct disposal of all waste generated in its production unit.

The company generates non-hazardous industrial solid waste, such as sludge from the treatment plant, construction waste, organic waste and other household waste, which is disposed of in landfills or sent to recycling operators. Hazardous waste, generated in small quantities, is disposed of appropriately in accordance with current environmental standards.

Waste from Solubio's industrial and administrative operations is responsibly sent to the municipal collection system, sent for recycling or reused whenever possible. In cases where disposal in **licensed landfills** is necessary, we ensure the use of duly licensed transporters, under the strict assessment of the **HSE (Health, Safety and Environment)** team. This team is also responsible for regularly verifying the compliance of the environmental licenses of transporters and waste reception sites.



In 2024, through the **Environmental Management System**, it was possible to monitor all waste generation in the Solubio industry, totaling **369 tons of non-hazardous solid waste**, a reduction of **4 tons** compared to 2023. This reduction was the result of adjustments in the production process, reinforcing the company's commitment to **sustainability and environmental efficiency**.

Of the **369 tons** of solid waste generated, **31%** were sent for **final disposal in landfills**, while **21%** were **recycled** and **48%** were reused.

Thus, the company strengthened the recycling chain by donating more than **70 tons of recyclable materials, such as paper and plastic**, contributing to the generation of income for local recycling operators. In addition, the company prevented the disposal of approximately **180 tons of rice residues** in landfills, which were reused in the **production of by-products for agriculture and animal feed**.

DISPOSAL	QUANTITY (t)	REPRESENTATION
Landfill	114	31
Refresh training	79	21
Reuse	176	48



ENVIRONMENTAL RESPONSIBILITY  
IN OPERATIONS

ENERGY  
MANAGEMENT

GRI 2-4, 302-1, 302-3, 302-4, 302-5, 305-5 | 13.1.6  
GRI 3-3 CLIMATE RESILIENCE | 13.2.1



In 2024, a strategic project of great relevance to SoluBio's operational sustainability was concluded: the migration to the Free Energy Market. Commenced in December 2022 and completed in June 2024, this initiative has established itself as a significant milestone in optimizing energy efficiency and reducing the organization's environmental footprint.

In addition to the economic gains associated with tariff flexibility and cost management, the transition generated measurable environmental impacts, including an **18% reduction in greenhouse gas (GHG) emissions**, with an emphasis on CO<sub>2</sub> equivalent and an **increase in the use of renewable sources** to 62% of the corporate energy matrix, prioritizing clean energy certifications.

This evolution reinforces the institutional commitment to the ESG (Environmental, Social, and Governance) Agenda, aligning technological innovation, operational efficiency, and climate risk mitigation.

Energy Matrix and Sources Used

The energy structure of the SoluBio Group in 2024 comprised:

- **Forest biomass (firewood):** Used to feed boilers at the Jataí (GO) industrial unit, with traceability guaranteed by sustainable management criteria.
- **LPG (Liquefied Petroleum Gas):** Applied in mobile (forklifts) and fixed (industrial kitchens) sources, subject to thermal efficiency audits.
- **Fossil fuels:** Intended for backup generators and vehicle fleet (light and heavy), with progressive targets for replacement by low-carbon alternatives

Structural Adjustments and Performance

In 2024, an optimization of the operational structure was implemented, reducing from 11 to 07 monitored administrative and production units. At the same time, there was a controlled slowdown in production volume at the Jataí (GO) plant, aiming to align installed capacity with market demand.

As a direct result of these measures, the group's total energy consumption recorded **43,167 GJ** (gigajoules) in 2024, representing a reduction of **29.06%** compared to the previous year (60,850 GJ in 2023). The composition of this consumption was distributed between:

- **Renewable sources:** 62% (26,763 GJ);
- **Non-renewable sources:** 38% (16,404 GJ).

The SoluBio Group maintains its focus on the gradual energy transition, with plans aimed at incorporating low-emission technologies and achieving carbon neutrality by 2035. Ongoing initiatives include modernizing equipment, adopting biofuels, and partnering to acquire distributed solar energy.

This report consolidates not only technical achievements, but also strategic alignment with the UN Sustainable Development Goals (SDGs), especially SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

	2023	2024
Fuels from non-renewable sources**	19.962	15.016
Fuels from renewable sources***	23.293	10.198
Electricity purchased for consumption****	15.046	16.852
Renewable electricity produced*****	2.549	1.099
Total energy consumed	60.850	43.167

	2023	2024
ENERGY INTENSITY		
Fuel and energy consumption (Gj)/Revenue (BRL)	0,0003	0,0002
Electric energy (Gj)/unit produced	0,02	0,04



# ENVIRONMENTAL RESPONSIBILITY IN OPERATIONS AND GHG EMISSIONS

GRI 305-1 | 13.1.2, 305-2 | 13.1.3, 305-3 | 13.1.4, 305-5 | 13.1.6  
GRI 3-3 CLIMATE RESILIENCE | 13.1.1

In line with its **Greenhouse Gas (GHG) emissions management strategy**, SoluBio continuously monitors the environmental impacts of its direct and indirect operations. The calculation of emissions follows the **GHG Protocol** guidelines, is carried out monthly and analyzed through structured management, supported by **comparative dashboards** that evaluate data by year, unit, scope and emission category.

In 2023, SoluBio experienced a period of continuous growth, reflected in an increase in production and the number of monitored units. In 2024, with a more strategic management process, the company monitored GHG emissions in seven units, including the **industry and administrative headquarters in Jataí - GO, in addition to the units located in: Goiás - GO; Nordeste - BA; Pantanal - MS; 163 - MT; EFG - RS and SoluScience - DF.**

The company's main emissions are classified as Scope 1, related to the **consumption of fossil fuels** for the transportation of products and employees, including the light and heavy fleet, as well as industrial activities.

With more efficient data management, the monitoring reflects the challenging scenario faced by the company. In 2024, there was a **significant reduction in Scope 2 emissions** compared to previous years, as a result of more robust energy management strategies.

In the context of the organizational adjustment carried out in 2024, there was a restructuring of the work groups, adapting them to the real needs of the current scenario and the company's strategic projections. This optimization justifies the significant reduction in GHG emissions, which went from **962 tCO<sub>2</sub>e in 2023 to 484 tCO<sub>2</sub>e in 2024**, highlighting the positive impact of the initiatives

GEE (t)	Scope 1	Scope 2	Scope 3
CO <sub>2</sub>	483,65	423,3	416,72
CH <sub>4</sub>	0,30	-	13,70
N <sub>2</sub> O	0,12	-	3,70
HFCs	0,16	-	-
Total	484,23	423,3	434,12

## Comparison of Total Emissions (Scope 1, 2, and 3)

2021	644
2022	1.338
2023	1.423
2024	1.342

Gas	Stationary combustion	Mobile combustion	Fugitive combustion	Fugitive combustion
CO <sub>2</sub> (t)	149,7	34,53	300,2	484,4
CH <sub>4</sub> (t)	0,22	0,08	-	0,30
N <sub>2</sub> O (t)	0,03	0,10	-	0,13
CO <sub>2</sub> e (t)	150,04	34,83	300,2	485
Emissions of Biogenic CO <sub>2</sub> (t)	798,75	315,61	-	1.114,37



# ENVIRONMENTAL RESPONSIBILITY IN OPERATIONS AND GHG EMISSIONS

GRI 2-4, 305-3 | 13.1.4, 305-5 | 13.1.6  
GRI 3-3 CLIMATE RESILIENCE | 13.1.1

In 2024, all operational and administrative units of the SoluBio Group were fully implemented and subject to continuous monitoring systems, with emphasis on the SoluScience Research Center, which began to integrate advanced environmental management protocols. At the Jataí (GO) manufacturing unit, strategic adjustments were implemented to optimize production processes, aiming to balance operational efficiency and sustainability.

**Energy Consumption and Data Refinement.** There was a 15% increase in electricity consumption compared to previous years, mainly attributed to the correction of historical gaps in data collection. A large portion of the increase in emissions is due to the increase in the emission factor from 2023 to 2024 and due to the increase in data in all units measured, including metrics not previously monitored, such as the "Approach and Criteria for Energy Acquisition". This increase does not

reflect a real increase in demand, but rather an increase in methodological precision, ensuring greater transparency and adherence to international reporting standards (e.g., GHG Protocol and GRI Standards).

**Scope 3 Emissions and Waste Management** A 22% increase in Scope 3 emissions was identified, concentrated in the Industrial Solid Waste Management category. This growth is due to:

- 🔪 **Improved monitoring:** Inclusion of previously untracked units;
- 🔪 **Implementation of the Integrated Measurement Platform:** A digitalized system for recording travel (corporate trips) and indirect emissions;
- 🔪 **Adoption of the GHG Protocol Spreadsheet:** A tool that allowed for the precise quantification of emissions based on validated local factors.

## Scope 2 emissions comparison

2021	74
2022	283
2023	190
2024	423,28

## Scope 3 emissions comparison

2021	74
2022	2012
2023	271
2024	434

	Solid Waste from Operations	Business Travel	Total Emissions
CO <sub>2</sub> (t)	-	50,60	50,60
CH <sub>4</sub> (t)	13,70	-	13,70
N <sub>2</sub> O (t)	-	-	-
CO <sub>2</sub> e (t)	383,52	50,60	434,12
Emissions of Biogenic CO <sub>2</sub> (t)	-	-	-



GRI 305-4 | 13.1.5

	2022	2023	2024
Scope 1, 2, and 3 emissions (tCO <sub>2</sub> e /Revenue (BRL))	0,00001	0,00001	0,00001
Scope 1, 2, and 3 emissions (tCO <sub>2</sub> e/unit produced)	NM**	0,0016	0,0020
Scope 1, 2, and 3 emissions (tCO <sub>2</sub> e/unit sold)	0,0037	0,0024	0,0020
Scope 1, 2, and 3 emissions (tCO <sub>2</sub> e/customer)	4,55	3,73	2,39
Scope 1, 2, and 3 emissions (tCO <sub>2</sub> e/employee)	1,94	2,65	2,66
Scope 1, 2, and 3 emissions (tCO <sub>2</sub> e/visit)	NM**	0,14	NM**

GRI 305-4 | 13.1.5

	2022	2023	2024
Scope 1 and 2 emissions (tCO <sub>2</sub> e/Revenue (BRL))	0,00001	0,00001	0,00001
Scope 1 and 2 emissions (tCO <sub>2</sub> e/unit produced)	NM**	0,0013	0,0017
Scope 1 and 2 emissions (tCO <sub>2</sub> e/unit sold)	0,0031	0,0020	0,0013
Scope 1 and 2 emissions (tCO <sub>2</sub> e/client)	3,83	3,02	1,61
Scope 1 and 2 emissions (tCO <sub>2</sub> e/employee)	1,63	2,65	2,15
Scope 1 and 2 emissions (tCO <sub>2</sub> e/visit)	NM**	0,12	NM**

## GHG EMISSIONS INTENSITY

GRI 2-4 | GRI 3-3 CLIMATE RESILIENCE | 13.1.1

In 2023, we maintained the number of energy intensity indicators and improved data management, revisiting the information to ensure greater accuracy and transparency.

Expanding monitoring to a more comprehensive set of indicators, combined with more structured management of GHG emissions, will allow the SoluBio Group to identify opportunities for reducing emissions and achieving operational efficiency gains. Some initiatives are in the analysis phase (standby), but continue to be monitored rigorously, with accurate data and continuous monitoring.





# CONTINUOUS IMPROVEMENT

In 2024, SoluBio reinforced its organizational culture of continuous improvement through initiatives focused on process quality and efficiency. One of these initiatives was the **Kaizen Week cycles**, where multidisciplinary teams met to analyze, map and optimize processes, seeking to eliminate waste, increase efficiency and standardize good practices.

🔪 In 2024, four immersion cycles were carried out with a focus on **process optimization and waste reduction**. As a result of these meetings, **seven impactful actions** were implemented, bringing significant improvements to operational efficiency and resource management.

🔪 **Identification of lines and valves:** Reduction of incidents with hot pipes, increasing safety.

🔪 **Smart use of steam:** Reduction of waste and cost reduction in the purchase of firewood for the boiler.

🔪 **Definition of bottling and labeling areas:** Better operational flow, optimizing the production layout..

🔪 **Identification of fractionated products:** Reduction of inconsistencies between the actual and systemic quantity of raw materials.

🔪 **Formula weighing room:** Greater control and traceability of inputs, reducing operational errors.

🔪 **Extractor compressed air filter:** Lower risk of environmental contamination in the extraction process.

🔪 **Clamps to contain spore bags:** Reduction of waste of fungal spores.

Another initiative implemented was the **Quality Dialogue**, a structured program of weekly meetings to discuss **topics related to quality, health, safety and the environment**, in addition to relevant seasonal issues.

In 2024, we held **30 dialogues**, reinforcing employee awareness and engagement, promoting the culture that quality is a shared responsibility for all.



# QUALYTEAM QUALITY MANAGEMENT

In 2024, Solubio began using the Qualyteam application, which is a data analysis platform and a quality management tool that offers a series of benefits to any organization. It helps to improve processes, improve quality, increase efficiency and make strategic decisions based on concrete data. Its continuous application is an important differentiator to ensure the competitiveness and sustainability of a company or institution over time.



## **Document Management:**

We closed 2024 with 783 active documents in the Qualyteam Doc module, ensuring 99.87% updating. Updated procedures ensure standardization, efficiency and compliance with regulatory standards.

## **Non-Conformity Management:**

We recorded 273 non-conformities in the Qualyteam Tools module, of which 90.5% were concluded with root cause analysis, implementation of an action plan and verification of effectiveness. Effective management of non-conformities prevents recurrences and drives continuous improvement.

## **Customer Incident Management:**

We use the SoluBio OnFarm® app to receive and handle complaints about product quality, ensuring feedback on all occurrences. Fortnightly forums were held to monitor action plans, reinforcing that clear and agile communication strengthens trust and the effective resolution of problems.

## **Good Manufacturing Practices (GMP):**

Implementation reinforced with training of 100% of employees, daily inspections and application of disciplinary measures. Adherence to personal hygiene and GMP (Good Manufacturing Practices) guidelines ensures product safety and excellence in industrial processes.





# SUSTAINABLE PROCUREMENT PROGRAM

GRI 2-6, 308-1, 414-1, 203-2 | 13.22.4, 413-1 | 13.12.2  
GRI 3-3 GOVERNANCE | 13.23.1

Since 2022, SoluBio has been implementing the actions of the **Sustainable Purchasing Program**, in line with the commitment made to **socio-environmental responsibility and good governance practices**.

In 2024, we reached a significant milestone by **approving 100% of strategic suppliers**, which represent 80% of the year's purchasing volume (spend). For 2025, we began a process of **renewing the approval** of these suppliers, reinforcing our commitment to strict **quality, compliance and sustainability criteria**.

## Supplier Approval and Management Criteria

The acquisition of raw materials is only authorized after undergoing a **rigorous approval process**, conducted by the **Quality Department**. This process involves careful analyses to ensure that the inputs meet the **technical and sustainability standards** required by the company.

In the case of service provision, SoluBio requires the presentation of **documentation proving compliance with labor legislation, safety, health and environmental standards**. This control aims to ensure that all outsourced activities are in **legal compliance and aligned with our sustainability and social responsibility guidelines**.

## Monitoring and Assessment with the G-Certifica Platform

To improve supplier management, we use the **G-Certifica platform**, which allows for a **structured assessment of business partners**. The analysis considers **financial, integrity, social, environmental and governance risks**, as established in our Sustainability Policy. This process is essential for decision-making when hiring suppliers, ensuring transparency, security and alignment with SoluBio's values and commitments.



# PEOPLE & MANAGEMENT





# AT SOLUBI EVERY PERSON MATTERS

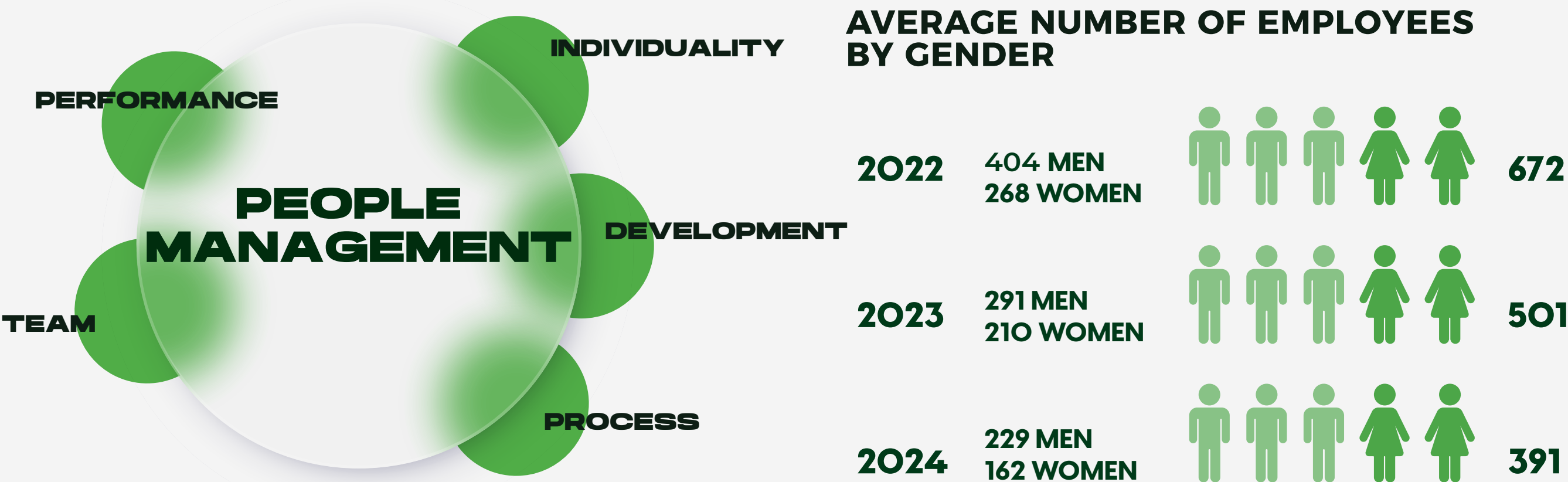
GRI 2-7, 405-1 | GRI 13.15.2  
GRI 3-3 LASTING RELATIONSHIPS | 13.15.1

The **collaborative workforce** available at the Solubio group is made up of a highly qualified team, with professionals who bring a combination of technical and behavioral skills, essential for the success of the projects developed. Our approach is based on **integration and cooperation between members**, encouraging teamwork and the constant exchange of knowledge. This collaboration is one of the pillars for delivering high-quality results, in an agile and efficient manner.

We treat each employee's individuality with the utmost respect and appreciation. We recognize that each professional has unique skills, experiences and distinct perspectives, which enrich the work environment. For this reason, we invest in an inclusive and flexible environment, which allows each member to develop according to their personal capabilities and ambitions.

The **importance of individuality** in the group is great, as we believe that the diversity of thoughts and skills results in more innovative and creative solutions. We encourage **self-knowledge and the appreciation of individual skills**, creating a space where each employee can express themselves fully, without losing connection with the collective work.

Through this combination of collaboration and respect for individuality, we have achieved a cohesive, motivated team that is prepared to face the challenges of the market with excellence. This work environment, focused on both the collective and personal development, is what makes Solubio a reference in the sector.



	2022		2023		2024	
	Nº	%	Nº	%	Nº	%
Under 30 years-old	374	56%	231	46%	186	47%
From 30 to 50 years-old	275	41%	247	49%	187	48%
More than 50 years	23	3%	23	5%	18	5%
Total	672	100%	501	100%	391	100%

The majority of SoluBio employees, at the end of 2024, were between 30 and 50 years-old, a predominant category in the management team, as well as in the industrial sector.



The **GPTW (Great Place to Work) Seal** is a highly relevant recognition for companies that stand out in creating and **maintaining an excellent work environment**. Awarded by **Great Place to Work**, one of the most renowned consultancies in organizational climate, this seal goes beyond a certification – it represents a competitive advantage that strengthens the organizational **culture, employee engagement and the company's reputation in the market**.

In **2024, SoluBio celebrates the third consecutive year of GPTW certification**, a milestone that reflects the company's ongoing commitment to **good governance practices, employee satisfaction and well-being**. Although there are still challenges to be overcome to continually improve excellence in management, achieving this seal reinforces that the company is **on the right track, consolidating itself as an innovative, inclusive and inspiring work environment**.

## Great Place To Work® Certified

- **Improvement of the Organizational Climate**
- **Attracting and Retaining Talent**
- **Company Image and Reputation**
- **Employee Engagement**
- **Culture of Feedback and Continuous Improvement**

**GPTW 2024 has expanded significantly**, with an increasing number of companies and employees participating in the survey. This growth reflects the appreciation of **best management practices and organizational well-being** in the Brazilian corporate scenario.

**Here are some highlights of the 2024 edition:**

- **1175 companies were recognized as the best to work for in Brazil**, covering several categories and regions.
- **264 companies participated in the Central-West edition of GPTW**, representing a total of 201,466 employees, highlighting the strengthening of the organizational culture in the region.
- **Diversity and Inclusion:** In 2024, there is a growing focus on recognizing companies that promote gender equality and inclusive environments, reinforcing the commitment to diversity and equity in the job market.
- These figures demonstrate the relevance of GPTW as a strategic indicator of **engagement, innovation and organizational development**, aligned with the best practices of social sustainability and corporate governance (ESG).



# PEOPLE & MANAGEMENT INDICATORS

GRI 2-7, 405-1 | 13.15.2  
GRI 3-3 LASTING RELATIONSHIPS | 13.15.1

We recognize the structural challenges related to diversity, equality and inclusion, especially in Brazilian agribusiness. However, we are committed to creating a more inclusive and equitable environment, preparing the ground so that, throughout our journey, we can plant the seeds of change, cultivate them daily and reap the fruits of a more just and representative society.

Diversity not only enriches our organizational culture, but also strengthens the company's resilience in the face of challenges. We believe that employees with different experiences and perspectives contribute to more innovative problem-solving, stimulating creativity and ensuring that, even in the face of adversity, our fields remain fertile and prosperous.

## Diversidade Racial e Étnica

In 2024, we maintained racial and ethnic representation among our employees. The percentage of professionals who self-identify as black and brown remained stable, as did the percentage of employees who self-identify as white, ensuring diversity and equity within the group. In terms of leadership, black and brown employees represent 36% of management positions, with 22% of senior leadership positions. This progress reflects our commitment to inclusive practices and strengthening representation in strategic positions.

## Gender Equality in Leadership

A significant and relevant fact refers to the presence of women in coordination and supervision positions. In 2024, the number of women in these positions surpassed that of men, a positive indicator that demonstrates concrete progress in the search for gender equality and the expansion of diversity at different hierarchical levels. We remain committed to strengthening policies that promote inclusion, diversity and equity, as we believe that a plural and representative organization is essential for building a sustainable future.



### ETHNIC DIVISION RACE & COLOR

**170**  
White

**163**  
Mixed

**39**  
Black

**11**  
Not Informed

**6**  
Yellow

**2**  
Indigenous

### PERCENTAGE OF GENDER IN LEADERSHIP C1-C4

Functional category	Male	Female	Total
Board of Executive Officers	03	02	05
Head's	07	01	08
Managers	10	05	15
Coordinators and Supervisors	19	20	39
Total	39	28	67



# PEOPLE & MANAGEMENT INDICATORS

GRI 2-7, 401-1, 405-1 | 13.15.2

SoluBio has demonstrated resilience in facing the challenges imposed by the crisis in the agricultural sector since 2023, adopting strategic measures to adapt and emerge stronger. The decision to reduce the workforce by approximately 15% was undoubtedly difficult, but necessary to ensure financial sustainability and create a path to a more agile recovery. While this reduction was a critical step, it also served as an opportunity to reassess internal processes and seek ways to improve operational efficiency.

In addition, the company used this period of restructuring to strengthen its operations, with a clear focus on innovation and efficiency. The goal was not only to reduce costs, but also to implement solutions that would optimize available resources, preparing SoluBio not only to overcome the crisis, but also to grow sustainably in the future. The changes made during this process reflected a long-term strategic vision, where the company prioritizes adapting to the new agricultural market scenario and creating a more robust environment to face ongoing challenges.

In a sector as dynamic as agriculture, decisions like this can be crucial to maintain competitiveness and ensure that the company continues to evolve, even when the economic scenario is challenging. SoluBio has shown that, even in difficult times, it is possible to turn adversity into an opportunity to grow and innovate.

## NEW HIRES AND EMPLOYEE TURNOVER BY GENDER\*

	Hires		Layoffs	
	Absolute number	Rate %	Absolute number	Rate %
Female	99	53.51%	133	48.2%
Male	86	46.49%	143	51.8%
Total	185	100%	276	100%

## NEW HIRES AND EMPLOYEE TURNOVER BY AGE\*

	Hires		Layoffs	
	Absolute number	Rate %	Absolute number	Rate %
Under 30 years-old	93	50.27%	114	41.3%
From 30 to 50 years-old	86	46.49%	150	54.3%
More than 50 years	6	3.24%	12	4.3%
Total	185	100%	276	100%



# INNOVATION LEADERSHIP & PROFESSIONALISM

GRI 404-1, 404-2, 404-3, 205-2 | 13.26.3  
GRI 3-3 LASTING RELATIONSHIPS | 13.15.1

Leadership plays a crucial role in the success of any organization, including the SoluBio group. It is not limited to coordinating tasks or managing teams, but involves inspiring, motivating and guiding employees to achieve business goals and fostering a positive and productive work environment. Effective leadership goes beyond decision-making, being able to develop talent, foster collaboration and keep the team aligned with the company's values and mission.

The role of leadership in the Solubio group is to inspire and guide employees so that they reach their maximum potential, while the performance measurement process ensures that objectives are achieved effectively and that the continuous development of each individual is promoted. Together, these two practices create a cycle of growth, excellence and engagement, fundamental to the company's long-term success and sustainability.

"A good team is a team that trains" is a phrase that reflects the importance of constant preparation, whether in a sport, a company or any type of team. At Solubio, this is disseminated and applied to work teams. The training involves: Professional Training, Team Integration and Adaptation Resilience, preparing employees for their daily activities.

## LEADERSHIP FORUM

At SoluBio, each leader embarks on a continuous journey of growth and improvement, receiving development opportunities aligned with the company's strategic needs and essential leadership skills. This path is carefully structured and monitored by the Human Organizational Development (DHO) area, and is strengthened by the Leadership Forum, a program that promotes training, exchange of experiences and practical application of learning, ensuring effective and targeted support for each stage of the leadership journey.

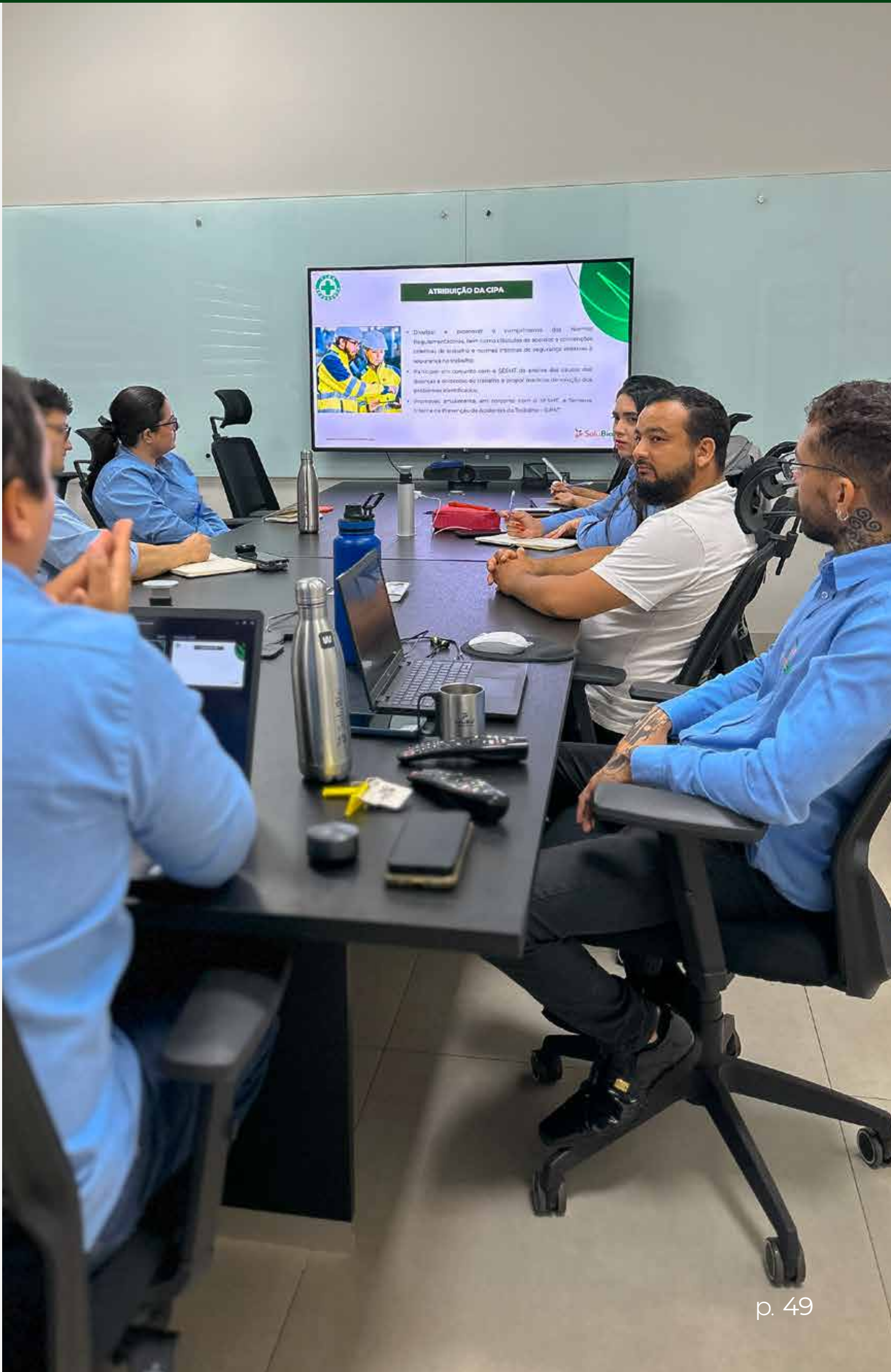
## TRAINING HOURS OFFERED BY GENDER\*

Women	Men	Total
45,95%	49,95%	91,20%

Total of  
**2.545,5**  
training hours

Average monthly  
participation  
**55,5%**

Average monthly hours  
**179,5%**





# ETHICS LINE

GRI 2-5, 2-15, 2-16, 2-25, 2-26, 205-3 | 13.26.4, 206-1 | 13.25.2, 406-1 | 13.15.4  
GRI 3-3 GOVERNANCE | LASTING RELATIONSHIPS | 13.15.1 | 13.25.1 | 13.26.1

At the heart of SoluBio is an uncompromising commitment to integrity and transparency, which are essential to the sustainability of our business and relationships. That is why educating and encouraging employees and other partners to adopt ethical practices are at the heart of our culture. The Code of Ethics and Conduct is the compass that guides everyone to act in accordance with our values, addressing issues such as health, safety, anti-corruption and mutual respect.

We understand that ethics is a two-way street: as important as establishing guidelines is ensuring an open and safe channel for dialogue and reporting. Therefore, SoluBio provides a channel for anyone to report a complaint, a claim, and even a suggestion or a compliment. The SoluBio Ethics Line/Whistleblower Channel is accessible to everyone, preserving anonymity and ensuring non-retaliation, fostering an atmosphere where honesty and the courage to speak out are valued. This independent and confidential mechanism allows everyone to express concerns or report inconsistencies with the Code of Ethics and Conduct, ensuring that each voice is heard and each action is evaluated.

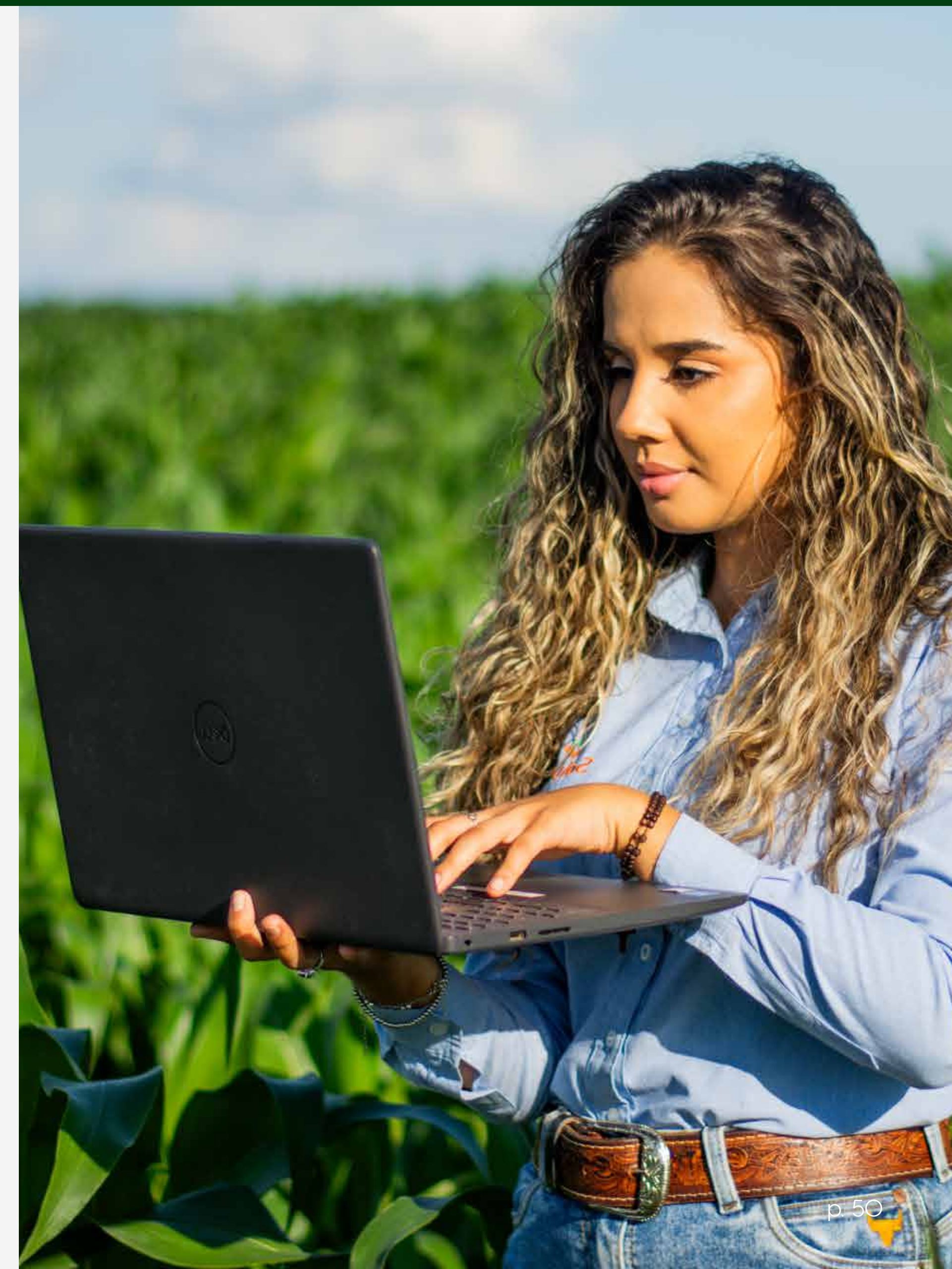
Other mechanisms for complaints, advice and presentation of concerns are also adopted, such as sending complaints by email or telephone contact, Business Partner actions in the different sectors of the company, close relationship with the customer (served by at least 4 different professionals), among others.

The Ethics Line is managed by the company's compliance area, with support from the Compliance Committee and Executive Committee, preventing, detecting and remediating undesirable conduct. Depending on the severity of the negative impact that may affect the company's strategy, the complaints, after investigation and assessment by the Compliance and Executive Committee, are communicated to the Board of Directors.

**In 2024, 15 complaints were received and processed, distributed as follows: 4 reports of moral harassment, 5 miscellaneous complaints, 5 complaints and 1 suggestion.** All complaints were analyzed according to the management flow established in partnership with MCGC – Corporate Governance and Compliance Consulting, ensuring impartiality and reinforcing the credibility of the Ethics Line. Complaints, requests and compliments are assessed individually and forwarded to the responsible areas. Only one complaint was classified as discrimination, investigated and considered unfounded. There were no records of suspicions of corruption, unfair competition, trust practices or monopoly involving SoluBio in the period analyzed.

Access the ethics line:

<https://www.solubio.agr.br/canal-de-denuncias>





# HSE AND ESG





# FOCUS ON HEALTH & CARE

GRI 401-2, 401-3, 403-1 | 13.19.2, 403-3 | 13.19.4, 403-6 | GRI 13.19.7  
GRI 3-3 LASTING RELATIONSHIPS | 13.19.1

In 2024, we reaffirmed our commitment to employee well-being, offering a positive environment and attractive benefits.

We maintained and expanded benefits. We provide support for physical, mental and financial health, as well as access to training. Some benefits are also extended to interns, apprentices and trainees.

The health of employees and their families is a priority. We have a nurse for emergencies and specialised referrals, supported by trained firefighters. We also provide benefits for employees with disabled children and time off for hospitalisation.

## BENEFIT HIGHLIGHTS:



### HEALTH:

Health and dental plan  
Life insurance  
Telemedicine  
TotalPass.



### FINANCE:

Private pension  
Flexible benefits



### EDUCATION:

Educational partnerships covering EJA, technical courses, undergraduate, graduate and language courses.



### LOCAL PARTNERSHIPS:

Discounts in Jataí-GO at pharmacies, workshops, restaurants, clubs and gyms.



### LEAVES:

130 days of maternity leave and 10 days of paternity leave, in addition to legal requirements.

## MATERNITY AND PATERNITY LEAVE\*

GRI 401-3

	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Total number of employees who took maternity/paternity leave	03	08	06	07	04	06
Total number of employees who returned to work at the end of maternity/paternity leave	02	08	05	07	02	06
Total number of employees who returned to work and remained for 12 months after the end of maternity/paternity leave	NM	NM	01	03	02	04
Return Rate	67%	100%	83%	100%	50%	100%
Retention Rate	NM	NM	50%	37%	40%	57%



# INTEGRATION AND WELL-BEING

GRI 403-6 | GRI 13.19.7

At SoluBio, we believe that our employees are the company's most valuable asset. In 2024, we reaffirmed our commitment to providing an increasingly welcoming, safe and motivating work environment, where everyone can develop and contribute significantly to our collective growth.

Continuing our integration and well-being initiatives, we expanded our programs focused on personal and professional development. We invest in the training of our teams, providing training, workshops and lectures that strengthen technical and behavioral skills, creating an environment of continuous learning.

In 2024, we also maintained our actions focused on quality of life, offering moments of leisure and well-being.

Our goal is to ensure that each employee feels like an essential part of SoluBio, contributing to a positive, inclusive and inspiring work environment. We will continue to invest in the well-being and development of our team, as we believe that together we can build an even more promising future.

## SOME EVENTS IN 2024:



### KIDS DAY:

A moment of relaxation aimed at the children of our employees, presenting a little about the world of Solubio.



### HAPPY HOUR SOLUBIO:

A break for a relaxing moment, promoting well-being and ntegration!



### AWARENESS

### CAMPAIGNS:

Information and action for a better future.



### HSE EVENTS - HEALTH, SAFETY, AND ENVIRONMENT:

Lectures, competitions and other events to engage in the culture of health, safety and the environment.



# DO IT ONLY IF YOU ARE CONFIDENT

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8, 403-9  
GRI 13.19.2, 13.19.3, 13.19.4, 13.19.5, 13.19.6, 13.19.8, 13.19.9, 13.19.10

In 2024, Solubio focused its efforts on strengthening strategic programs and maturing the safety culture within its teams. As a result, it fostered a proactive mindset, focused on anticipating risks and preventing incidents, reinforcing its commitment to safer and more sustainable work environments.

## BEHAVIORAL APPROACH CARD

Solubio implemented the Behavioral Approach Card, a tool for recording good practices and identifying risks in HSE - Health, Safety and Environment. The HSE team records safe behaviors and deviations, georeferencing data to map critical areas.

The analysis of these records allows for targeted actions (training, operational adjustments) and encourages exemplary practices, strengthening the preventive culture. The transparency of the tool promotes engagement, transforming observations into collective learning. By 2025, the data will be integrated into the central risk management system, and a ranking by area will highlight teams with the best indicators.

## TRAINING AND CONSTANT EVOLUTION

In 2024, Solubio adopted an integrated professional development strategy, prioritizing the implementation of a strategic training calendar aligned with the operational activities of each team. Based on a robust training matrix, designed to map critical skills were developed through periodic programs taught by internal and external specialists, ensuring technical expertise and adaptation to the specific demands of each sector.

This approach allowed not only anticipating risks and preventing incidents, but also strengthening the safety culture through practical knowledge applicable in everyday life. Strict control of the schedule and continuous evaluation of results ensured that training was personalized, effective and directly linked to the organization's sustainability and productivity goals.

In addition, we continued to use essential tools such as the HSE Dialogue (periodic discussions on risks and solutions), Safety Checklist (standardized inspections) and Rigorous Third-Party Management (continuous assessment of partners), consolidating a structure

	2022	2023	2024
Number of fatalities	0	0	0
Frequency rate of accidents with lost time**	5,53	4,37	1,60
Frequency rate of accidents without lost time***	0,69	7,49	2,40
Severity rate of accidents with and without lost time****	43,56	198,58	5,60

\*Referring to employees of the SoluBio Group.

\*\*In 2024, the rate was calculated based on 1 accident with time off during the year, related to cases of injuries during the workday in which, after receiving medical care, the employee was away from work for a period of more than one day.

The rate is calculated as follows:  $TF = N \times 1,000,000/Hr$

\*\*\*In 2024, the rate was calculated based on 4 accidents without time off during the year, related to cases of injuries during the workday that required only first aid. The rate is calculated as follows:  $TF = N \times 1,000,000/Hr$ .

\*\*\*\*Rate calculated with reference to 07 days lost due to work accidents in 2024, related to events that resulted in loss of work days. The rate is calculated as follows:  $TG = T \times 1,000,000/H$

In 2024, Solubio achieved a **74% reduction in the number of accidents involving people**, a milestone that reflects the effectiveness of the proactive tools implemented.

Although the acceptable number of accidents is zero, this progress demonstrates the collective commitment to anticipating risks and correcting behaviors, strengthening a proactive safety culture.

Georeferenced records and targeted actions have made it possible to identify and mitigate critical failures, while recognition of good practices has increased team engagement.

By 2025, we will integrate this data into the central management system, aiming for operational excellence and the ongoing pursuit of zero accidents.







# STAKEHOLDERS SUSTAINABLE RELATIONSHIP

GRI 2-29, 413-1 | GRI 13.12.2  
GRI 3-3 SUSTAINABLE GROWTH | LASTING RELATIONSHIPS | 13.12.1

## COMMITMENT TO THE LOCAL COMMUNITY.

In 2024, SoluBio intensified its commitment social and environmental in the city of Jataí (GO), headquarters of its main industrial unit and location with the largest concentration of employees. The company prioritized initiatives that reinforce its mission of promoting continuous improvement, social assistance and environmental preservation, Aligning with the strategy of attracting and retaining talent through an inclusive work environment connected to local causes.

### FROM THE FIELD TO THE TABLE: SYNERGY WITH THE JATAÍ FOOD BANK:

Since 2022, SoluBio has maintained a strategic partnership with the Jataí Municipal Food Bank, which was strengthened in 2024 with expanded actions. In addition to promoting family farming, the project contributes to regional food security, distributing more than 12 tons of food for vulnerable communities. In 2024, 320 families were directly benefited, ensuring access to quality nutrition and strengthening short production-consumption circuits.

### BACK TO THE COMMUNITY: PARTNERSHIPS WITH CRAS AND UFJ

Throughout 2024, a series of actions were developed in partnership with the Social Assistance Reference Center (CRAS) and the Federal University of Jataí (UFJ), including activities such as promoting quality of life - lectures, planting trees and donations. These actions were carried out

under the SOLUBEM brand, a program that encourages SoluBio employees to develop empathy, social engagement and connection with different realities.

This involvement strengthens not only the organizational climate and employee motivation, but also establishes strategic partnerships with non-governmental organizations, expanding the company's social and environmental impact.

## TREE CODE: URBAN CONNECTION WITH NATURE

One of the most innovative initiatives supported by SoluBio in 2024 was the Tree Code Project, developed by the Forestry Engineering Course at the Federal University of Jataí (UFJ). This project aims to map and disseminate information about the trees present in public parks, encouraging environmental education and promoting the population's interest in preserving urban vegetation.

This year, SoluBio actively participated in the delivery of another municipal park, reinforcing its mission of environmental awareness and sustainability. Professor Carlos, project coordinator, highlights:

"The partnership with SoluBio was and continues to be decisive for the success and expansion of our environmental education actions with the community."

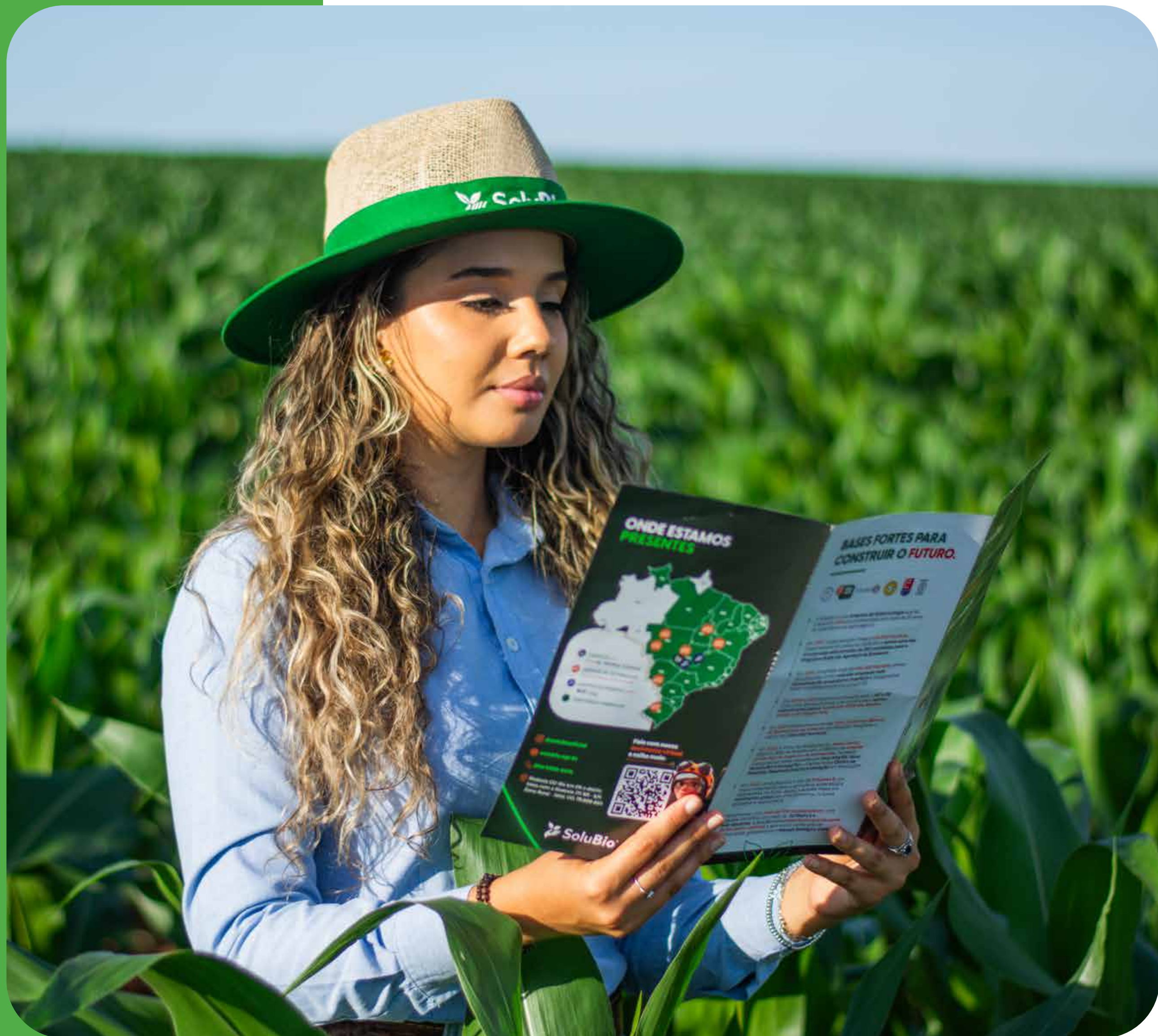
## ALL FOR ALL – SUPPORT FOR RIO GRANDE DO SUL

SoluBio has its roots in the South of Brazil, where it was founded with a purpose that remains to this day: to promote innovative and sustainable solutions.

In the face of the biggest climate disaster in the history of Rio Grande do Sul, which mobilized the country in 2024, SoluBio recognized its role and provided active support to the affected communities. This initiative reinforces the company's commitment to social responsibility, acting not only in moments of growth and innovation, but also in emergency and humanitarian actions.



# CULTIVATING THE FUTURE.





# CULTIVATING A LASTING RELATIONSHIP

GRI 203-2| 13.22.4

With the goal of harmonizing purpose and profit, SoluBio makes OnFarm® Organic Management accessible to everyone, promoting a relationship of respect and proximity with rural producers, building lasting and positive partnerships. Guided by this vision, the company is present in the main production chains of Brazilian agribusiness, reaching the impressive mark of 2.25 million hectares dedicated to the production of food and raw materials.

In 2024, SoluBio served 348 farms and recorded an increase of almost 4 thousand hectares in the area served, contributing to sustainable and regenerative agriculture. Serving 29 different crops in Brazil, grain production represents the largest area under OnFarm® Biological Management, followed by cotton and sugarcane cultivation.

In this way, we take bioinputs and the SoluBio experience from north to south of the country, with a greater presence in the states of Bahia, Mato Grosso and Goiás, in reference to the number of hectares served.

 **Total  
hectares  
served:** **2,250,971**

## NUMBER OF FARMS AND NUMBER OF HECTARES SERVED

	2022	2023	2024
Number of farms served	331	407	348
Number of hectares served	2,153 million	2,247 million	2,250 million



## AREA SERVED BY STATE IN BRAZIL (HECTARES)

State	Farms	Hectares
Bahia	51	636,852
Mato Grosso	36	292,316
Goiás	58	283,195
São Paulo	15	235.881
Mato Grosso do Sul	32	203.827
Rio Grande do Sul	60	188.448
Minas Gerais	22	85.482
Tocantins	13	73.320
Maranhão	9	62.281
Pará	9	58.860
Piauí	5	57.532
Paraná	28	55.514
ABROAD	1	5.600
Rio Grande do Norte	3	3.480
Pernambuco	2	3.074
Distrito Federal	1	2.650
Santa Catarina	1	1.680
Roraima	2	980
<b>TOTAL</b>	<b>348</b>	<b>2.250.971</b>



# GOVERNANCE AND STRUCTURE OF A CONSCIOUS MANAGEMENT

GRI 2≡1, 2≡9, 2≡12, 2≡17

## GOVERNANCE AND MANAGEMENT STRUCTURE



### Management Instruments:

In 2024, SoluBio reaffirmed its commitment to governance and strategic management, expanding the number of structured committees and increasing the effectiveness of decision-making. This strengthening reflects our ongoing effort to create a more organized, transparent, and results-oriented environment.

By expanding the committees, we have improved corporate governance, ensuring that decisions are based on careful analysis and aligned with the company's strategic objectives. In addition, this movement has enabled closer monitoring of initiatives, facilitating the implementation of concrete actions that drive SoluBio's sustainable growth.

Our commitment to efficient and collaborative management strengthens the company and drives its evolution, creating an environment conducive to innovation, operational excellence and a positive impact on the agricultural sector.





We highlight the recognition of our Integrity Program and the conduct of everyone who works at SoluBio, by the Ministry of Agriculture, Livestock and Supply (MAPA).

The More Integrity Seal is a milestone in our mission to strengthen integrity and ethics practices and combat any form of fraud, bribery and corruption. This is the fruit of an ecosystem in which each individual is heard, and all actions are evaluated under the principles that define our essence.



# RISK MANAGEMENT AND MATRIX

GRI 2-13, 201-2, 205-1 | GRI 13.2.2, 13.26.2

In 2024, we took on the challenge of raising the level of risk management in the company. We understood that, in order to ensure greater security and predictability in all our operations, it was essential to strengthen and improve our internal processes.

To achieve this goal, we began a detailed and structured process to identify the main risks in each area of the company. This comprehensive mapping provided us with a clear view of the challenges and vulnerabilities that could affect our performance and sustainability.

As part of this process, we implemented a continuous risk monitoring and tracking ritual, which allowed us to act strategically and proactively to mitigate potential impacts. With precise and effective tools, we ensured that our decisions were more assertive, reducing uncertainty and strengthening organizational resilience.

This progress reflected our commitment to operational excellence and organizational security. By consolidating robust risk management practices, we reinforced SoluBio's position as a company prepared to face challenges and drive sustainable and lasting growth.



Creating a risk matrix in a company is a fundamental practice to identify, analyze and manage risks that can impact business performance and continuity. Here are some reasons why it is important:

**Risk Identification:** The matrix helps to identify the different types of risks that the company may face, such as financial, operational, technological, legal, among others. This facilitates a clear view of the critical aspects that need attention.

**Risk Prioritization:** Not all risks have the same impact or probability of occurring. The risk matrix classifies risks according to their severity and probability of occurring, helping to prioritize actions for the most critical risks.

**Improved Decision Making:** By understanding risks and their potential consequences, the company can make more informed decisions, both strategically and operationally, aiming to mitigate or avoid negative impacts.





# ESG STRATEGIES Scoring System

GRI 2-13,2-16, 2-22, 2-23, 2-24, 2-29

The ESG journey is a reality at Solubio, working on initiatives with Stakeholders and in its units since 2022, in some initiatives that were defined based on material themes and its sustainability policy, as well as the review of ESG risks and opportunities and the support of Aqua Capital's ESG+I management.

In 2024, SoluBio relied on the work of the company's ESG area, responsible for managing ESG actions and indicators, and executing the Stakeholder Engagement Plan, certifications and participation in events that drive sustainable development, reviewing the ESG risk and opportunity matrix, executing some of the strategic initiatives and mobilizing other risk management areas and initiatives, in accordance with the action plan and indicators. These responsibilities were supported by the company's Sustainability Committee and CEO. This ensured that robust work continued with the monitoring of indicators by all parties involved. Reviews of programs, policies and certifications.

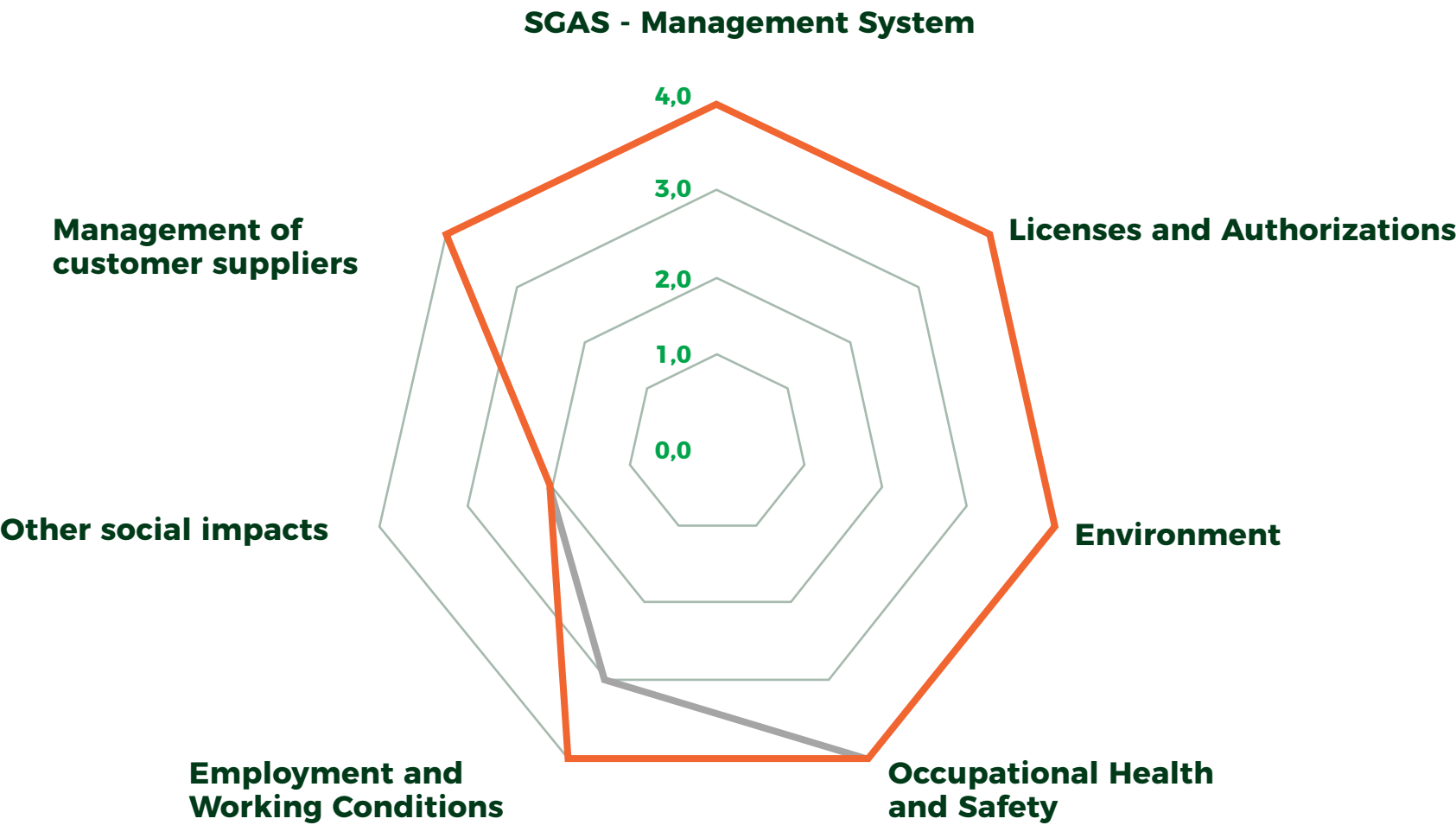
The company also continued its Stakeholder Engagement Plan, which is reviewed annually. Based on this plan, the company carries out periodic communication and engagement actions with its customers, employees, suppliers, shareholders, investors, community and other stakeholders. These actions are conducted by various sectors of the company that

maintain contact with these stakeholders.

The engagement strategies are described in the 2023 Sustainability Report and are addressed throughout this 2024 report, according to the relevant material topics. The objective of these strategies is to promote awareness of the importance of ESG and sustainability aspects, in addition to providing interaction channels to receive criticism, suggestions and compliments. Joint actions are also carried out, aligned with SoluBio's purpose and the company's priority themes.

As a result of two years of strategic management focused on ESG, in addition to significant external achievements, such as the B Corp certification, the SoluBio Group increased its score in Aqua Capital's ESG+I performance management system, aligned with IFC (International Finance Corporation) standards. This system evaluates the group in seven critical areas, related to ESG risk management and maximizing positive impacts. In the second year of monitoring, the SoluBio Group maintained its score of 3.7 in the evaluation system, with 4.0 being the maximum score for excellence. This reflects the continuity of good actions and the commitment to the ESG+I (ESG and Positive Impact) theme.

## SoluBio Performance – Scoring System Scoring System





# ROOTS IN THE FIELD, GLOBAL RECOGNITION

SoluBio is a certified B Corporation. This recognition reaffirms our commitment to uniting freedom and sustainability in building the future of agriculture. In 2024, we continue to strengthen this mission, improving our practices and expanding our positive impact on the sector.

More than a prestigious seal, this certification reflects our responsibility to transform microorganisms and ideas and in innovation, to overcome agricultural

challenges in a sustainable way. We continue to advance with the purpose of cultivating in harmony with nature and promoting an agriculture that is increasingly innovative, integral and committed to people and the environment.

SoluBio invites you to walk alongside on this journey. Each advance is a step towards a future where cultivating and evolving go hand in hand, with freedom and environmental responsibility.

For all these reasons, we are part of a **global movement** that drives a **more inclusive, fair and regenerative economy**.





# GRI CONTENT SUMMARY

**Usage statement:** The SoluBio Group reported based on the GRI Standards for the period from January 1 to December 31, 2024

**Applicable sector standard: The SoluBio Group has partially adopted the GRI 13 standard: Agriculture, Aquaculture and Fisheries Sectors 2022**

GRI Standard/ Other source	Content		PDF file page	Omissions	Applicable Sector Standard Reference Number
General Contents	2-1	Organization details	13, 14, 58		
	2-2	Entities included in the organization's sustainability report	05, 08		
	2-3	Reporting period, frequency and point of contact	05, 08		
	2-4	Restatements of information	37, 39, 40		
	2-5	External assurance	05, 50		
	2-6	Activities, value chain and other business relationships	10, 15, 16, 19, 22, 23, 24, 27, 31, 33, 43		
	2-7	Employees	45, 47, 48		
	2-9	Governance structure and its composition	58		
	2-11	President of the highest governance body	04		
	2-12	Role played by the highest governance body in overseeing impact management	58		
	2-13	Delegation of responsibility for impact management	60, 61		
	2-14	Role played by the highest governance body in sustainability reporting	05		
GRI 2: General Contents 2021	2-15	Conflicts of interest	50		
	2-16	Communication of critical concerns	50, 61		
	2-17	Collective knowledge of the highest governance body	58, 61		
	2-18	Performance assessment of the highest governance body	There is no specific performance assessment for the Board of Directors		
	2-19	Remuneration policies	There were no significant changes in the remuneration policy from 2023 to 2024		
	2-20	Process for determining remuneration	There were no significant changes in the remuneration policy from 2023 to 2024		
	2-21	Proportion of total annual remuneration		Data on the proportion of salary increases was not disclosed.	
	2-22	Declaration on Sustainable Development Strategy	04, 06, 07, 09, 11, 61		
	2-23	Policy Commitments	06, 61		



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GRI Standard/ Other source	Content		PDF file page	Omissions	Applicable Sector Standard Reference Number
General Contents					
GRI 2: General Contents 2021	2-24	Incorporation of policy commitments	61		
	2-25	Processes to repair negative impacts	30, 31, 32, 33, 50		
	2-26	Mechanisms for advice and raising concerns	50		
	2-27	Compliance with laws and regulations		Data on legal proceedings were not disclosed.	
	2-28	Membership in associations	11, 18, 20, 22		
	2-29	Approach to stakeholder engagement	55, 61		
	2-30	Collective bargaining agreements		SoluBio Group employees are covered by a collective agreement or convention	
Material topics					
GRI 3: Material topics 2021	3-1	Material topics definition process	08		
	3-2	List of material topics	08		
	3-2	List of material topics	16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 27, 30, 31, 35, 36, 37, 38, 39, 40, 43, 45, 47, 49, 50, 52, 55		13.1.1, 13.2.1, 13.3.1, 13.4.1, 13.5.1, 13.7.1, 13.8.1, 13.12.1, 13.15.1, 13.19.1, 13.23.1, 13.25.1, 13.26.1
Innovability and Regenerative Agriculture					
GRI 203: Indirect economic impacts	203-1	Investments in infrastructure and support services	18, 19, 20, 22		13.22.3
	203-2	Impactos econômicos indiretos significativos	29, 30, 31, 43, 57		13.22.4
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	19, 21, 23, 24, 25, 29, 30	REGENERA BIO program was discontinued in 2024.	13.3.3
Biotechnology and biosafety					
GRI 416: Consumer health and safety 2016	416-1	Assessment of health and safety impacts of product and service categories	28, 32		13.10.2



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GRI Standard/ Other source	Content		PDF file page	Omissions	Applicable Sector Standard Reference Number
Climate resilience and environmental services					
GRI 302: Energy 2016	302-1	Energy consumption within the organization	37		
	302-3	Energy intensity	37		
	302-4	Reduction of the energy consumption	37		
	302-5	Reducing energy requirements of products and services	37		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	29, 30, 35		13.7.2
	303-2	Management of impacts related to water disposal	35		13.7.3
	303-3	Water collection	35		13.7.4
	303-4	Water disposal	35		13.7.5
	303-5	Water consumption	35		13.7.6
GRI 306: Waste 2020	306-1	Waste generation and significant impacts related to waste	36		13.8.2
	306-2	Management of significant impacts related to waste	36		13.8.3
	306-3	Waste generated	36		13.8.4
	306-4	Waste not destined for final disposal	36		13.8.5
	306-5	Waste destined for final disposal	36		13.8.6
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	38, 39		13.1.2
	305-2	Indirect (Scope 2) greenhouse gas (GHG) emissions from energy purchases	38		13.1.3
	305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions	38, 39		13.1.4
	305-4	Greenhouse gas (GHG) emissions intensity	40		13.1.5
	305-5	Greenhouse gas (GHG) emissions reduction	37, 38		13.4.6
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities arising from climate change	29, 30, 60		13.2.2



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GRI Standard/ Other source	Content		PDF file page	Omissions	Applicable Sector Standard Reference Number
Long-lasting and Happy Relationships					
GRI 204: Purchasing Practices 2016	204-1	Proportion of spending with local suppliers	The SoluBio Group did not monitor this data in 2024		
GRI 401: Employment 2016	401-1	New hires and employee turnover	48		
	401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees partial	52		
	401-3	Maternity/paternity leave	52		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	52, 54		13.19.2
	403-2	Hazard identification, risk assessment and incident investigation	54		13.19.3
	403-3	Occupational health services	52, 54		13.19.4
	403-4	Worker participation, consultation and communication with workers regarding occupational health and safety	54		13.19.5
	403-5	Worker training in occupational health and safety	54		13.19.6
	403-6	Promotion of worker’s health	52, 53		13.19.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	54		13.19.8
	403-8	Workers covered by an occupational health and safety management system	54		13.19.9
	403-9	Work-related accidents	54		13.19.10
	GRI 404: Training and Education 2016	404-1	Average hours of training per year, per employee	49	
404-2		Programs to improve employee skills and provide assistance for career transition	49		
404-3		Percentage of employees receiving regular performance and career development reviews	49		
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity in governance bodies and employees	32, 45, 47, 48		13.15.2
	405-2	Ratio between base salary and remuneration received by women and those received by men		The Solubio Group did not provide this data for the year 2024	
GRI 406: Non-discrimination 2016	406-1	Instances of discrimination and corrective actions taken	50		13.15.4
GRI 413: Local Communities 2016	413-1	Operations with engagement, impact assessments and development programs aimed at the local community	43, 55		13.12.2



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GRI Standard/ Other source	Content		PDF file page	Omissions	Applicable Sector Standard Reference Number
Governance and Sustainable Growth					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	The SoluBio Group distributed approximately R\$338 million in direct economic value in 2024		13.22.2
GRI 205: Fighting Corruption 2016	205-1	Operations assessed for risks related to corruption	60		13.26.2
	205-2	Communication and training in anti-corruption policies and procedures	49		13.26.3
	205-3	Confirmed cases of corruption and measures taken	50		13.26.4
GRI 206: Unfair Competition 2016	206-1	Legal actions for unfair competition, trust practices or monopoly	50		13.25.2



# CREDITS AND INFORMATION

**Coordination:** ESG Area of the SoluBio Group (Jackeline Oliveira)

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