

# Sustainability

Report

## 2024

AGRO®  
**LABORSAN**  
*Essencial para sua semente*





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# Introduction

About this Report

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## About this Report

GRI 2-1, 2-2, 2-3, 2-5

This report presents the practices, commitments, and results of Laborsan AGRO in the 2024 fiscal year, based on material topics identified with its stakeholders and referenced in the standards of the Global Reporting Initiative (GRI).

Questions regarding the aspects covered in this report may be directed to our team, through the contacts:  
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Meet Laborsan AGRO:



[www.laborsanagro.com](http://www.laborsanagro.com)



# 1. CEO's Message

GRI 2-22

Sustainability is not new to Laborsan AGRO; it has been in our DNA from the very beginning.

Even when the structure was minimal, with only Milton Ribeiro – COO – and myself, we already had a genuine concern

about the impact of our actions, especially regarding the correct disposal of waste. We have always understood that our role goes beyond the product we deliver.

It may sound ambitious, but the truth is that we strive to do the basics, the essentials, with simplicity –

not because the market demands it, but because we believe in it. Doing the right thing, objectively, is the minimum required to ensure that future generations find a better world.

This report is not a legal obligation; we could choose not to publish it, but we do it because we believe in it.

Throughout 2024, it was rewarding to see clients of various sizes, cooperatives, seed companies, and multinationals visit us and ask why we dedicate so much effort to this. The answer is simple: because it makes sense to us.

Because we believe in it.



Francisco Albuquerque  
Laborsan AGRO CEO

## 2. Organizational Profile

GRI 2-1, 2-2, 2-6

Laborsan AGRO is a Brazilian company with solid performance in the agribusiness chain, especially in the seed treatment technology segment.

Based in Diadema (SP), it offers solutions in Polymers, Drying Powders, Adjuvants, and coloring technologies for agrochemical products, adding value to agricultural production with a focus on efficiency, safety, and sustainability.

With a highly qualified technical team and strong investment in research and development, Laborsan AGRO is a national reference in the supply of seed treatment inputs, recognized for the quality of its products and reliability in its processes.

The company holds important certifications such as ISO 9001, ISO 14001, and the Green Seal, which attest to its commitment to responsible management and sustainable innovation.

These certifications attest to the organization's alignment with the best market practices, promoting continuous improvement and sustainable innovation. With **more than 20 years of expertise** in research and development, Laborsan AGRO has consolidated itself as a national reference in seed treatment technologies, agrochemical coloring, and innovative coatings.

On April 22, 2021, the company announced the beginning of its **international expansion**, led by a strategy focused on South America, especially **Argentina, Chile, Colombia, Paraguay, and Uruguay**, with clear goals of gaining presence also in the Americas, Europe, and Asia.

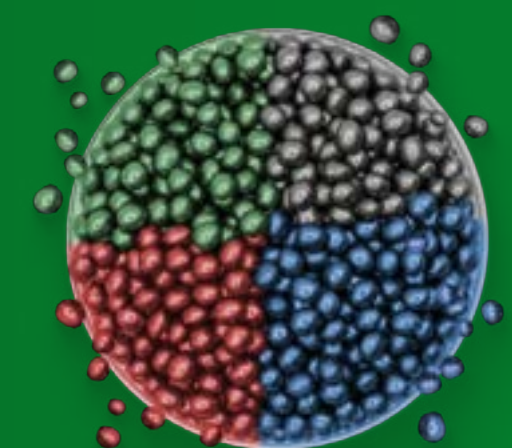
Watch our corporate video



Location:  
**Diadema/SP**



National reference in:  
**Seed treatment inputs**



Offers solutions in:

- **Polymers**
- **Drying powders**
- **Adjuvants**
- **Coloring for agrochemical products**

Certifications:



## Close to Our Customers

GRI 2-3, 2-16, 2-26, 2-29

In 2024, Laborsan AGRO joined the national sustainability agenda as a supporting partner of the National ESG Congress, the leading event in the sector across Latin America and a key preparatory stage for COP 30.



## Institutional Partnerships

Além disso Additionally, the company has established partnerships with institutions such as **Rotary and the Brazilian Institute for Environmental Resources (IBRAMAR)**, actively participating in social and environmental impact projects, such as **Floresta Viva - Biodiversity Corridors**.



These initiatives reinforce the company's positioning as an organization committed to the Sustainable Development Goals (SDGs) and to building a positive legacy for the Brazilian agribusiness sector.



In 2024, Laborsan AGRO maintained a busy and strategic agenda, participating in the main events of the seed sector. The brand strengthened its presence in technical and business environments, reinforcing its commitment to innovation, quality, sustainability, and the enhancement of connections within agribusiness. For full coverage of these and other events, visit our social media channels.



## Arena da plantabilidade (Plantability Arena)

Laborsan AGRO participated in five editions of the Plantability Arena in 2024 (Guarapuava/PR, Passo Fundo/RS, Goiânia/GO, Rondonópolis/MT, and Palmas/TO).



## Febrasem

The company was also involved in Febrasem, an important national forum focused on the seed production chain.



## Santa Catarina Seed Congress

Laborsan AGRO actively participated in the Santa Catarina Seed Congress, showcasing technologies and services in seed treatment.



## 22nd Brazilian Seed Congress

The company also took part in the 22nd Brazilian Seed Congress, one of the country's leading sector events, presenting innovations in seed treatments and industrial solutions.

# Technology Serving Sustainability in the Field

GRI 2-6, 2-23

Innovation is the foundation of Laborsan AGRO’s operations. The company has developed a comprehensive portfolio focused on Film Coating Technology for seed treatment, always prioritizing efficiency, sustainability, and safety for farmers and the environment.

Our solutions go beyond technical performance. They are developed to meet the highest standards of quality and environmental responsibility, optimizing resource use, reducing losses, and contributing to a more productive, conscious, and sustainable agriculture.



Explore Our Seed  
Technology and Innovation  
Center



## Product Portfolio

# Technologies and Solutions



## Film Coating:

Laborsan AGRO's film coating technology is composed of our LabFix polymer line combined with LabSec drying powders. These high-quality products are designed for industrial seed treatment (IST), the company's main area of expertise, with options also available for on-farm treatment.

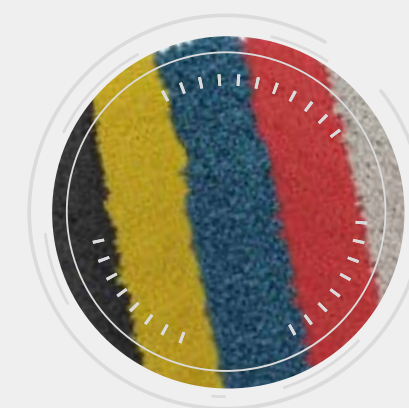
[Click here for more information.](#)



## Superior Protection:

Our Superior Protection technology, composed of the LabFix G5 Platinum polymer and LabSec Superfluid Graf drying powder, offers high adaptability across various crops. It provides seeds with greater coverage and adhesion, reduces abrasion during processing, protects the treatment film from loss, improves seed flowability, and consequently enhances visual appearance and plantability performance.

[Click here for more information.](#)



## Encrustation and Pelletization:

Binders and coating masses standardize seed shape and size while providing a smoother, more uniform surface, aimed at optimizing sowing efficiency.

[Click here for more information.](#)



## Coloring:

We offer a broad portfolio of pigments (organic and inorganic, powder or aqueous dispersion), dyes, various additives, and specialized formulations for coloring agrochemicals, fertilizers, veterinary products, seeds, and more. With extensive industry expertise, we develop customized solutions to meet our clients' needs, ensuring the desired color is achieved efficiently in the coloring process.

[Click here for more information.](#)



## Specialties:

Laborsan AGRO provides innovative solutions to enhance the efficiency and safety of agricultural processes, such as silicone- and mineral-based antifoams and adjuvants, delivering higher yields, cost savings, and sustainability. Each of these solutions is designed to provide maximum performance and protection, making agricultural operations more efficient, productive, and safe.

[Click here for more information.](#)



# 3. Methodology and Stakeholder Engagement

GRI 3-1, 3-2

The preparation of this Sustainability Report was guided by the reporting methodology referenced to the Global Reporting Initiative (GRI) Standards, 2021 version. The identification of priority content was based on a structured stakeholder engagement process at Laborsan AGRO, aiming to determine the most relevant material topics in terms of generated impacts and stakeholder expectations.

During the first quarter of 2024, two types of questionnaires were applied to distinct audiences: (I) local community and (II) partners, suppliers, and customers. Distribution was conducted via email and WhatsApp, with a 10-day response period. The approach aimed to ensure agility, accessibility, and voluntary participation.

Respondents were invited to rate, on a scale of 1 to 5, the ESG topics most important to Laborsan AGRO, considering their materiality for the company's business and socio-environmental impacts. Additionally, space was provided for qualitative suggestions, allowing the identification of new areas of attention and improvement opportunities.

Based on the quantitative and qualitative analysis of the responses, as well as alignment with the company's strategic guidelines, the following material topics were prioritized for the 2024 cycle:

Environmental

**Climate Adaptation and Resilience**

**Soil Health**

**Use of Pesticides**

**GHG Emissions**

Social

**Occupational Health and Safety**

**Local Communities**

Governance

**Governance and Best Practices**

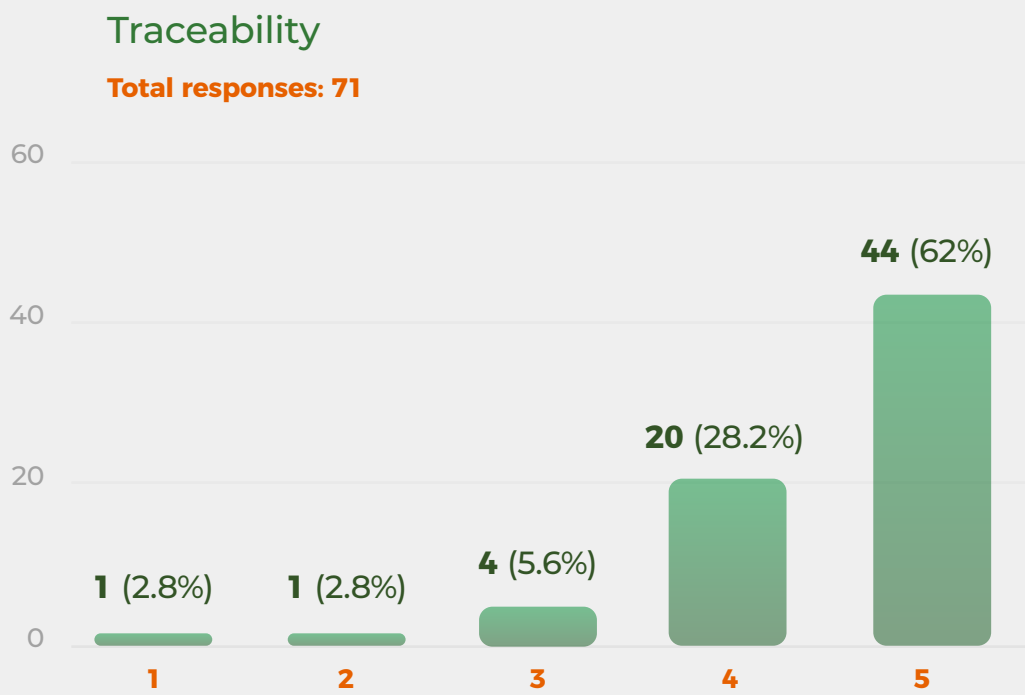
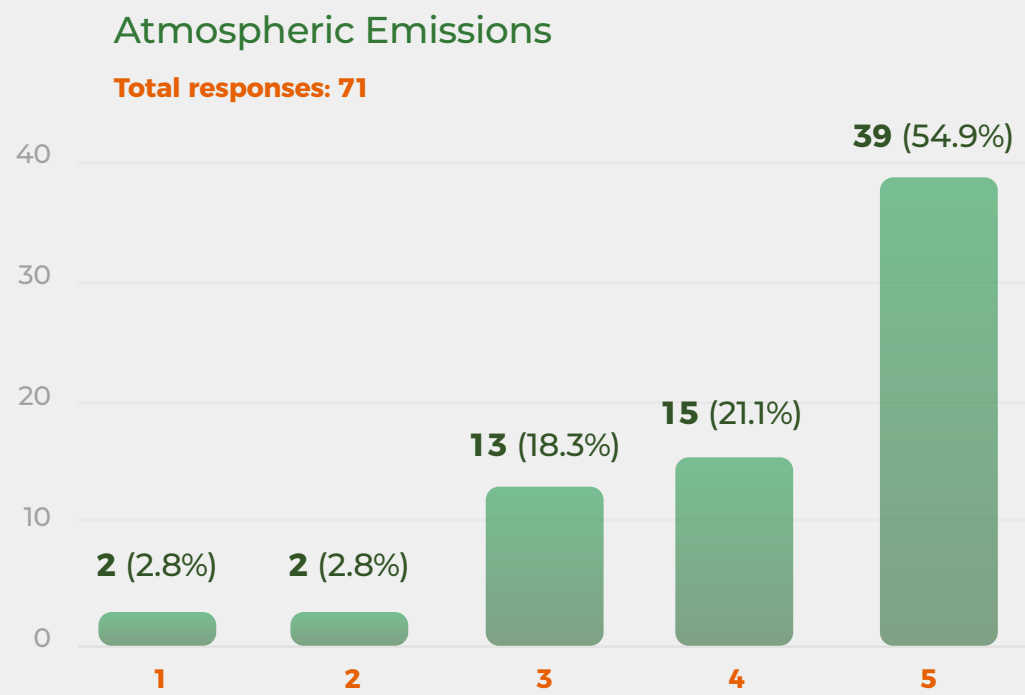
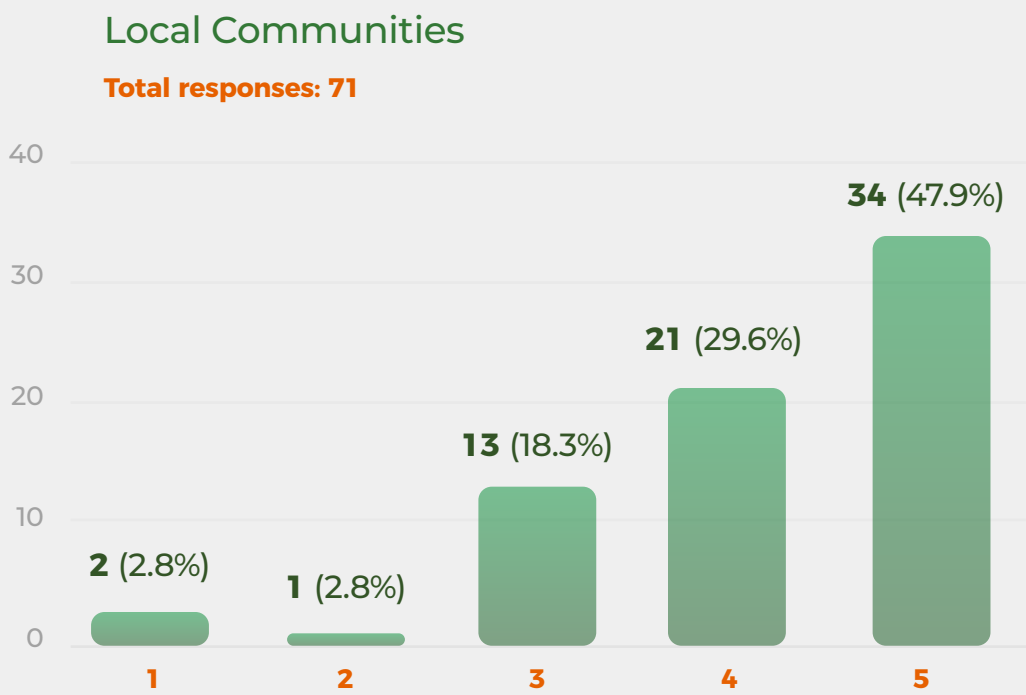
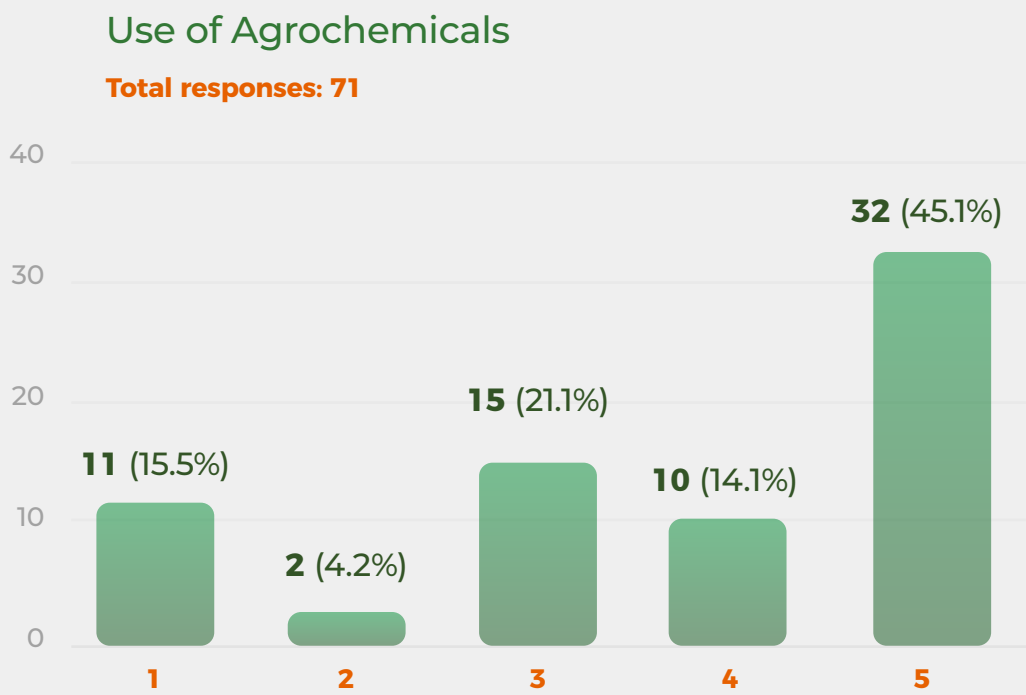
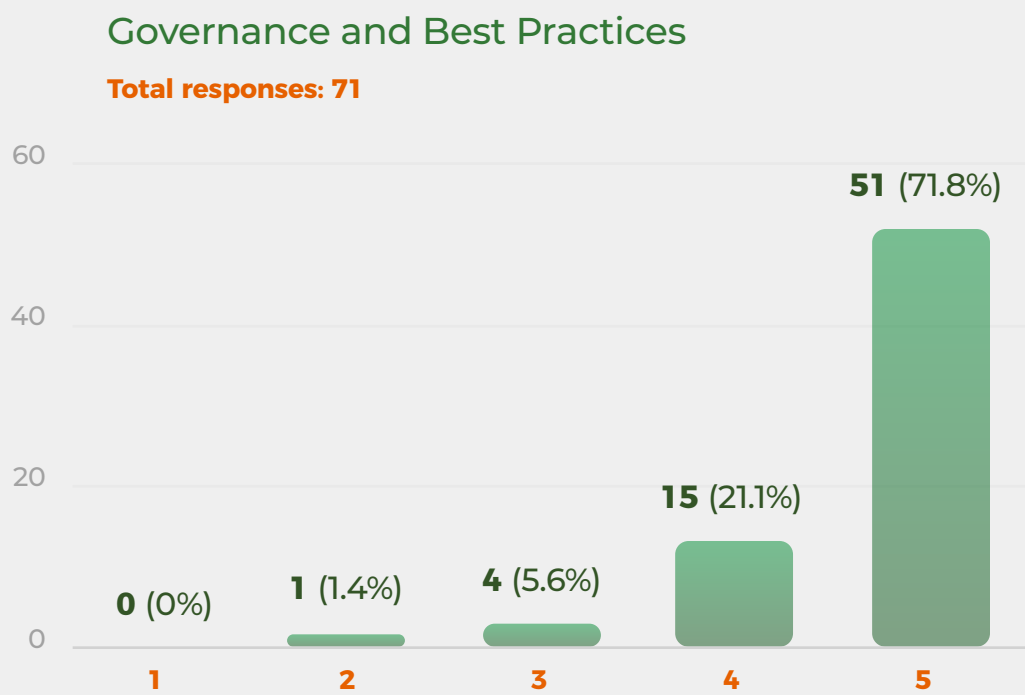
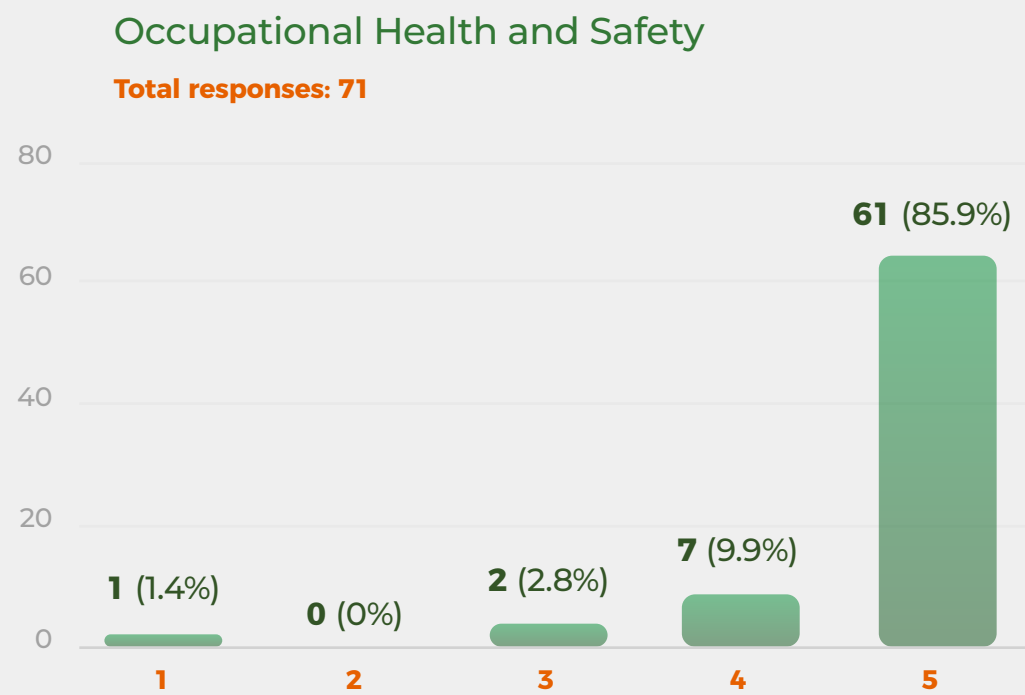
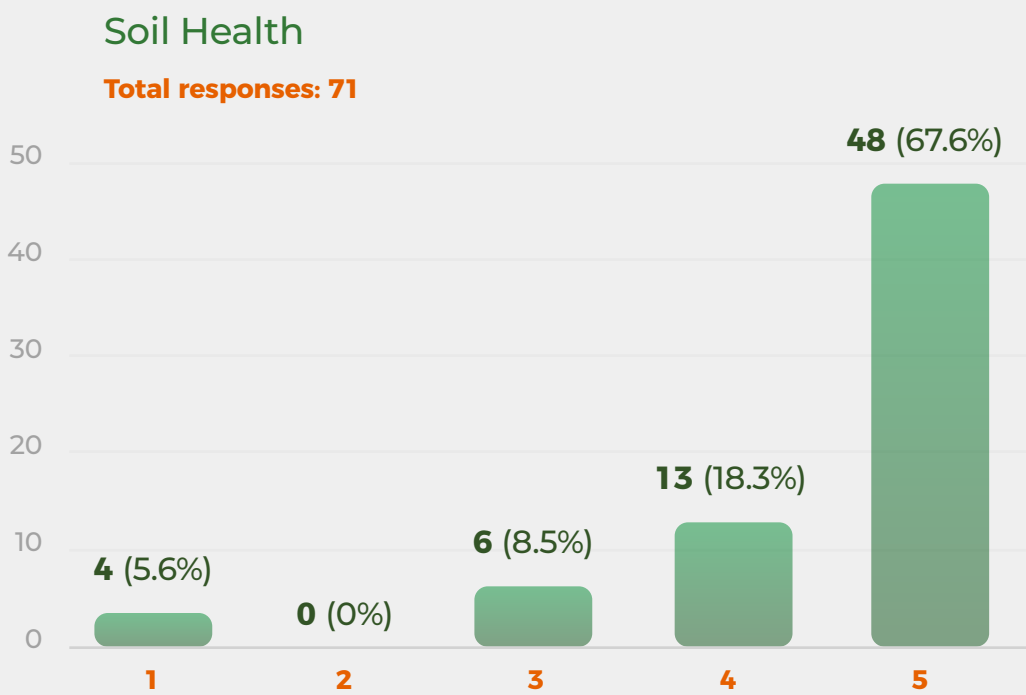
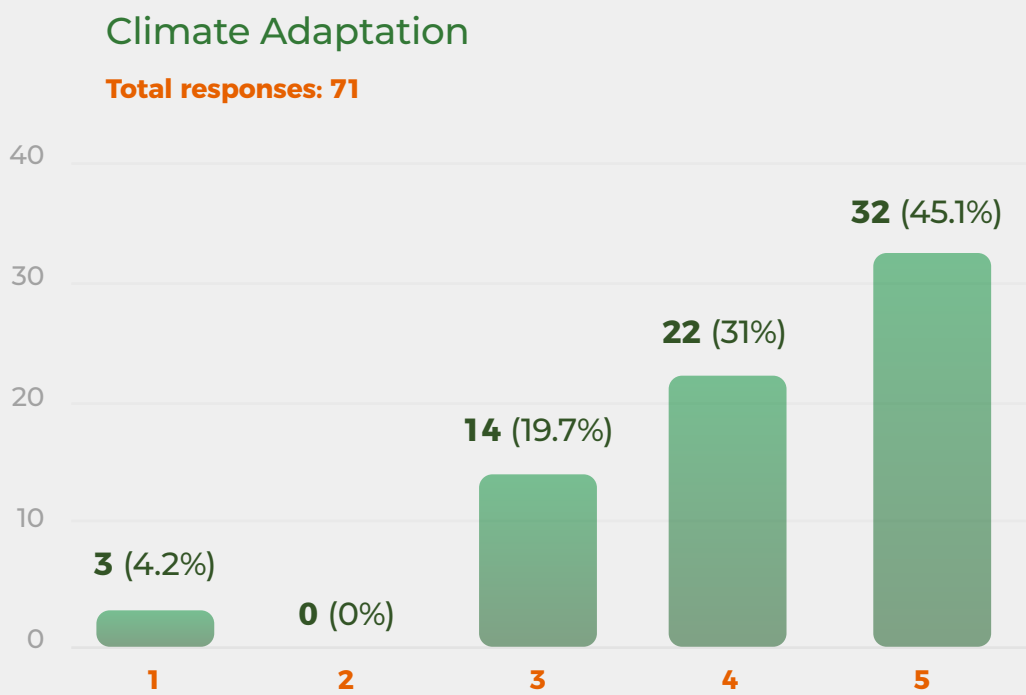
**Supply Chain Traceability**

These topics were validated for their cross-cutting relevance—both in terms of the direct impact of the company's operations and their influence on public policies, institutional reputation, and the value perceived by clients, employees, and communities.

The next section provides a technical overview of each of these topics, including critical analysis, consolidated data, and correspondence with the relevant GRI topics and standards.

# Survey for Partners, Customers, and Suppliers

1 - Please rate the following ESG topics according to their importance for your business or organization, with 1 being “not very important” and 5 being “extremely important”:



2 - Which of these topics do you consider the most urgent for our company to prioritize in its ESG strategy? (Choose up to 3 topics)

Total responses: 71



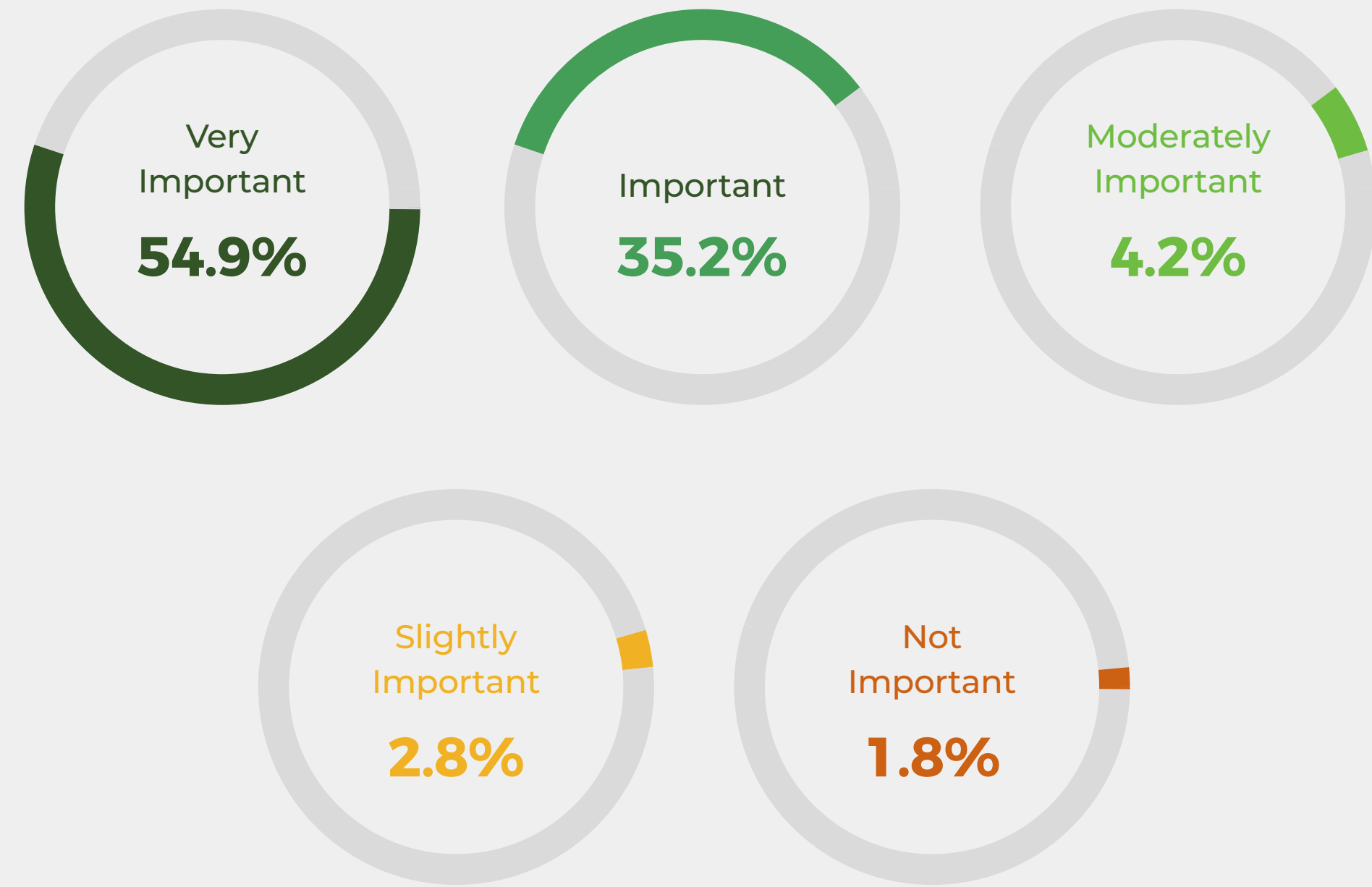
3 - Do you have any other ESG-related topic or suggestion that you consider relevant for our company?

Total responses: 71

Responses	Quantity
None	54
Atmospheric Emissions	1
Life Cycle Assessment of Components and Assets	1
Meeting Agreed Deadlines	1
Recycling	1
Integrated Management System	1
Renewable Options	1
Conscious Use of Resources	1
Good Practices in Packaging	1
Certifications	1
Proper Disposal of Contaminated Packaging	1
Waste Disposal	1
Waste Management	1
Materiality Matrix, Sustainability Report	1
Up-to-Date Environmental Documentation (e.g., agrochemical decontamination yard, fueling station)	1
Seed treatment with agrochemicals and biologicals as an environmentally efficient solution	1
Waste Treatment	1
Sustainable Water Use	1

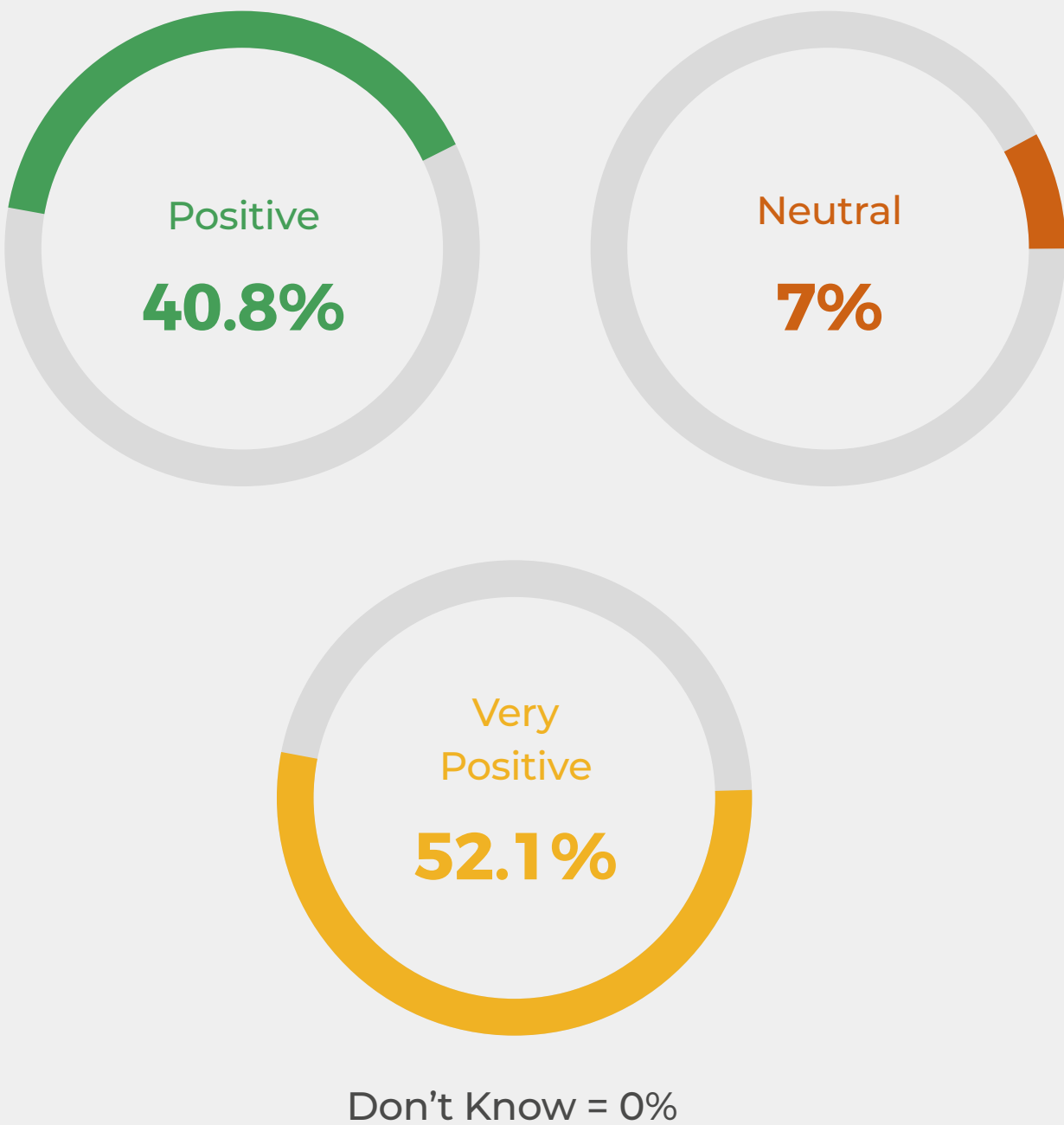
4 - How do you evaluate the importance of transparency in our company's ESG actions for building trust in the business relationship?

Total responses: 71



5 - What impact do you believe the implementation of ESG practices could have on your relationship with our company?

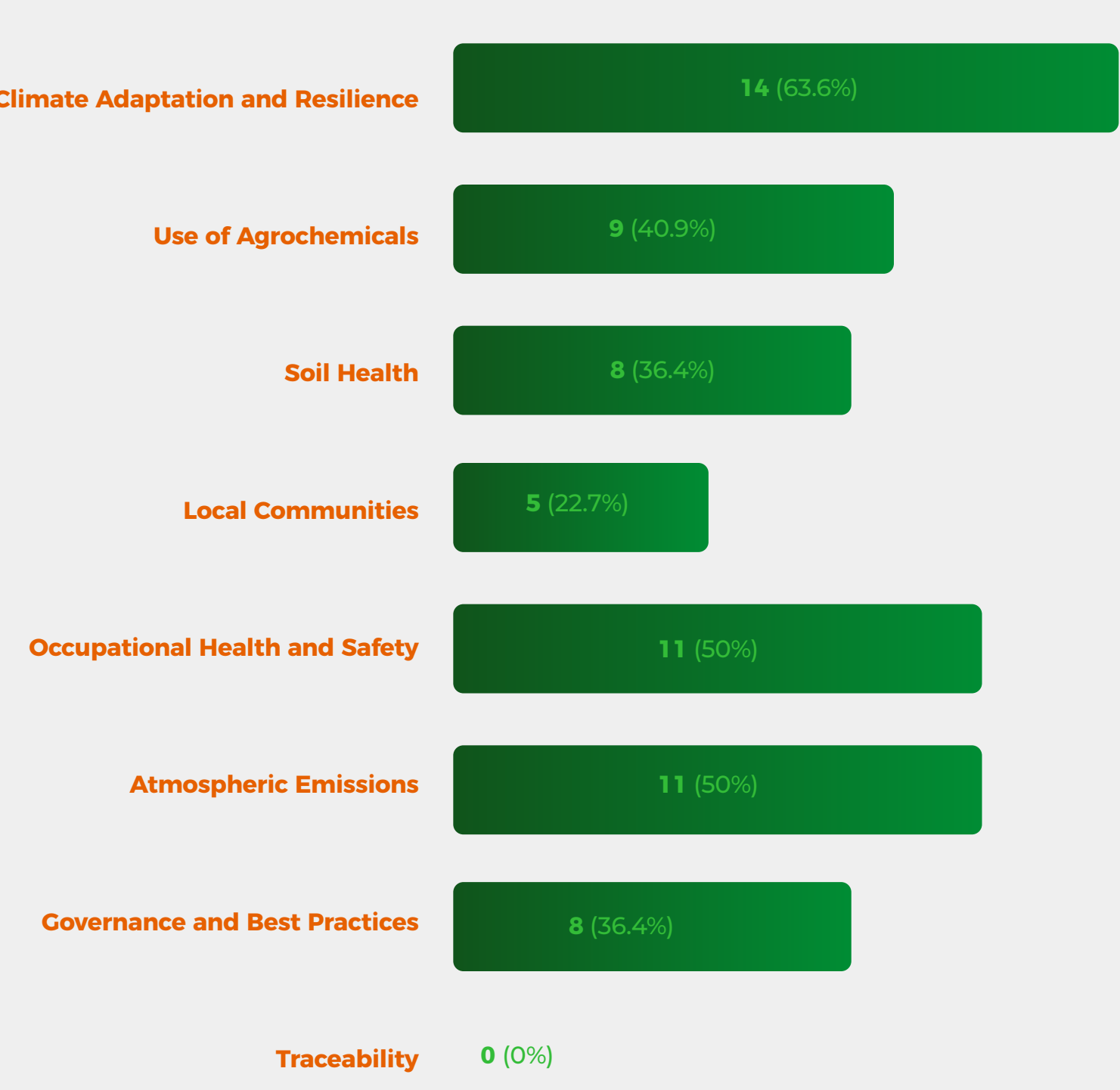
Total responses: 71



# Questionnaire for the Community

1 - Which of the following topics do you consider most important for a company to address for the future of the environment and society?  
(Choose up to 3 options)

Total responses: 22



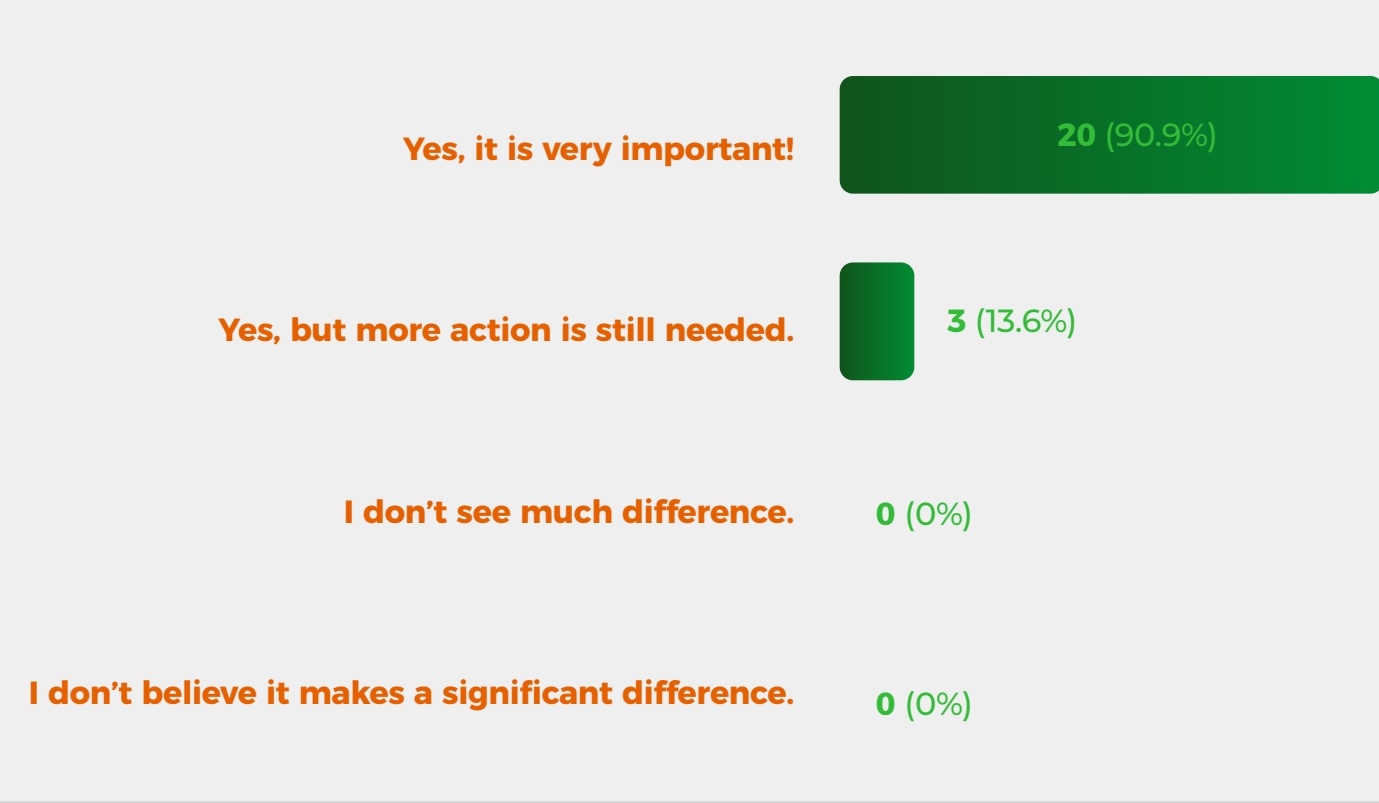
2 - What do you consider most important when a company is concerned about the impact it generates on society and the environment?  
(Choose up to 2 options)

Total responses: 22



3 - Do you believe that a company that invests in sustainability and social responsibility practices contributes positively to the future of the planet?

Total responses: 22



4 - If you have a suggestion of a topic not listed above, please share it with us!

Total responses: 3

I believe that quantifying the waste generated can provide direction on what to reduce and improve.

# 4. Material Topics and GRI Disclosures

This section presents an analysis of the topics prioritized in 2024: Climate Adaptation, Use of Pesticides, Soil Health, Local Communities, Occupational Health and Safety, Atmospheric Emissions, Governance, and Traceability. Each topic is associated with relevant GRI indicators and corresponding SDGs.

## 4.1. Climate Adaptation and Resilience

Laborsan AGRO acknowledges the urgency of the climate agenda and has adopted strategic measures to promote adaptation to climate change and strengthen the resilience of its operations and the agribusiness value chain as a whole. Climate risk monitoring and management are integrated into corporate governance, with structured initiatives in Research, Development, and Innovation (R&D&I), emissions control, and the adoption of sustainable technologies.

In 2024, the company completed its second Greenhouse Gas (GHG) emissions inventory, covering Scopes 1 and 2, achieving a **19% reduction in total emissions compared to the previous year**. This reduction was primarily driven by a 26% decrease in Scope 1 fugitive emissions, resulting from the absence of refrigerant gas refills.

Conversely, Scope 2 emissions increased by 48%, linked to higher energy consumption and changes in the Brazilian electricity grid emission factor. Despite this, the company reinforces its commitment to energy efficiency and plans to include Scope 3 in upcoming inventory cycles, thereby enhancing the traceability of indirect emissions.

In addition, Laborsan AGRO develops products with a lower environmental impact, such as the biodegradable polymers of the Labfix Eco line, which leave no microplastic residues in the soil and improve the efficiency of seed treatment applications.

By combining innovation with climate responsibility, the company strengthens its role in promoting a resilient, safe, and sustainable agriculture, fully adapted to emerging environmental challenges.



### GRI Standards Used:

**201-2 | 302-4 | 305-1 | 305-2 | 305-5**

### SDGs Addressed



## 4.2. Use of Pesticides

The use of crop protection products is an essential part of the Brazilian agribusiness context, particularly in the industrial treatment of seeds, where these inputs are applied in a controlled manner, with recommended dosages, appropriate equipment, and the use of PPE. In this process, Laborsan Agro's products—polymers and drying powders—play a complementary and fundamental role, acting as fixation and protection agents. They contribute to better adhesion of crop protection products to seeds while minimizing losses from dust detachment and leaching.

Although Laborsan Agro does not manufacture or commercialize crop protection products, it is part of this production chain by supplying supporting technologies that enhance efficiency and safety in the application of these inputs. Due to their inert nature, polymers and drying powders are exempt from specific regulatory requirements and do not require registration with regulatory authorities, unlike pesticides. Even so, the company remains committed to good agricultural practices, investing

in the technical training of its team and partners to ensure the responsible use of technologies in the field, with a focus on safety, traceability, quality, and sustainability.

Among the most notable solutions is the use of biodegradable polymers in seed treatment formulations, which, in addition to improving adhesion of active ingredients, help prevent dust formation and reduce the risk of chemical dispersion into the air and soil.

Surveys conducted with clients and suppliers also revealed concern about input traceability, compliance with environmental legislation, and the correct disposal of contaminated packaging — aspects that have been incorporated into Laborsan AGRO's internal policies and controls.

The company recognizes that the use of agrochemicals must always be guided by technical, ethical, and scientific criteria, while constantly seeking to evolve toward cleaner, safer, and more environmentally balanced practices.



**GRI Standards Used:**

**416-1 | 417-1**

**SDGs Addressed**



## 4.3. Soil Health

Soil health is an essential component for productivity and sustainability in agribusiness. Laborsan AGRO recognizes that living, balanced, and well-managed soils are fundamental to ensuring efficient harvests and preserving natural resources.

The company directly promotes soil health through solutions that foster a favorable microbiological environment, reduce chemical impacts, and contribute to the sustainable management of agricultural areas. The Labfix Eco line, composed of biodegradable polymers applied in seed treatment, is an example of this approach: by leaving no microplastic residues in the soil, it helps reduce the accumulation of contaminants.

In addition, Laborsan AGRO's products have been developed to work synergistically with biological agents and inoculants. The company also carries out technical guidance initiatives with seed producers and cooperatives to encourage the rational use of inputs and the proper handling of waste.

Themes related to conscious use, proper disposal, and sustainable practices also emerged spontaneously in the qualitative responses from stakeholders, highlighting the growing recognition of this pillar of agricultural sustainability.



### GRI Standards Used:

**301-2 | 306-2 | 306-3**

### SDGs Addressed



## 4.4. Local Communities

Laborsan AGRO maintains a continuous commitment to the sustainable development of the communities in which it operates. Its social and environmental initiatives are guided by strategic institutional partnerships, aligned with the principles of corporate responsibility and the United Nations Sustainable Development Goals (SDGs).

Since 2024, Laborsan AGRO has **supported the Floresta Viva – Biodiversity Corridors Project**, carried out in partnership with the Brazilian Institute of Environmental Resources and Rural Advisory (IBRAMAR). The project takes place in the Veredas do Acari Sustainable Development Reserve (MG), covering an area of 330 hectares. Activities involve the use of ecological restoration technologies, including the treatment of native species seeds with fleshy fruits, which favors vegetation regeneration and strengthens local extractivism.

In parallel, Laborsan AGRO supports the public health system through relevant social projects.

In **partnership with Rotary**, the company contributed to the acquisition of a sterilization device for the Municipal Hospital of Diadema — the only open-door unit in the region, specialized in surgery, obstetrics, and traumatology. This initiative will result in at least a 30% increase in surgical care capacity.

The company also **collaborates with local recycling cooperatives**, fostering the circular economy in the city of Diadema. These cooperatives are responsible for sorting and reusing waste generated at the factory, generating income and employment opportunities for local residents. This initiative promotes inclusion, sustainability, and a positive environmental impact.

Laborsan AGRO's community engagement goes beyond donations: the company continually seeks to co-create impactful solutions with organized civil society, reinforcing its ethical and collaborative role in promoting more sustainable and equitable territories.



**GRI Standards Used:**

**203-1 | 413-1**

**SDGs Addressed**



## 4.5. Occupational Health and Safety

Occupational health and safety are essential pillars in Laborsan AGRO's management. The company continuously invests in preventive measures, infrastructure, visual communication, and employee training, aiming to build an organizational culture based on responsibility, mutual care, and risk reduction.

In 2024, the company implemented a new visual communication system in operational areas through the strategic installation of informative banners detailing the mandatory Personal Protective Equipment (PPE) for each activity. This signage serves as a permanent educational tool, promoting daily awareness and reinforcing safe behavior.

Additionally, Laborsan AGRO **conducts regular training** on occupational health, accident prevention, chemical handling, and emergency response.

The company also monitors safety indicators and **carries out technical inspections to ensure compliance with regulatory standards**, such as NR-6 (PPE), NR-9 (Environmental Risks), and NR-12 (Machinery and Equipment).

Safety is addressed in an integrated manner with the company's people-centered strategy, which includes physical and mental wellness programs, active listening, and institutional recognition. Together, these actions are decisive in maintaining a healthy, productive, and safe environment for all employees.



### GRI Standards Used:

**403-1 | 403-5 | 403-9**

### SDGs Addressed



## 4.6. GHG Emissions

Laborsan AGRO has been investing in climate management and reducing its carbon footprint as part of its sustainability strategy. Since 2023, the company has **conducted an annual Greenhouse Gas (GHG) inventory**, covering Scopes 1 and 2, in accordance with internationally recognized methodologies.

**In 2024, a 19% reduction in total GHG emissions was recorded compared to the previous year.** The main contributor to this decrease was Scope 1, which dropped 26%, reflecting the absence of refrigerant gas refills in air conditioning and refrigeration systems, thereby reducing fugitive emissions.

Conversely, Scope 2 emissions, related to electricity consumption, increased by 48%. This rise is due to higher energy consumption driven by operational expansion and, particularly, to the 41% increase in the national electricity grid emission factor in 2024 compared to 2023.

Laborsan AGRO uses these inventories as a management tool, monitoring emissions and setting targets for future cycles. The objective is to maintain reductions in direct emissions, pursue cleaner energy sources, and eventually incorporate Scope 3 into the inventory, expanding control over indirect emissions across its value chain.



**GRI Standards Used:**

**305-1 | 305-2 | 305-5**

**SDGs Addressed**



## 4.7. Governance and Best Practices

Laborsan AGRO's corporate governance is grounded in principles of integrity, transparency, responsibility, and respect for people. The company adopts policies and procedures that ensure legal compliance, data protection, and the promotion of diversity as central elements of its business operations.

In 2024, Laborsan AGRO **maintained its ISO 9001 certification** and was also certified in Environmental Management **(ISO 14001) and awarded the Green Seal** (Type I Environmental Labeling), ensuring the credibility of its processes, products, and environmental practices. These certifications reflect the organization's commitment to continuous improvement and compliance with market and legal requirements.

In the field of data protection, the company enhanced its information security measures in accordance with Brazil's General Data Protection Law (LGPD), strengthening the control over data from clients, suppliers, employees, and partners.

Another notable achievement was obtaining the **Great Place to Work (GPTW) certification**, the result of an institutional strategy focused on caring for people, active listening, and leadership development. This recognition consolidates an internal culture based on trust, collaboration, and team well-being.

Regarding diversity, Laborsan AGRO has made significant progress. In 2024, **women represented 34% of the workforce**, a figure above the industrial sector average. This not only symbolizes a cultural transformation but also reflects the implementation of effective gender equity and inclusion policies.

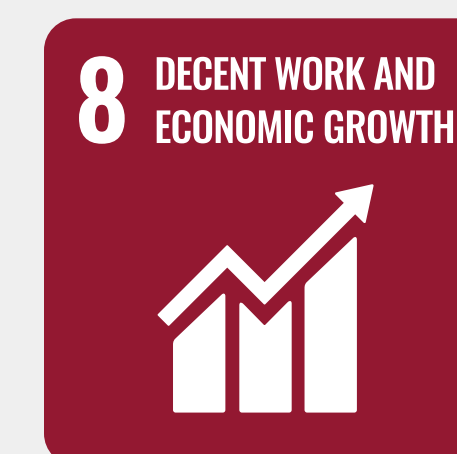
Laborsan AGRO's governance is also reflected in its proactive approach to ESG challenges. The company **supported the 2024 National ESG Congress**, the main event in the sector in Latin America, engaging in discussions on the future of sustainability, regulation, and ethical leadership in organizations.



### GRI Standards Used:

**2-9 | 2-16 | 405-1 | 418-1**

### SDGs Addressed



## 4.8. Supply Chain Traceability

Traceability is a strategic element for ensuring the safety, compliance, and reliability of Laborsan AGRO's products and processes. In a highly regulated and sensitive sector like agribusiness, the ability to monitor the origin, use, and destination of inputs and products is essential for the sustainability of the value chain.

Laborsan AGRO relies on the TOTVS Protheus system, which **reinforces process reliability and traceability, monitoring production from raw materials to the final customer.**

These controls allow for rapid responses in case of non-conformities and provide greater transparency to distributors, resellers, and farmers using the company's solutions.

Beyond the traceability of its own products, Laborsan AGRO seeks to establish partnerships with suppliers who share the same ethical, environmental, and quality principles. **Supplier selection and evaluation consider technical and reputational criteria**, including legal compliance, socio-environmental responsibility, and good operational practices.

This careful approach to the supply chain strengthens brand reliability, reduces operational and reputational risks, and meets the growing market demand for auditable, safe, and sustainable inputs.



**GRI Standards Used:**

**308-1 | 414-1**

**SDGs Addressed**



# 5. Environmental

Energy / Water and Effluents

GHG Emissions

Effluents and Waste

Environmental Offsets

Environmental Compliance



## Energy

GRI 302-1, 302-3

In 2024, Laborsan AGRO's total electricity consumption amounted to **164.388 kWh**, sourced entirely from the utility company ENEL, representing 100% of the facility's energy supply. Throughout the year, the company implemented practices such as regular preventive maintenance and enhanced operational process control. These actions contributed to the efficient use of energy and strengthened the responsible management of resources, in line with the organization's sustainability guidelines.



## Water and Effluents

GRI 303-1, 303-2, 303-3, 303-4, 303-5

In 2024, Laborsan AGRO recorded a total water intake of **1.680 m<sup>3</sup>**, sourced exclusively from the Sabesp supply network. During the same period, **183 m<sup>3</sup>** of effluents were treated through processes that included laboratory analyses and subsequent discharge into the public sewage system, in accordance with the requirements of CETESB Ordinance No. 19-A.

The company maintains water quality control and reuse programs and conducts regular maintenance of the treatment ponds.



**Total volume of effluents treated  
in the industrial process:**  
**183m<sup>3</sup> in 2024**

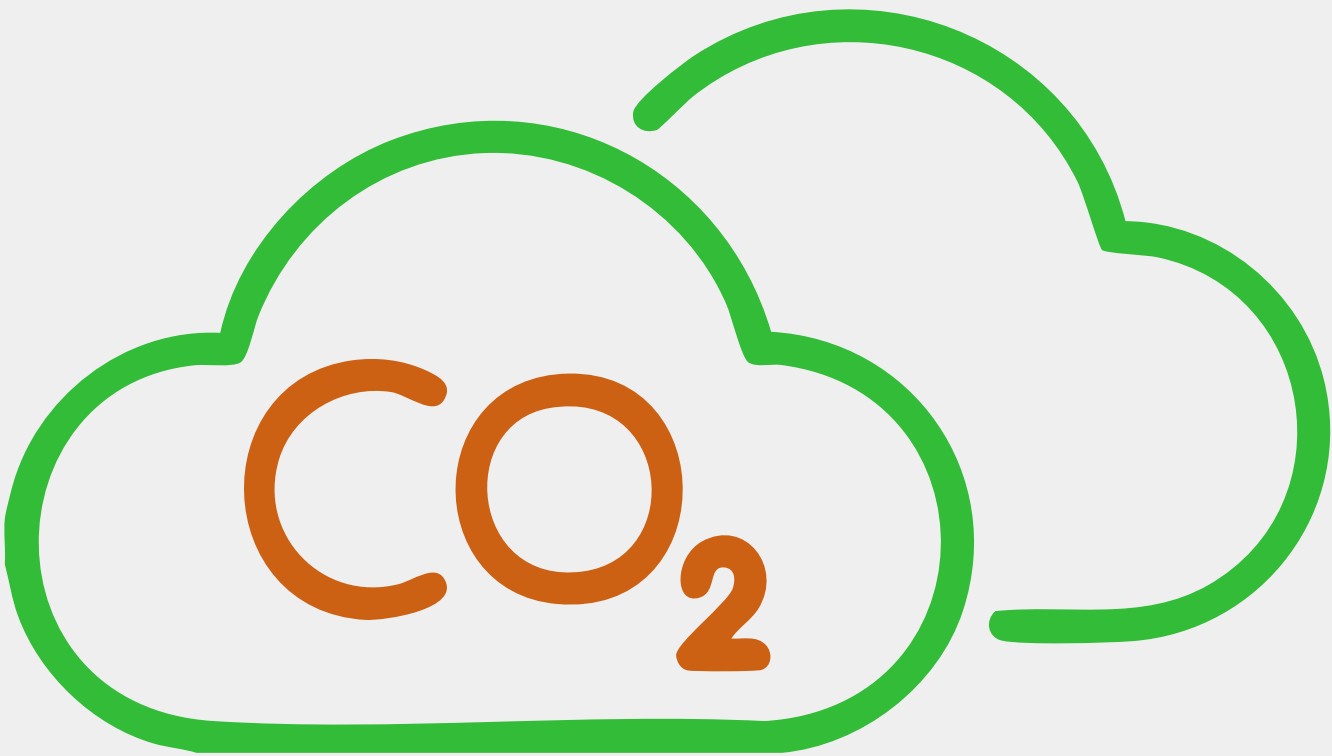


# Emissions

GRI 305-1 a 305-5

In 2024, direct greenhouse gas emissions (Scope 1) totaled **44.772 tCO<sub>2</sub>e**, while indirect emissions (Scope 2) amounted to **9.034 tCO<sub>2</sub>e**. These indicators reinforce Laborsan AGRO’s commitment to the continuous monitoring of its carbon footprint and the pursuit of more sustainable practices.

GHG Emissions (tCO <sub>2</sub> e)	
<div>Scope 1</div> <div><b>44.772</b> (tCO<sub>2</sub>e)</div> <div>in 2024</div>	<div>Scope 2</div> <div><b>9.034</b> (tCO<sub>2</sub>e)</div> <div>in 2024</div>






# Effluents and Waste

GRI 306-1, 306-2, 306-3, 306-4, 306-5

The liquid effluents generated are treated internally at the company’s treatment plant to comply with Article 19-A of State Law No. 997/76. The sludge produced in the process is sent for co-processing, a procedure that transforms thousands of tons of industrial waste into fuel or raw materials usable by cement plants across the country.

There was also a **16.95% reduction in Class I waste** sent for co-processing, reflecting improvements implemented following the ISO 14001:2015 certification.



Reduction of  
**16.95%**  
in Class I Waste  
Generation



Recyclable  
Waste:  
**49.29 tons**

Waste Sent for Co-  
processing:  
**50.58 tons**

Other Waste Sent for  
Treatment:  
**8.4 tons**



## Environmental Offsets

GRI 2-23

Laborsan AGRO, reaffirming its commitment to sustainability and environmental responsibility, has implemented **environmental compensation for the packaging** it places on the market.

This initiative ensures that an equivalent amount of recyclable waste is effectively collected and disposed of in an environmentally responsible manner, directly contributing to the strengthening of reverse logistics and the development of a circular economy.



**Environmental Offsets for Packaging**  
Placed on the Market



**Strengthening Reverse Logistics**



**Contribution to the Development of the Circular Economy**

## Environmental Compliance

GRI 2-27

No environmental non-compliances were recorded in 2024, including the absence of significant fines or non-monetary sanctions for violations of environmental laws and regulations.





# 6. Social

Employment

Occupational Health and Safety

Training and Education

Diversity and Equal Opportunity

Non-Discrimination

Local Communities

Political Practices

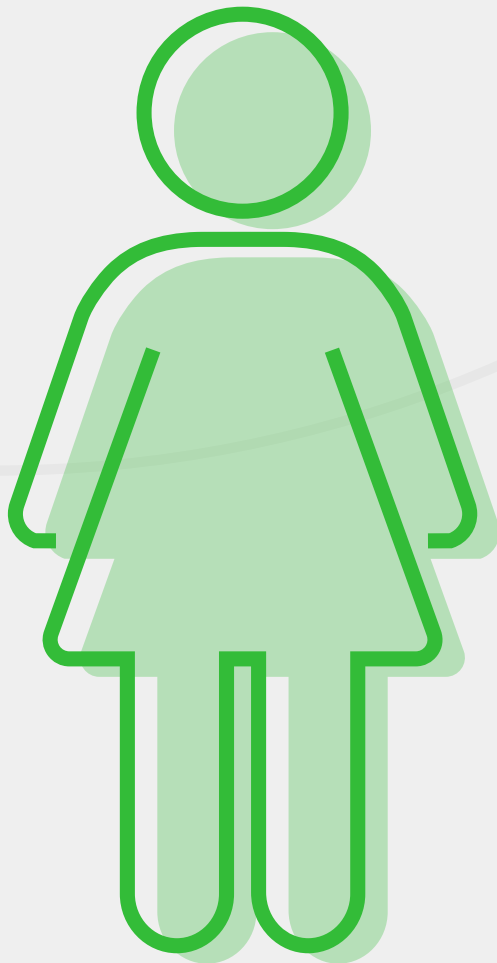
Product Information and Labeling

Customer Privacy

The social pillar of Laborsan AGRO's 2024 ESG report highlights initiatives focused on people, diversity, safety, and community engagement, as well as ethical governance concerning both internal and external stakeholders. Below is a summary of the main indicators:

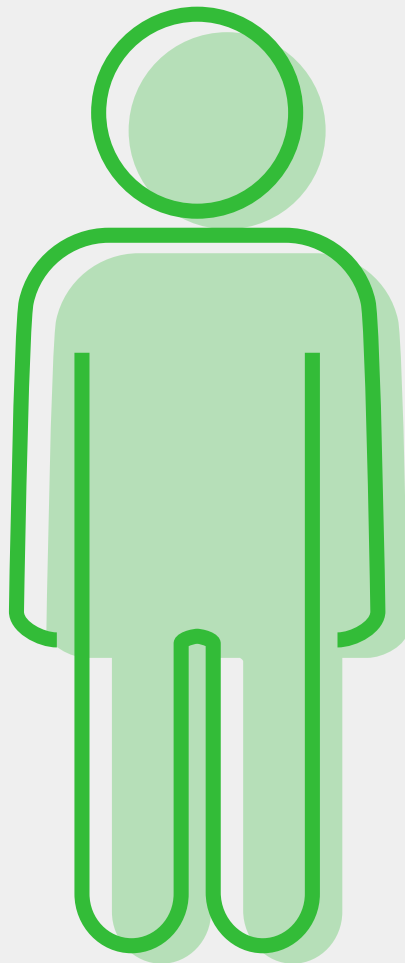


**Employee Composition by Gender**



YEAR	Women	% Women
2021	13	28%
2022	15	29%
2023	17	31%
2024	21	34%

YEAR	Men	% Men
2021	33	72%
2022	36	71%
2023	38	69%
2024	40	66%





## Employment

GRI 401-1

Laborsan AGRO reported hiring and turnover data, although the numerical fields are still being consolidated. Turnover is monitored as part of the institutional development plan, particularly in view of new retention and talent attraction goals for upcoming cycles.



## Training and Education

GRI 2-29

Although quantitative training data have not yet been broken down by gender or category, the company emphasized that this topic will be prioritized by the ESG Committee as a metric of positive impact, focusing on inclusion, skills development, and internal career advancement.



## Occupational Health and Safety

GRI 13.19, 403-1, 403-3, 403-6, 403-5, 403-9, 403-10

According to GRI 403-4, **no formal agreements related to occupational health and safety** were established with unions or representative bodies in 2024. However, the company implements internal preventive measures, aiming to maintain safe and healthy work environments.



## Diversity and Equal Opportunity

GRI 13.15

The composition of operational and management teams reflects ongoing efforts to promote diversity and gender equity, particularly through the **Sustainability Committee, which includes five women.**



## Non-Discrimination

GRI 406-1

In 2024, **no cases of discrimination or related incidents were reported**, reaffirming the company's commitment to an ethical and inclusive work environment. The company maintains an internal channel for investigating conduct and promotes an organizational culture based on respect.



## Local Communities

GRI 2-29, 413-1, 13.22

**No operations with significant negative impacts** on local communities were identified during the reporting period. However, the company recognizes that this topic will be increasingly relevant in future cycles, particularly with the advancement of value chain traceability and social sustainability indicators.



## Political Practices

GRI 415-1

**No financial contributions were made to political parties or election campaigns in 2024**, reaffirming Laborsan AGRO's position as a neutral and nonpartisan entity.



## Product Information and Labeling

GRI 417-1, 417-2, 417-3

The company **complies with legal and regulatory requirements** regarding the labeling of its products and services, particularly concerning safety, composition, and traceability, as required by its operational markets and applicable legislation.



# Customer Privacy

GRI 418-1

**No verified complaints related to the violation of personal data or customer privacy were reported in 2024**, ensuring compliance with the LGPD (General Data Protection Law). The company is committed to LGPD guidelines and develops internal mechanisms to protect and ensure transparency in the management of personal and sensitive data.

**Laborsan AGRO maintains its commitment to responsible social practices, reinforcing values such as ethics, diversity, community engagement, and fair governance.**

**The absence of reported incidents (such as discrimination, data breaches, or political contributions) demonstrates the strength and reliability of its corporate conduct.**



# 7. Governance

Strategy and Governance

Implementation of the Sustainability Committee

Legal Actions on Unfair Competition, Antitrust Practices, and Monopoly

Organizational Integrity and Anti-Corruption Measures

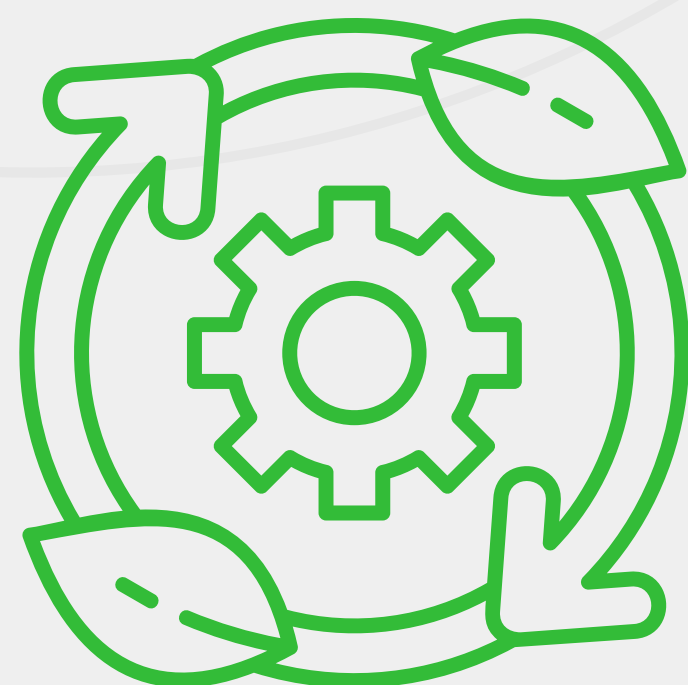


# Strategy and Governance

GRI 2-9, 2-22, 2-23, 2,24

The highest level of governance is exercised by the company's CEO, who also serves as Executive Chairman. Strategic decision-making, including ESG-related topics, is shared with internal committees, such as the newly **established Sustainability Committee** (2024), composed of board members, operational area representatives, and an external advisor (Rafaela Aiex Parra), **reflecting a diversity of perspectives and gender**.

The governance structure includes formal integrity mechanisms, reporting channels, and codes of conduct disseminated internally. **In 2024, no complaints, inquiries, or incidents related to ethics or discrimination were recorded.**



Establishment of the  
**Sustainability  
Committee**



**In 2024, no  
complaints,  
inquiries, or incidents  
of ethics violations or  
discrimination were  
reported.**



# Implementation of the Sustainability Committee

GRI 2-9, 2-23, 2-24

In 2024, Laborsan AGRO took a strategic and symbolic step toward strengthening its ESG governance by formally establishing its

**Sustainability and ESG Committee.**

The creation of this committee marks a new stage in the maturity of the company’s sustainable practices, reflecting its commitment to ethics, corporate responsibility, and long-term value creation.

The initiative stems from the conviction that environmental, social, and governance challenges require an integrated, technical, and continuous approach. The committee was designed as a structured forum for dialogue, guideline formulation, target monitoring, and strategic proposals to consolidate sustainability as a cross-cutting axis of the business.

A key feature of the committee is its diverse composition, bringing together Laborsan AGRO professionals from both the board and operational areas, alongside an external

specialist, enhancing qualified listening, cross-sector collaboration, and diversity of perspectives.

The presence of employees from different areas and hierarchical levels reinforces Laborsan AGRO’s commitment to a democratic and collaborative approach to ESG topics. External participation adds technical and impartial insight, contributing to the company’s alignment with market best practices.

Since its creation, the committee has been actively involved in mapping indicators, proposing targets, and promoting institutional engagement for a more conscious, transparent, and sustainable corporate culture, holding monthly meetings.

Members of the Sustainability and ESG Committee



Francisco Albuquerque  
CEO



Milton Ribeiro  
COO



João Vitor Sousa  
SGI Leader  
(ISO 9.001 | ISO 14.001 | ESG)



Kauane Sujkowski  
Commercial Manager



Deise Arruda  
Management & People  
Manager



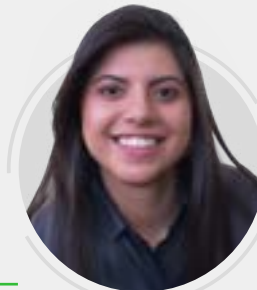
Marcos Guedes  
Industrial Manager



Leticia Azevedo  
Research & Innovation  
Coordinator



Leticia Mendes  
SGI Analyst



Marcella Matsuki  
Communication & Marketing  
Coordinator



Rafaela Aiex Parra  
Independent External  
Member

# Legal Actions for Unfair Competition, Antitrust Practices, and Monopoly

GRI 206-1

In the 2024 fiscal year, **no legal actions were recorded** involving Laborsan AGRO related to unfair competition, antitrust violations, or monopoly practices. The absence of occurrences in this category reflects the company's commitment to competitive ethics and compliance with applicable laws, in line with the principles of integrity and transparency that guide its operations in the agribusiness sector.

# Organizational Integrity and Anti-Corruption Actions

GRI 205-3

In 2024, **no confirmed cases of corruption** involving employees or third parties associated with Laborsan AGRO were identified. Likewise, there were no terminations, contractual sanctions, or public legal proceedings related to this matter.

These results demonstrate the company's ongoing commitment to ethics, corporate integrity, and responsible governance, **reinforced by internal compliance policies and preventive measures aimed at maintaining integrity in institutional and commercial relationships.**



# 8. Future Commitments



**Laborsan AGRO recognizes that sustainability is a continuous journey. Based on the analyses presented in this report and the demands of its stakeholders, the company has defined the following priority commitments for upcoming cycles:**



**Maintain the annual reduction of GHG emissions and incorporate Scope 3 by 2026.**



**Strengthen partnerships with local communities and cooperatives.**



**Expand the use of biodegradable polymers in the market and continue developing more sustainable technologies.**



**Enhance the digitalization level of traceability processes.**



**Increase female representation in leadership positions.**



**Maintain quality and environmental audits and certifications.**

Topic	2025 Goal	2026 Goal
Environmental Management Policy	Update the policy to include quantitative targets for resource efficiency and waste reduction.	Review the policy based on GRI indicators and align with global targets (SDGs / Science Based Targets).
Environmental Indicators (KPIs)	Define and implement KPIs for waste, energy consumption, and emissions.	Publish an internal report with results and promote annual benchmarking.
Contingency Plan	Conduct an annual drill with internal audit.	Incorporate feedback and certify the plan with specialized consulting.
Internal Environmental Education	Implement a training program on ESG and environmental best practices	Assess impact and institutionalize the program as part of onboarding.

Topic	2025 Goal	2026 Goal
Community Development Plan	Develop and validate the plan with external stakeholders.	Implement pilot projects in two communities with impact measurement.
Stakeholder Engagement	Conduct the first cycle of active listening with strategic audiences.	Consolidate an updated materiality matrix based on engagement.
Diversity and Inclusion	Create a diversity promotion program (gender, race, age).	Measure representation indicators and leadership targets.
Internal Professional Development	Map and launch technical and socio-emotional training tracks.	Measure learning engagement and performance, integrating results into career development plans.

Topic	2025 Goal	2026 Goal
ESG Structure	Formally consolidate the ESG Committee with bylaws and a meeting schedule.	Evaluate committee performance and review governance based on KPIs.
Integrity Policies	Review and publish the updated Code of Conduct with ESG focus.	Create a mandatory compliance training track for employees and third parties.
ESG Risk Management	Conduct the first ESG risk matrix crossing environmental, social, and reputational impacts.	Update the matrix with response plans and provide leadership training.
Communication and Transparency	Publish a simplified ESG Report for internal stakeholders.	Initiate the external validation cycle of the report (third-party verification).

# 9. GRI Summary

GRI Summary

**Statement of Use:** Laborsan Agro has reported the information cited in this GRI content summary for the reporting period January 1, 2024, to December 31, 2024, based on the GRI Standards.

GRI Standard	Content	Page	SDG
GRI 2: General Disclosures 2021			
GRI 2-1	Organization details	4, 6	
GRI 2-2	Entities included in the organization's sustainability report	4, 6	
GRI 2-3	Reporting period, frequency, and point of contact	4, 7	
GRI 2-5	External assurance	4	
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GRI 2-8	Workers who are not employees	31	
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GRI 2-16	Communication on critical concerns	7, 23	5816
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GRI 2-23	Commitment to policies	9, 29, 36, 37	
GRI 2-24	Inclusion of policy commitments	36, 37	
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GRI 2-27	Compliance with laws and regulations	29	
GRI 2-29	Approach to stakeholder engagement	7, 8, 32, 33	
GRI 3: Material Topics 2021			
GRI 3-1	Process to determine material topics	11	
GRI 3-2	List of material topics	11	

GRI 200: Governance			
GRI 201-2	Financial implications and other risks and opportunities for the organization due to climate change	17	12 13
GRI 203-1	Investments in infrastructure and essential services	20	3 11 15
GRI 205-3	Confirmed incidents of corruption and actions taken	38	
GRI 206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly	38	
GRI 300: Environmental			
GRI 301-2	Recycled materials used	19	2 15
GRI 302-1	Energy consumption within the organization	26	
GRI 302-3	Energy intensity	26	
GRI 302-4	Energy consumption reduction	17	12 13
GRI 303-1	Interactions with water as a shared resource	26	
GRI 303-2	Management of impacts related to water discharge	26	
GRI 303-3	Water withdrawal	26	
GRI 303-4	Water discharge	26	
GRI 303-5	Water consumption	26	
GRI 305-1	Direct (Scope 1) GHG emissions	17, 22, 27	7 12 13
GRI 305-2	Indirect GHG emissions (Scope 2) from purchased energy	17, 22, 27	7 12 13
GRI 305-5	GHG emissions reductions	17, 22, 27	7 12 13
GRI 306-1	Generated waste and significant waste-related impacts	28	
GRI 306-2	Management of significant waste-related impacts	19, 28	2 15
GRI 306-3	Generated waste	19, 28	2 15
GRI 306-4	Waste not destined for disposal	28	
GRI 306-5	Waste destined for disposal	28	
GRI 308-1	New suppliers selected based on environmental criteria	24	12 17

GRI 400: Social			
GRI 401-1	New employee hires and employee turnover	31, 32	
GRI 403-1	Occupational health and safety management system	21, 32	38
GRI 403-3	Occupational health services	32	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	32	
GRI 403-5	Worker training on occupational health and safety	21, 32	38
GRI 403-6	Promotion of worker health	32	
GRI 403-9	Work-related injuries	21, 32	38
GRI 403-10	Work-related illnesses	32	
GRI 405-1	Diversity in governance bodies and employees	23, 31, 32	5816
GRI 406-1	Incidents of discrimination and corrective actions taken	33	
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	20, 33	31115
GRI 414-1	New suppliers selected based on social criteria	24	1217
GRI 415-1	Political contributions	33	
GRI 416-1	Assessment of health and safety impacts of product and service categories	18	312
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GRI 417-2	Incidents of non-compliance regarding product and service information and labeling	33	
GRI 417-3	Incidents of non-compliance regarding marketing communications	33	
GRI 418-1	Confirmed complaints concerning customer privacy breaches and customer data loss	23, 34	5816
GRI 13: Sector Standards			
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GRI 13.19	Occupational health and safety	32	
GRI 13.22	Rights of local communities and indigenous peoples	33	



**Laborsan AGRO**

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