

Sustainability Report **2025**



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01

Introduction



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 2025 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 can be directed to our team, through the contacts: **João Vitor Sousa, ESG Committee Coordinator**

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02

Message from the CEO



Message from the CEO

GRI 2-22

Sustainability has been in Laborsan Agro's DNA since the beginning of its operations, always considered a priority. We constantly strive to be ahead of our time, with commitment and responsible practices.

In the last fiscal year, we released the first Sustainability Report 2024, which presented very positive results, especially due to the integration with stakeholders - clients, partners and suppliers. The report was prepared collaboratively, based on an exchange of information obtained from visits to our customers' operations, as well as visits to the Laborsan Agro unit, promoting a transparent and enriching exchange, which we intend to maintain at this pace for the coming year, strengthening the dialog with our partners.

It is worth highlighting that we are not legally required to prepare this sustainability report; it is a significant investment, and we believe it directly reflects the sustainability of the business itself.

In 2025, we received spontaneous recognition from the Sustainability Committee of the Jornal do Meio Ambiente do Estado de São Paulo with the granting of the Green Seal, which reinforces our commitment to sustainable and responsible practices. This result directly reflects a structured work, which is not limited to the report itself, but represents a solid body of evidence, practices, and commitments presented.

We do not believe in a growth model separate from environmental and social responsibility. Our focus is to empower, disseminate, and reinforce internally that sustainability is an ongoing effort for improvement.

We do not seek perfection, but constant evolution. We have started well and we will not stop: we will continue to expand and strengthen our alliances, consolidate partnerships, and share this goal with an ever-increasing number of institutions.

We're talking about sustainability and life, and I believe that the absence of both makes any business unfeasible. And the signs are becoming increasingly clear: there is a significant increase in energy tariffs, resulting from low reservoir levels and the need to use thermal power plants, which are more expensive and non-renewable sources, directly affecting the entire production chain and the end consumer. This scenario highlights how environmental issues have a concrete impact on the economy. In the past, products were made to last and to be repaired. Today, the cost of maintenance often exceeds the cost of replacement, creating a growing challenge for disposal.

We also cannot disregard the importance of proper waste disposal, which allows for the extension of its useful life through proper recycling. That is exactly what we're talking about: impact, responsibility, and choices. Being sustainable is not an option, but a strategic necessity. Companies need to understand their impacts and organize themselves to manage these effects responsibly.

We will remain committed to this path and believe that sustainability needs to be integrated into the company's strategic decisions. When we look at ESG, we think about responsible innovation, efficient use of resources, and the development of technologies that contribute to a more balanced agriculture, better prepared for the challenges of the future.



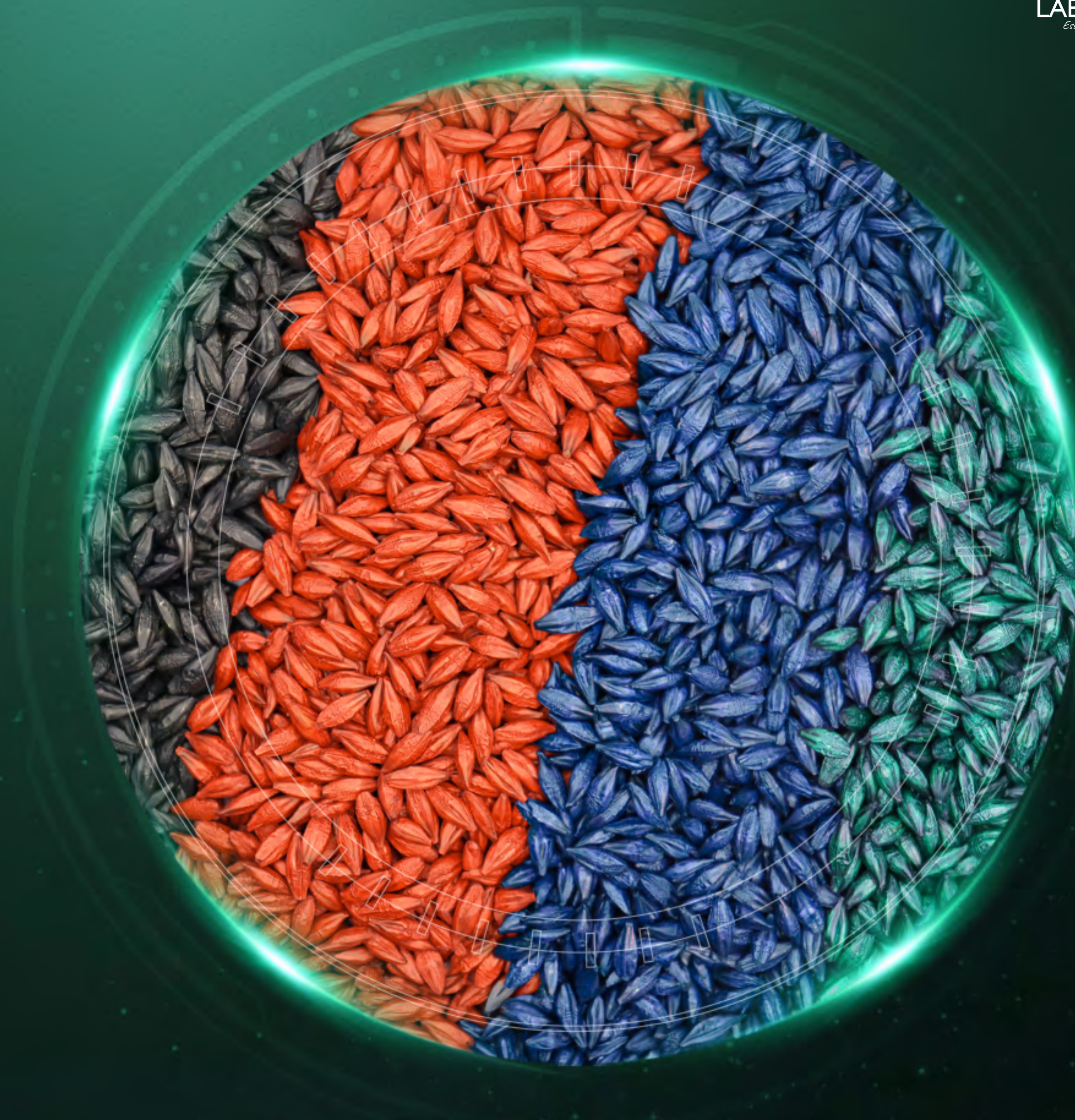
Francisco Albuquerque

Laborsan Agro CEO



03

Organizational Profile



Organizational Profile

GRI 2-1 | 2-2 | 2-6

With nearly 30 years of experience, Laborsan Agro is a 100% Brazilian company specialized in seed treatment technologies. Present in Latin America, it is recognized for its innovation, technical safety, and commitment to sustainable and standardized processes in agribusiness. Located in Diadema (SP), it offers innovative solutions in Polymers, Drying Powders, Binders and pastes, Adjuvants, Antifoams, Coloring, and much more.

With a highly skilled technical team and strong investment in Research and Development, Laborsan Agro is a national leader in the supply of inputs for seed treatment, recognized for the quality of its products and the reliability of its processes.

The company holds certifications that attest to the organization's alignment with best market practices, promoting continuous improvement and sustainable innovation. These include ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), Type I Environmental Labeling, and recognition with the Green Seal – an environmental seal that confirms the company's commitment to responsible sustainable practices.

Laborsan Agro continues its international expansion, led by a strategy focused on South America, especially Argentina, Chile, Colombia, Paraguay, and Uruguay, with clear objectives to also gain market share in the Americas, Europe, and Asia.



The infographic is set against a background of a green agricultural field with rows of crops. It features several icons and text blocks:

- 30 YEARS** of history in agribusiness (Icon: Plant in a circle)
- 100% Brazilian** company (Icon: Map of Brazil)
- Advanced R&D** Strong investment in Research and Development (Icon: Microscope)
- National reference in the supply of inputs for **seed treatment** (Icon: Seed pods)
- Present in **5 countries:** Argentina, Chile, Colombia, Paraguay, and Uruguay (Icon: Globe)

Certifications:

- ISO 14001 (Environmental Management System)
- ISO 9001 (Quality Management System)
- Green Seal (Environmental Labeling)
- ECOSelo - ISOPONT (NBR ISO 14024)
- eureciclo (Incentivando a reciclagem)
- Selo de Responsabilidade Social (The Rotary Foundation, ABTRF, 2024-25, EMPRESA CIDADÃ)
- Great Place To Work (Certificado 2025 BRASIL)



Click and check it out! 



Communication channels

for questions, compliments, information, etc.:



www.laborsanagro.com

 **+55 (11) 4061-4400**

Check out our
**institutional
video**



Check out the
**Sustainability
Report 2024**



Awards and recognitions

Proximity to customers

GRI 2-3 | 2-16 | 2-26 | 2-29



Jornal do Meio Ambiente

Laborsan Agro has been recognized with the Green Seal, an environmental certification that attests to the company's commitment to sustainable and responsible practices. Awarded by Jornal do Meio Ambiente, the seal is an earned recognition, reflecting the company's continuous effort to adopt practices that minimize environmental impact and promote the preservation of natural resources.

Laborsan Agro was selected after research conducted by its sustainability committee, consulting environmental agencies at the Federal, State, and Municipal levels, such as IBAMA [Brazilian Institute of Environment and Renewable Natural Resources], Environmental offices, and the Municipal Government.



Canal Rural

Laborsan Agro has been recognized as one of the leading companies in promoting sustainable practices in Brazilian agribusiness. The company won 3rd place in the Agribusiness category of the 4th Planeta Campo Award, an initiative of Canal Rural that recognizes organizations that combine productivity, innovation, and sustainability in the field.

The award, held in 2025, recognizes rural producers and agribusinesses of different sizes that adopt responsible environmental and social practices, encouraging sustainable development in the sector.



2nd National ESG Congress

Laborsan Agro was present at the 2nd National ESG Congress, the main event in the sector in Latin America prior to COP30, which brought together government and business leaders, experts and professionals to share case studies and practices in the field of sustainability and ESG.



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

Participation of Laborsan Agro in Events

GRI 2-3 | 2-16 | 2-26 | 2-29

In 2025, Laborsan Agro continued to have a presence at the main events in the seed industry. The brand has consolidated its presence in technical and business environments, reinforcing its commitment to innovation, quality, sustainability, and strengthening of connections in agribusiness.

To see full coverage of these and other events, visit our social medias:



TSI Experience Convention

Laborsan Agro held the first edition of the TSI Experience Convention, its first proprietary event, in February 2025, in the city of Goiânia/GO. The meeting brought together partners, experts, and leaders from the seed industry to discuss the company's trajectory, product innovations, marketing cases, production processes, quality, and sustainability initiatives.



10th Brazilian Soybean Congress 2025

Commemorative event celebrating the 50th anniversary of Embrapa Soybean. In its tenth edition, CBSoja discussed the main pillars of the soybean production chain, focusing on adding value and developing sustainable agriculture based on technology and digital innovation.



10th Seed Congress of the Americas - 2025 Edition

Event organized by the Seed Association of the Americas (SAA) in conjunction with the Brazilian Association of Seeds and Seedlings (ABRASEM), in the city of Foz do Iguaçu/PR. With an agenda focused on biotechnology, sustainability, and international trade, the panels and conferences highlighted the importance of innovation, cooperation, and harmonized policies to drive the sector's development.



Regional Meeting on ESG and Sustainability in the Maize & Sorghum Production Chain

The 1st Regional Meeting on ESG and Sustainability in the Maize & Sorghum Production Chain, held by Embrapa Maize and Sorghum and Laborsan Agro in Sete Lagoas/MG, discussed sustainable practices, ethical governance, and the reduction of environmental impacts in agribusiness. The event connected the productive and industrial sectors to strengthen competitiveness and share innovations.

Institutional Partnership



Laborsan Agro maintains its support for 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 pelleting, encrustation, and treatment of native species seeds with fleshy fruits, which favors vegetation regeneration and strengthens local extractivism.

Some of the seeds to be used in the restoration of the planned area were treated using Laborsan Agro technologies (pelletizing, incrustation and film coating).



Seed Technology and Innovation Center

The Seed Technology and Innovation Center (CTIS) is a strategic environment for research and improvement of new technologies aimed at the seed sector, reaffirming the company's commitment to excellence and the evolution of agribusiness.

With modern infrastructure and cutting-edge technology, CTIS aims to improve product quality and offer specialized technical support to clients and partners. Through advanced research and a keen eye on market demands, the technology center seeks to create innovative and sustainable solutions, consolidating Laborsan Agro as a benchmark in the Film Coating for Seed Treatment segment.

Learn about our Seed Technology and Innovation Center



Product line

 **Resin**
NEUTRAFIX G5

 **LabFix**
Resin

 **LabFix**
G5 Basic

 **LabFix**
G5 Standard

 **LabFix**
G5s Premium

 **LabFix**
G5 Bril

 **LabFix**
G5 Platinum

 **LabFix**
G5 Ultra

 **LabFix**
G5 Forages Bril

 **LabFix**
M

 **LabFix**
M2

 **LabFix**
G5 Platinum M

 **LabFix** Eco

 **LabFix** Eco
M

 **LabSec**

 **LabSec**
Superfluid Graf

 **LabGum**

 **LabMax**

 **LabCoat**

 **LabEspuma**

 **LabMulti**

Our technologies



Film Coating:

Laborsan Agro's Film Coating technology is composed of our LabFix polymer line, combined with LabSec drying powders.

With products of proven quality for application in industrial seed treatment (IST), the company's main area of operation, as well as options also available for on-farm treatment.

[Learn more](#) 



Superior protection:

Superior Protection Technology, composed of the polymer LabFix G5 Platinum and drying powder LabSec Superfluid Graf, has high adaptability in various crops.

It provides seeds with greater coating and adhesion, reduces abrasion, protects against loss of the treatment film, increases seed flow, and consequently, results in excellent visual effects and plantability gains.

[Learn more](#) 



Incrustation and pelletizing:

Incrustation and pelleting technology, composed of binders and pastes for coating seeds, contributes to the standardization of shape and size, providing a smoother, more uniform surface suitable for sowing.

They add quality to the seed finish and contribute to better results in the planting process.

[Learn more](#) 



Coloring:

Laborsan Agro has a vast portfolio of pigments (organic and inorganic, in powder or aqueous dispersion), dyes, various additives and special formulations aimed at coloring crop protection products, fertilizers, veterinary products, seeds and much more.

With extensive expertise in the sector, we develop customized solutions to meet our clients' needs, ensuring that the desired color is achieved efficiently in the coloring processes.

[Learn more](#) 



Specialties:

Laborsan Agro offers innovative solutions to improve the efficiency and safety of agricultural processes, such as antifoams (siliconized and mineral) and adjuvants, providing greater yield, savings, and sustainability.

Each of these solutions was developed to provide maximum performance and protection, making its agricultural operations more efficient, productive, and safe.

[Learn more](#) 

Technology at the service of **sustainability** in the field

GRI 2-6 | 2-23

Laborsan Agro continues to rely on a solid foundation in Research and Development to offer products that not only meet market demands but also anticipate its needs, contributing to a more productive, conscious, and sustainable agriculture. Today, Laborsan Agro has a complete portfolio focused on Film Coating Technology for seed treatment and other agricultural inputs.



Labfix Eco

Composed of biodegradable polymers developed to optimize seed treatment. The solution improves operational efficiency, reduces dust emissions, eliminates the generation of microplastics, and contributes to more productive and responsible agriculture.

Learn more about **LebEspuma**
Antifoam from Laborsan Agro

Labespuma

It works to eliminate foam, ensuring cleaner, more productive and sustainable operating cycles. Its formula combines yield, efficiency, productivity, economy and safety.



04

Methodology and Stakeholder Engagement



Methodology and Stakeholder Engagement

GRI 3-1 | 3-2

As with the first Sustainability Report 2024, the preparation of the second was guided by the reporting methodology referenced to the standards of the Global Reporting Initiative (GRI), 2021 version. The definition 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.

Following the same pattern established in the last year, in the first quarter of 2025, two types of voluntary participation questionnaires were applied, directed at different audiences: (I) local community and (II) partners, suppliers and customers. Distribution was conducted via email and WhatsApp, with a 30-day response period.

The materiality questionnaire was maintained with the same questions used in the first year, with the aim of assessing the maturity and importance attributed by stakeholders to relevant topics, which allowed for comparability of results and made it possible to track the evolution of perceptions over time.

This process reinforces Laborsan Agro's commitment to active listening and transparency, ensuring that the reported content accurately reflects the impacts generated and the expectations of the stakeholders involved.

Respondents were asked to rate, via Google Forms, from 1 to 5, the most important ESG themes for Laborsan Agro, considering their materiality to its business and socio-environmental impacts. Furthermore, there was room for qualitative suggestions, which allowed for the identification of new areas of attention and improvement opportunities.

Based on the quantitative and qualitative analysis of the responses, as well as the cross-referencing with the company's strategic guidelines (Sustainability Committee), the following material topics were prioritized for the 2025 cycle:

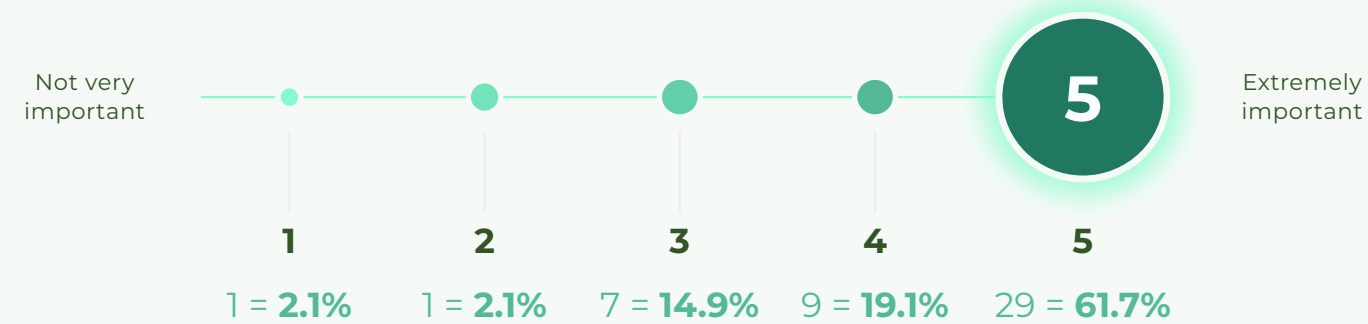


Questionnaire for partners, customers and suppliers

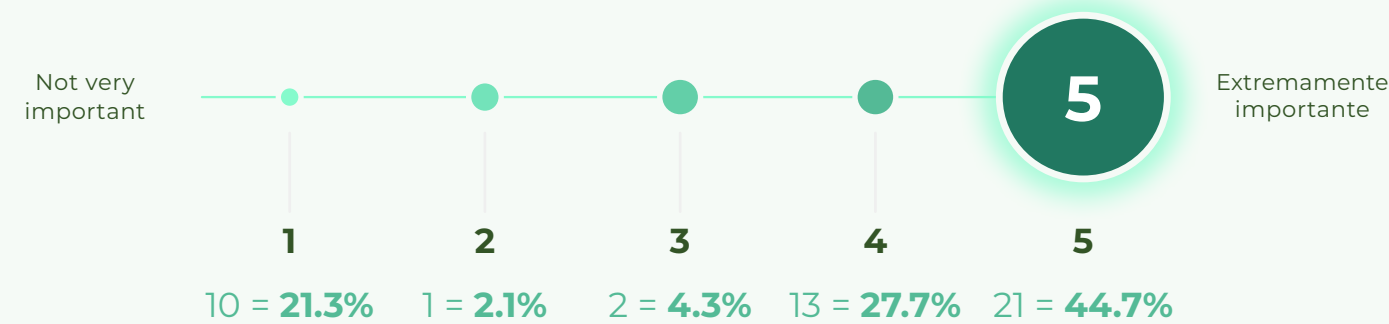
ESG Topics

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

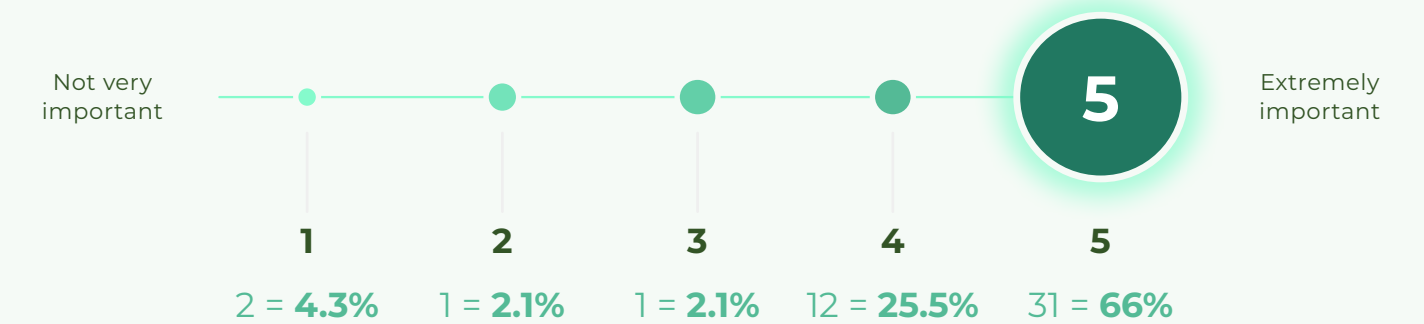
Climate Adaptation



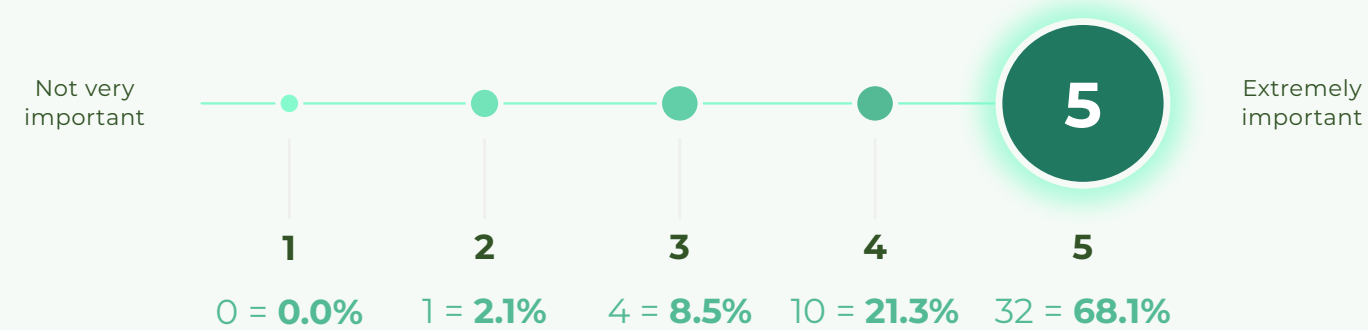
Use of Agrochemicals



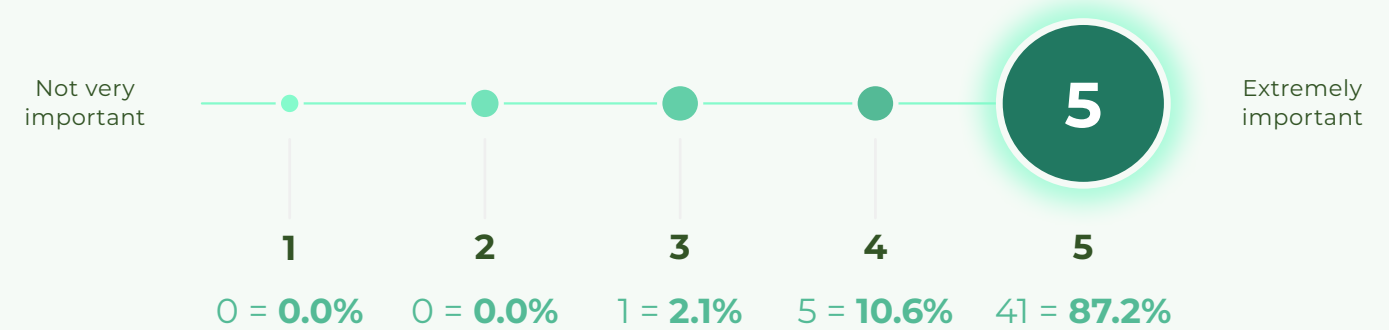
Soil Health



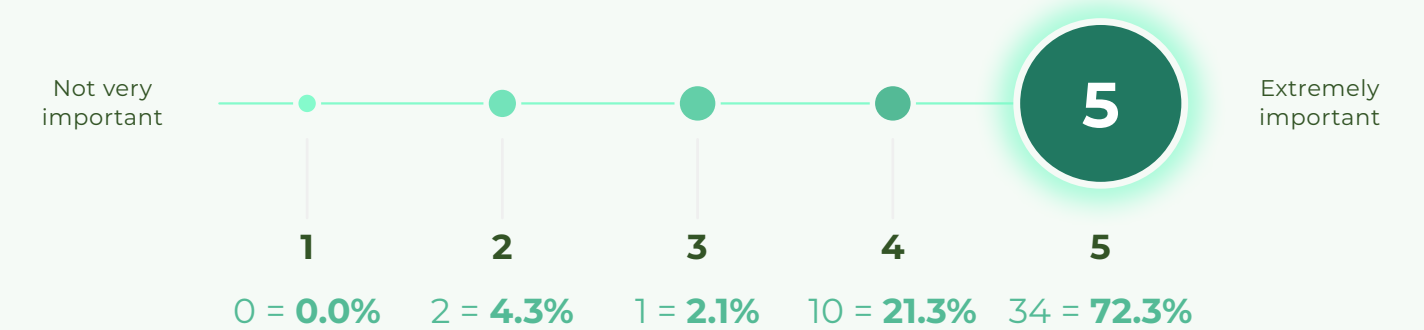
Local Communities



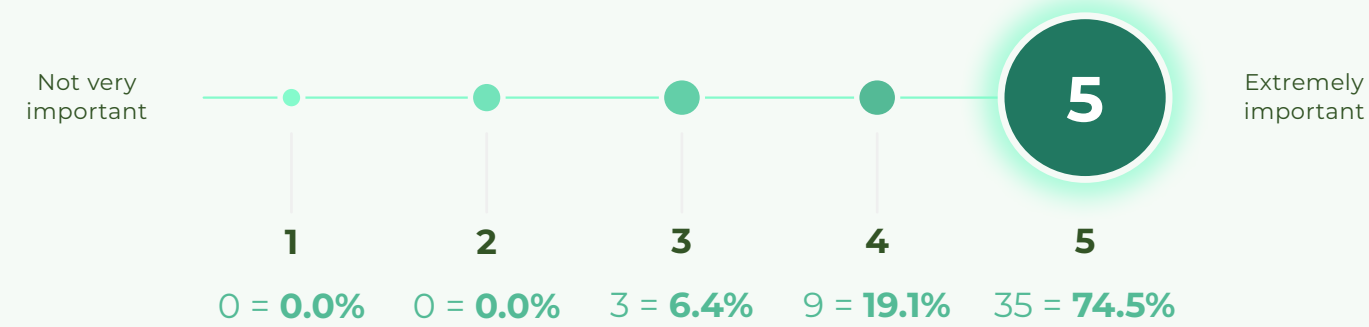
Occupational Health and Safety



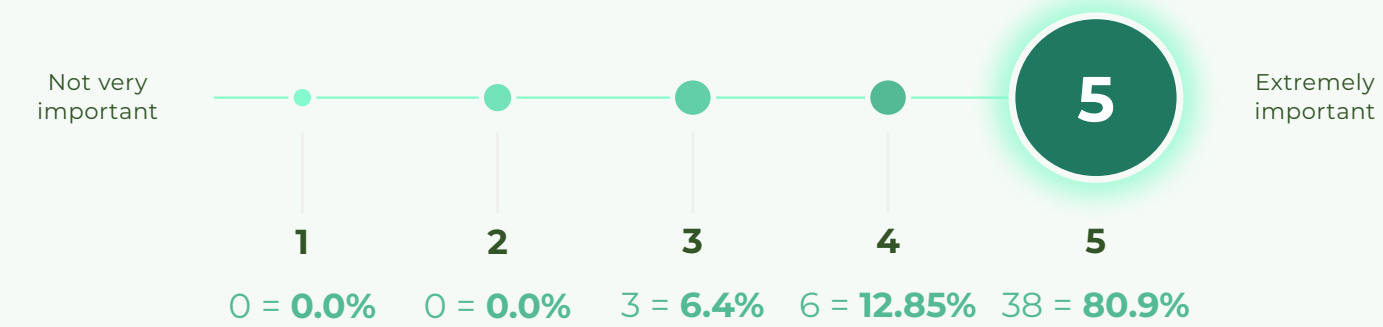
Atmospheric emissions



Governance and good practices



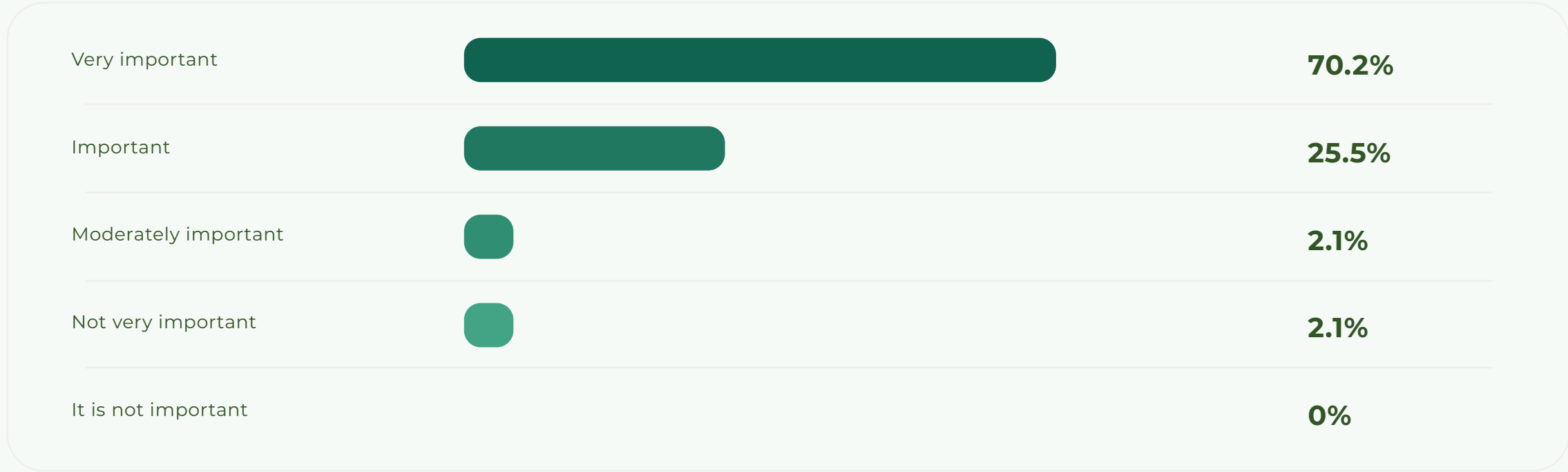
Traceability



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)



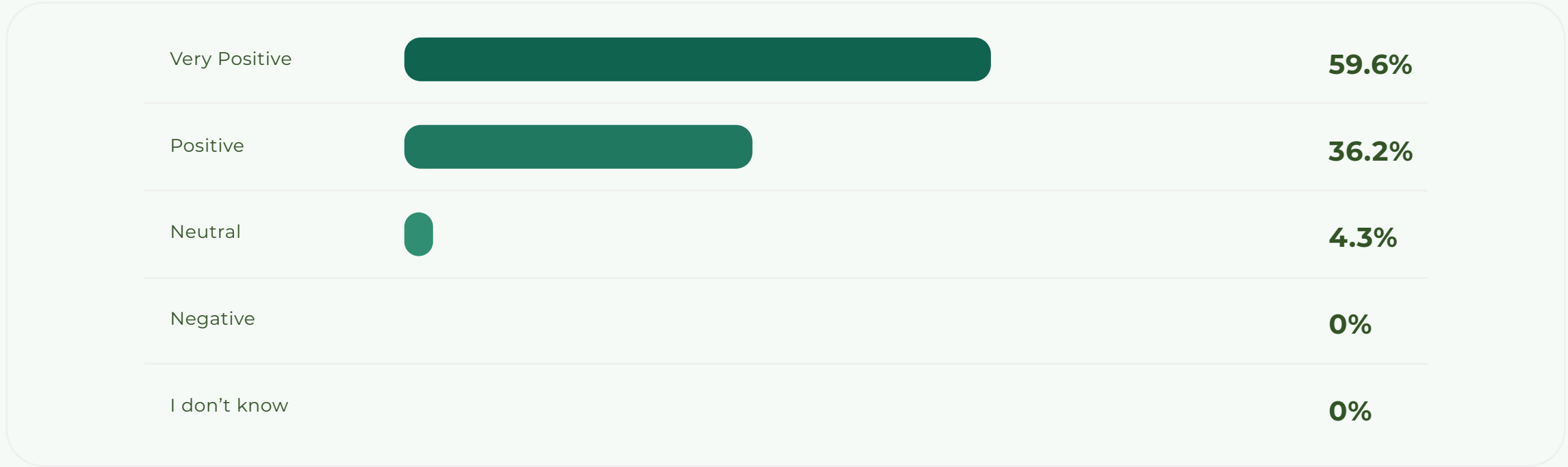
4. Considering the release of the 1st Sustainability Report 2024, how do you assess the importance of transparency in Laborsan Agro's ESG actions for building trust in the business relationship? 47 answers



3. Do you have any other ESG-related topic or suggestion that you consider relevant to Laborsan Agro?

Answers	
No	0
N/A	0
No, nothing additional.	0
I can't think of anything right now	0
Waste management and circular economy, and assessment of socio-environmental impacts in the supply chain;	0
Use containers with non-stick inner walls to facilitate triple rinsing	0
Water conservation	0
Cyclical Economy	0
Mental health	0
Water Resources Management. If soil is the asset, water is the fuel. In agriculture, the urgent need is not just to "save money," but to ensure water resilience.	0
Packaging Disposal	0

5. What impact do you believe the implementation of ESG practices could have on your relationship with Laborsan Agro? 47 answers

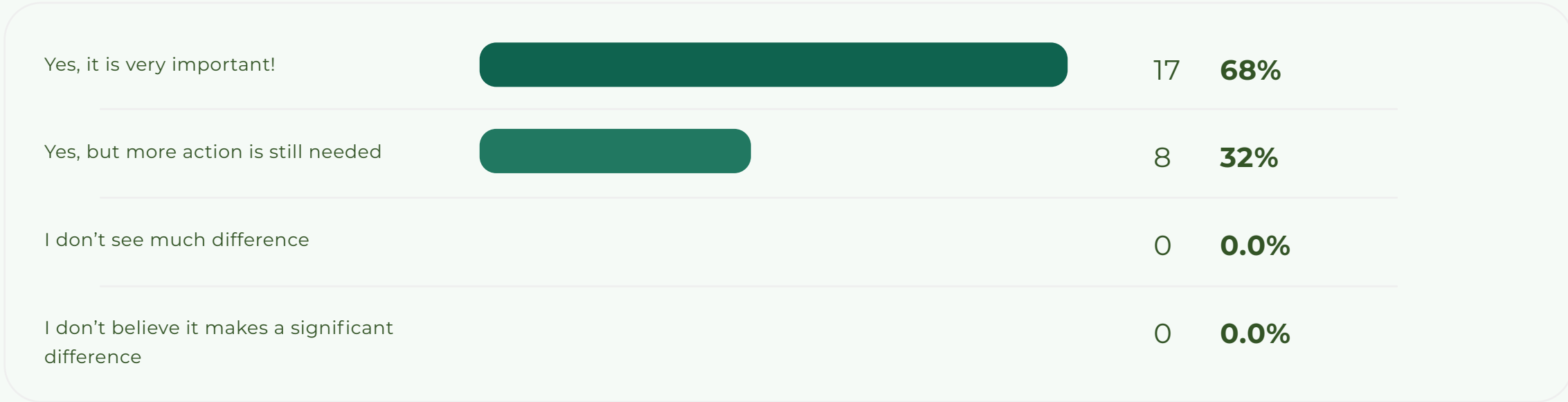


Questionnaire for the community

1. Which of the following topics do you consider most important for a company to be concerned about regarding the future of the environment and society? (Choose up to 3 options) **25 Answers**



3. Do you think a company that invests in sustainability and social responsibility practices is good for the future of the planet? **25 Answers**



2. What do you think is most important when a company is concerned about the impact it has on society and the environment? (Choose up to 2 options) **25 Answers**



4. If you have a topic suggestion that is not listed above, please share it with us! **2 Answers**

Respostas	
Proper waste disposal and reverse logistics	0
Nothing to add	0

05

Materials Topics and GRI Indicators



Climate Adaptation and Resilience

GRI 201-2 | 302-4 | 305-1 | 305-2 | 305-3 | 305-5

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

In 2025, the company conducted its third Greenhouse Gas (GHG) emissions inventory, covering not only Scopes 1 and 2, but also Scope 3 – indirect emissions occurring in the value chain.

In structural terms, the 2025 inventory shows that approximately 97% of total emissions are concentrated in Scope 3, with the upstream transport and distribution category accounting for more than 95% of the total inventory.

The inclusion of this scope represented an important step forward in Laborsan Agro's climate management, allowing for a more comprehensive view of the value chain's influence on corporate climate performance.

Furthermore, the company continues to invest in innovative solutions, such as the biodegradable polymers in the Labfix Eco line, which reduce environmental impacts by preventing microplastic residues in the soil and increasing the efficiency of seed treatment applications.

The trajectory between 2024 and 2025 demonstrates the evolution of Laborsan Agro, from a management focused on specific scopes to a more complete and integrated approach that combines innovation and climate responsibility. This move strengthens the company's role in promoting resilient, safe agriculture adapted to new environmental challenges.



3rd GHG inventory
Consolidation of Laborsan Agro's climate monitoring



+95% of emissions
related to upstream transport and distribution



Labfix Eco
for less environmental impact in seed treatment



Use of Agrochemicals

GRI 416-1 | 417-1

The use of crop protection products is an essential part of the Brazilian agribusiness context, especially 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 (Personal Protective Equipment). In this process, Laborsan Agro's products, including polymers and drying powders, play a complementary and fundamental role, acting as fixing and protective agents, contributing to better adhesion of crop protection products to seeds and minimizing losses due to dust detachment and leaching.

Although Laborsan Agro does not produce or market crop protection products, it is involved in this production chain by providing auxiliary technologies that promote efficiency and safety in the application of these inputs. Since they are exempt from specific regulations due to their inert nature, polymers and drying powders do not require registration with regulatory bodies like agricultural crop protection products.

Nevertheless, 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, focusing on safety, traceability, quality, and sustainability.

Among the most prominent solutions is the use of biodegradable polymers in seed treatment formulations, which, in addition to ensuring greater adhesion of the active ingredients, prevent dust formation and reduce the risk of dispersion of chemical substances in the air and soil.

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



+ adhesion

Better fixation of active ingredients in the seeds



- dust

Reduction of losses due to detachment



+ sustainability

Biodegradable polymers for cleaner and more balanced practices



Local Communities

GRI 203-1 | 413-1

Laborsan Agro maintains an ongoing commitment to the sustainable development of the communities in which it operates. Their social and environmental actions are guided by strategic institutional partnerships, aligned with the principles of corporate responsibility and the Sustainable Development Goals (SDGs).

Since 2024, Laborsan Agro has maintained its support for the Floresta Viva - Biodiversity Corridors project, carried out in partnership with the Brazilian Institute of Environmental Resources and Rural Advisory (IBRAMAR). The project aims to implement ecological restoration and sustainable development actions through the reforestation of degraded areas belonging to the Veredas do Acari Sustainable Development Reserve (MG).

Activities involve the use of ecological restoration technologies, including treatment of native species seeds (pelleting, encrustation, and film coating) with fleshy fruits, which favors vegetation regeneration and strengthens local extractivism.

The cooperatives are responsible for sorting and reusing recyclable waste generated at the factory, generating income and job opportunities for residents of the region. This initiative promotes inclusion, sustainability, and a positive environmental impact.

Laborsan Agro's community engagement is not limited to donations: it continuously seeks to co-create impactful solutions with organized civil society, reinforcing its ethical and collaborative commitment to promoting more sustainable and equitable territories.

Throughout the last cycle, Laborsan Agro's community engagement evolved from one-off support initiatives to a more structured and strategic approach, such as contributing to the acquisition of sterilization equipment for the Diadema Municipal Hospital. The company continuously seeks to contribute impactful solutions to organized civil society, expanding the positive impact generated and contributing more consistently to the promotion of sustainable and socially equitable territories.



Floresta Viva
Support for ecological restoration and regeneration of native species



Cerrado + Pantanal
Conservation of biodiversity in strategic territories



Recyclable waste
Reuse with income generation for local cooperatives



Occupational Health and Safety

403-1 | 403-5 | 403-9

The health and safety of employees are essential to Laborsan Agro, which constantly invests in preventive measure equipment, with the goal of building an organizational culture based on responsibility, mutual care, and risk reduction.

Since 2024, Laborsan Agro has implemented informative banners in all operational sectors with clear instructions on the mandatory Personal Protective Equipment (PPE) for carrying out the activity. An educational resource to promote daily awareness and reinforce safe behavior.

Every week, the DSS (Weekly Safety Dialog) is held, led by the current management's CIPA (Internal Accident Prevention Commission) members, who present topics relevant to the daily lives of employees.

The SIPATMA (Internal Week for the Prevention of Occupational Accidents and Environmental Protection) is held annually, with the participation of all internal employees of Laborsan Agro. The event covered important topics, such as lectures on moral harassment, efficient processes, 5S methodology, and recycling, as well as techniques for dealing with distractions and improving focus. A health day was also promoted, with complete eye exams and Quick Massage sessions.



+ prevention

Ongoing investments to reduce risks and strengthen workplace safety



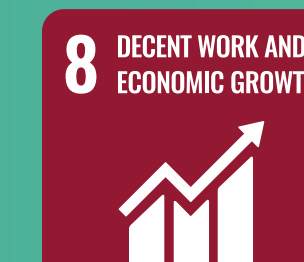
Weekly Dialog

on Safety focused on awareness and mutual care



Health in focus

Eye exams, Quick Massages, and wellness activities during SIPATMA



Atmospheric Emission

GRI 305-1 | 305-2 | 305-3 | 305-5

The greenhouse gas emissions inventory for the year 2025 was prepared based on the guidelines of the Brazilian GHG Protocol Program, in accordance with the principles of relevance, completeness, consistency, transparency, and accuracy. The IPCC Guidelines for National Greenhouse Gas Inventories (2006) were adopted as the methodological basis, ensuring alignment with international good practices for emissions quantification.

Laborsan Agro completed the first accounting cycle with the structured inclusion of the three scopes (Scopes 1, 2 and 3). Therefore, a direct comparison of total emissions with previous years is not technically appropriate, since the 2024 inventory only included Scopes 1 and 2.

In structural terms, the 2025 inventory shows that approximately 97% of total emissions are concentrated in Scope 3, with the upstream transport and distribution category accounting for more than 95% of the total inventory. This result highlights that the organization's main climate contribution is associated with its value chain, and not just its direct operations.

In Scopes 1 and 2, which cover emissions directly controlled by Laborsan Agro, the recorded indicator was approximately 0.022 tCO₂e per ton of product. This result remained in line with that observed in 2024.



GHG Protocol

Inventory prepared based on nationally and internationally recognized guidelines



Value chain

Main source of emissions associated with Scope 3



97% of total emissions

concentrated in Scope 3, highlighting the weight of the value chain



Governance and Good Practices

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

Laborsan Agro's corporate governance is based on principles of integrity, transparency, accountability, and respect for people. These principles guide the adoption of policies and procedures that ensure legal compliance, data protection, and the promotion of diversity as central elements of its business operations.

In 2025, Laborsan Agro maintained its ISO 9001 (Quality Management) and ISO 14001 (Environmental Management) certifications, as well as the Green Seal (Type I Environmental Labeling), guaranteeing the credibility of its processes, products, and environmental practices. These certifications reflect the organization's commitment to continuous improvement and meeting market and legal requirements.

Regarding data protection, the company has expanded its information security measures in compliance with the General Data Protection Law (LGPD), reinforcing control over data from customers, suppliers, employees, and partners.

Another significant highlight was achieving the Great Place to Work (GPTW) certification, a result of an institutional strategy focused on caring for people, active listening, and leadership development. Recognition strengthens an internal culture based on trust, collaboration, and the well-being of the teams.

Laborsan Agro supported the 2nd edition of the National ESG 2025 Congress, the leading event in the sector in Latin America, connecting with debates on the future of sustainability, regulation, and ethical leadership in organizations.

Furthermore, Laborsan Agro has implemented a Code of Ethics that addresses topics related to governance, including: professional conduct and leadership, conflict of interest, insider information, good business practices, and a whistleblowing channel.

Currently, women represent 50% of the members of Laborsan Agro's Sustainability Committee.



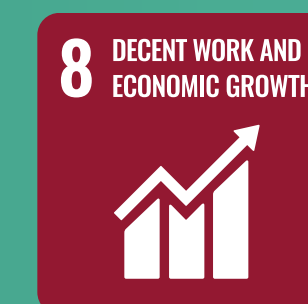
3 certifications maintained
ISO 9001, ISO 14001 and Green Seal



GPTW
Recognition of the institutional strategy focused on caring for our employees



Code of Ethics
Guidelines for professional conduct, conflicts of interest, good practices, and whistleblowing channel



Traceability in the Supply Chain

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

Traceability is fundamental for Laborsan Agro, ensuring the safety, compliance with regulations, and reliability of all its products and processes. In the agribusiness sector, which is highly regulated and sensitive, it is essential to know exactly where inputs and products are used and to where they are intended.

Laborsan Agro relies on the TOTVS Protheus system, reinforcing the reliability and traceability of its processes, with production monitoring from raw materials to the end customer. These controls allow for a quick response in case of non-conformities, as well as offering greater transparency for distributors, resellers, and farmers who use the company's solutions.

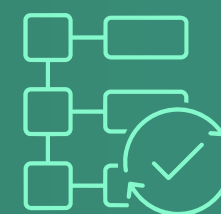
In addition to internal traceability, Laborsan Agro also values partnerships with suppliers who share its ethical, environmental, and quality values. The company selects its suppliers based on rigorous technical and reputational criteria, including compliance with legislation, social and environmental responsibility, and good operational practices.

With the Quality Management System (ISO 9001) implemented for over 15 years, it guarantees the consistency of the System, ensuring standardization, traceability, and continuous improvement.



From origin to customer

Traceability from raw material to final destination



ISO 9001

Control, standardization, and continuous improvement of processes



Aligned suppliers

Partnerships based on ethics, quality, and socio-environmental responsibility



06

Environmental Performance



Water and wastewater

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

In 2025, Laborsan Agro recorded a total water intake of 1,761 m³ from the SABESP supply network, representing an increase of approximately 4.82% compared to 2024. This growth is directly associated with the higher production volume during the period.

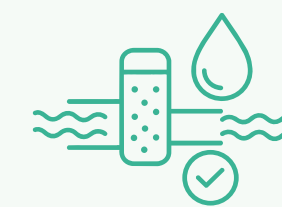
The level of the Rio Grande system, an arm of the Billings reservoir, operated without collapse or critical levels, ensuring normal operation for the municipality of Diadema, where Laborsan Agro is located.

In the same year, 290 m³ of effluent were treated through the plant's own Treatment Facility, representing a 58% increase compared to 2024.

After proper treatment and laboratory analysis, the resulting water can be reused for washing in the industrial process or discharged into the public sewage system, always in accordance with the parameters established by Article 19 of Decree No. 8,468, of September 8, 1976, of the State of São Paulo, which provides for the prevention and control of environmental pollution.



1,761 m³
Total water intake in
2025



290 m³ treated
Effluents processed
with internal control



**Reuse or proper
disposal**
Water treated in
accordance with legal
environmental parameters



Rio Grande System, arm of the Billings reservoir, São Paulo/SP

Emissions

GRI 305-1 | 305-5

In 2025, direct Scope 1 Greenhouse Gas emissions totaled 69.78 tCO₂e. Indirect emissions related to Scope 2 were 8.20 tCO₂e, while those from Scope 3 reached 2,510.77 tCO₂e.

In the Greenhouse Gas Inventory for the year 2025, Scope 3 was incorporated, initially considering the following categories:

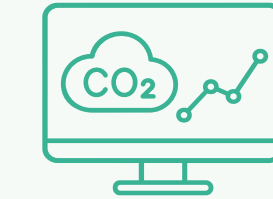
- **Category 4 - Transportation and distribution (upstream)**
- **Category 5 - Waste generated in operations**
- **Category 6 - Business trips**
- **Category 7 - Employee commute (home-work)**

The significant increase in total emissions in 2025 stems mainly from the inclusion of Scope 3, especially the upstream transport and distribution category, which accounts for the largest share of the emissions included in the inventory.

Therefore, during 2026, Laborsan Agro will monitor, separately, the intensity indicators of Scopes 1 and 2, as well as the total including Scope 3, ensuring comparability over time and a more accurate assessment of operational efficiency and the influence of the value chain on corporate climate performance.

tCO₂ **69.78 tCO₂e**
Direct Scope 1
emissions in 2025

 **2,510.77 tCO₂e**
Scope 3 emissions,
with the highest
concentration in
upstream transport and
distribution

 **In 2026 Segregated monitoring**
for comparability and
operational efficiency

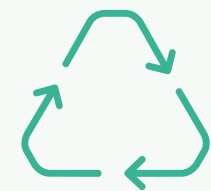


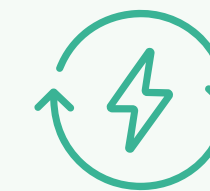
Waste

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

Laborsan Agro manages the generation and environmentally sound disposal of all waste, whether classified or not, for which an MTR - Waste Transportation Manifest - is issued with the environmental agency of the state of São Paulo, CETESB.

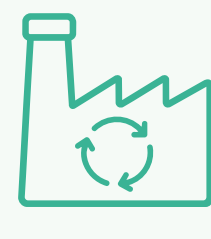
The increase in the volume of waste intended for joint processing in 2025 is directly related to the expansion of production during that period.

 **46.34 t**
Recycling

 **15.07 t**
Recovery (including energy)

 **8.10 t**
Incineration

 **6.0 t**
Landfill

 **85.34 t**
Co-processing

Laborsan Agro maintains environmentally sound disposal practices, prioritizing alternatives such as joint processing, which enables energy recovery and reduces the amount of waste sent to industrial landfills.



Selective waste collection station at Laborsan Agro headquarters, Diadema/SP.

Environmental Compensation

GRI 2-23



Laborsan Agro has been carrying out environmental compensation since 2024 through the eureciclo® Seal, which proves its continuous commitment to sustainability and socio-environmental responsibility. It recognizes our contribution to the environmental offsetting of packaging, ensuring that it has a responsible and sustainable destination, contributing to the strengthening of reverse logistics and the development of the circular economy.

Integrated Management Policy

GRI 2-23

Laborsan Agro has an Integrated Management Policy, reinforcing its commitment by addressing topics related to Quality Management and Environmental Management:

- Satisfy stakeholders by meeting their requirements;
- Continuously improve our processes and products;
- Work safely and effectively;
- Support the development of employees, raising their awareness of the importance of their contribution to the organization's objectives;
- Protect the environment by preventing pollution in its processes and raising awareness among its employees and third parties about environmental impacts;
- Meet all legal requirements and other stated and non-stated requirements applicable to the organization.

Environmental Compliance

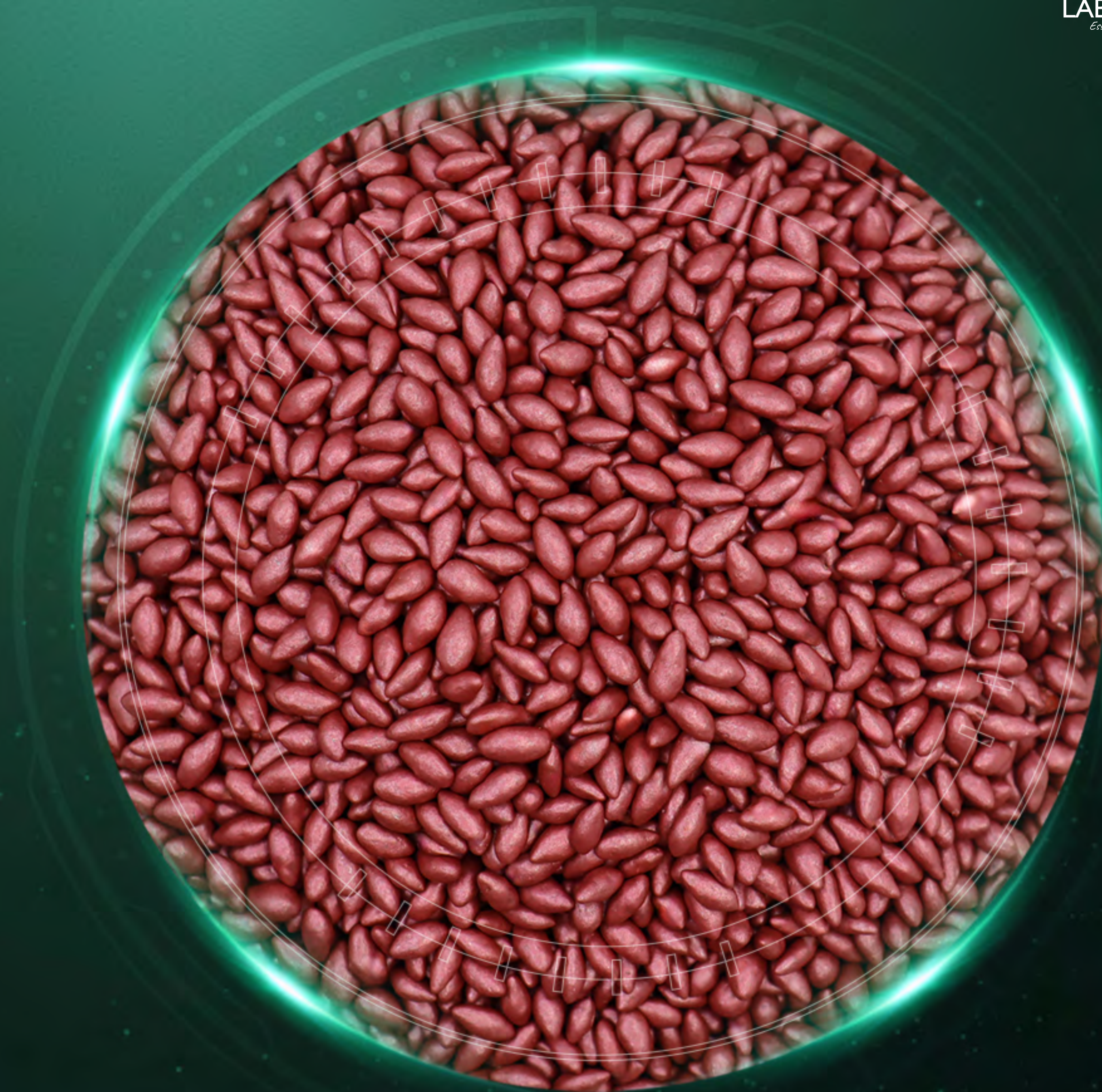
GRI 2-27

No environmental non-conformities were recorded in 2025, which includes the absence of significant fines or non-monetary penalties for non-compliance with environmental laws and regulations.



07

Social Performance



Social

GRI 2-7 | 2-8 | 401-1 | 405-1

The social axis of Laborsan Agro’s 2025 Sustainability Report highlights initiatives focused on people, diversity, safety, and community relations, as well as ethical governance in relation to internal and external stakeholders. Next, we present the main indicators

Composition of the workforce by gender				
ANO	Mulheres	% Mulheres	Homens	% Homens
2021	13	28%	33	72%
2022	15	29%	36	71%
2023	17	31%	38	69%
2024	21	34%	40	66%
2025	19	33%	39	67%



Women represent 50%

of the Sustainability Committee of Laborsan Agro

Laborsan Agro has also been certified with the Social Responsibility Seal, a certification granted by The Rotary Foundation - ABTRF, which demonstrates the company’s commitment to causes that positively impact the country. The Corporate Citizen Program is a way to direct companies’ social investments towards humanitarian projects in Brazil in the areas of health, education, water and sanitation, environmental protection, peace promotion, and community economic development.

Employment

GRI 401-1

Laborsan Agro continuously monitors indicators related to hiring and employee turnover, broken down by age group, gender, and region of hire.

Overall, the data shows that the Laborsan Agro team is constantly transforming, with the significant influx of young talent and continuous progress in gender equality, reinforcing the importance of age and gender diversity.

Hiring in 2025			
2022	2023	2024	2025
17	18	22	13

Hiring in 2025 - by age group			
Under 30 years old		11	84.62%
From 30 to 50 years old		2	15.38%
Over 50 years old		0	0.00%

Hiring in 2025 - by gender			
Men		7	53.85%
Women		6	46.15%

Regional distribution in 2025				
Region	Hiring	Hiring rate	Layoffs	Layoff rate
Southeast	11	85.00%	10	91.00%
South	2	15.00%	1	9.00%
The Central-West, North, and Northeast regions did not have any new hires				

Layoffs in 2025			
2022	2023	2024	2025
12	16	14	11

Layoffs in 2025 - by age group			
Under 30 years old		8	72.73%
From 30 to 50 years old		3	27.27%
Over 50 years old		0	0.00%

Layoffs in 2025 - by gender			
Men		4	36.36%
Women		7	63.64%

Training and Education

GRI 2-29

Laborsan Agro conducts annual training for all employees. The training covers topics ranging from Health and Safety in Operations to professional development programs, with the goal of providing 20 hours of training per employee.

Among the content covered, the training on ESG concepts stands out, highlighting their relevance to Laborsan Agro's objectives and the commitment to responsible practices, ensuring that everyone understands their role and contribution in daily operations.



Occupational Health and Safety

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

Laborsan Agro ended 2025 with more than 1,500 days without accidents, a result that demonstrates its commitment to preventive actions, good practices, and safety guidelines in its operations.

The fire brigade team is properly trained to act in any abnormal situation involving incipient fires, chemical spills, and first aid, with periodic simulation / refresher training.



**More than 1,500 days
without occupational
accidents**

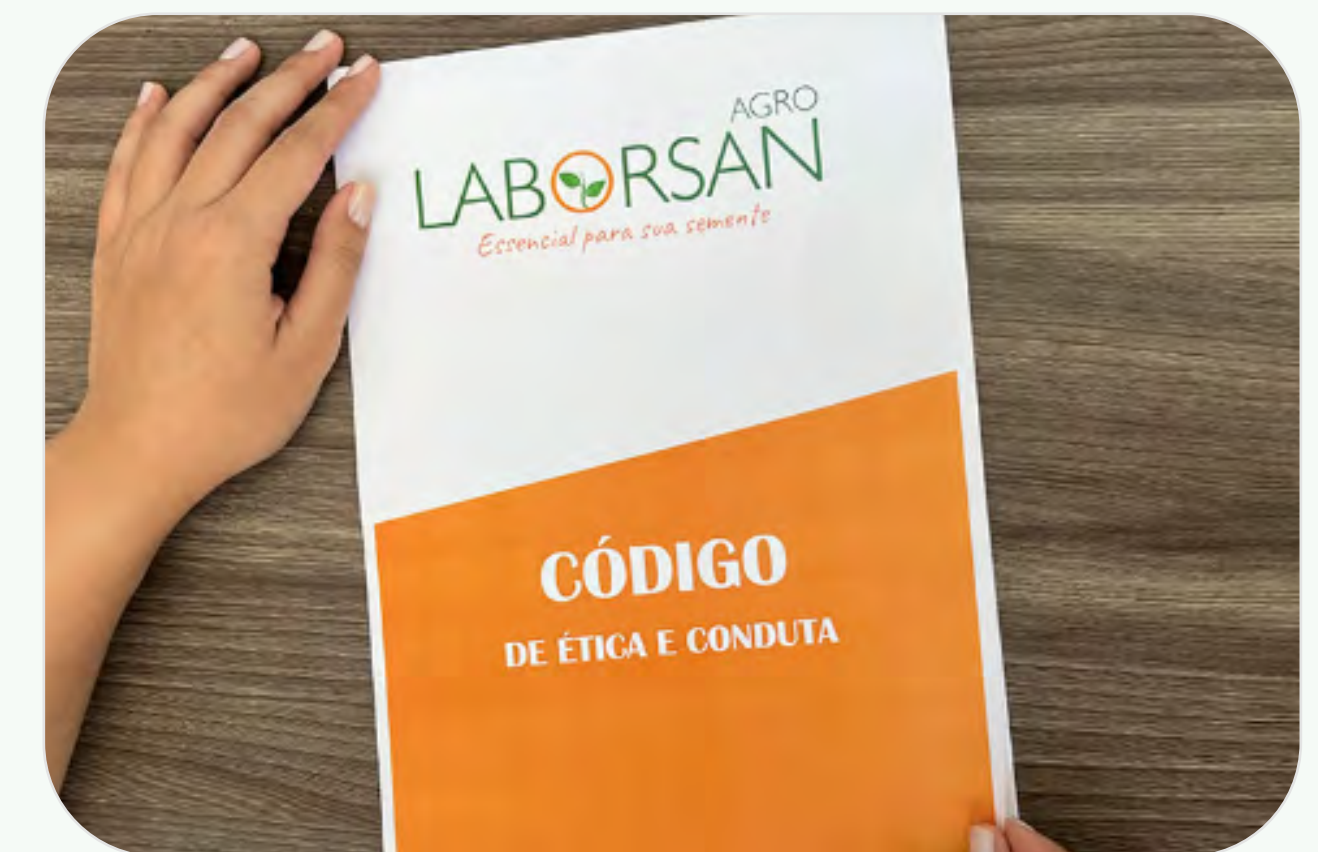
Diversity and Equal Opportunities / Non-Discrimination

GRI 13.15 | 406-1

Ethics, transparency, and honesty are values that Laborsan Agro promotes in all its relationships, regardless of age, race, color, or any other characteristic that makes up human diversity, and does not tolerate any form of discrimination.

In 2025, there were no recorded cases of discrimination reported through the Ethics Hotline.

The Sustainability and ESG Committee at Laborsan Agro is composed of 50% women, all in leadership positions, reflecting ongoing efforts to promote diversity and gender equality.



Political Practices

GRI 415-1

In 2025, there were no financial contributions to political parties or election campaigns, reaffirming Laborsan Agro's position as a neutral and impartial entity in political-partisan matters.

Local Communities

GRI 2-29 | 413-1 | 13.22

In 2025, no operations with significant negative impacts on local communities were identified. Laborsan Agro remained in compliance with current legal requirements, ensuring that there were no adverse impacts on the community. However, Laborsan Agro continues to advance this topic for the next cycles, especially regarding the traceability of the value chain and the social indicators of sustainability.

Product Information and Labeling

GRI 417-1 | 417-2 | 417-3

The company complies with legal and regulatory requirements related to product labeling, safe use, proper storage, environmentally sound disposal, composition, and traceability, as required by current legislation in the markets where it operates.

Customer Privacy

GRI 418-1

There were no substantiated complaints related to the breach of personal data or customer privacy in 2025, ensuring compliance with the LGPD (Brazilian General Data Protection Law) rules. The company is committed to the LGPD guidelines and develops internal mechanisms for protection and transparency in the management of personal and sensitive data.

Laborsan Agro's policy is to respect privacy with regard to any information it may collect on the Laborsan Agro website and other websites it operates. Personal information is only requested when it is truly necessary to provide a service. It is done through fair and legal means, with knowledge and consent.

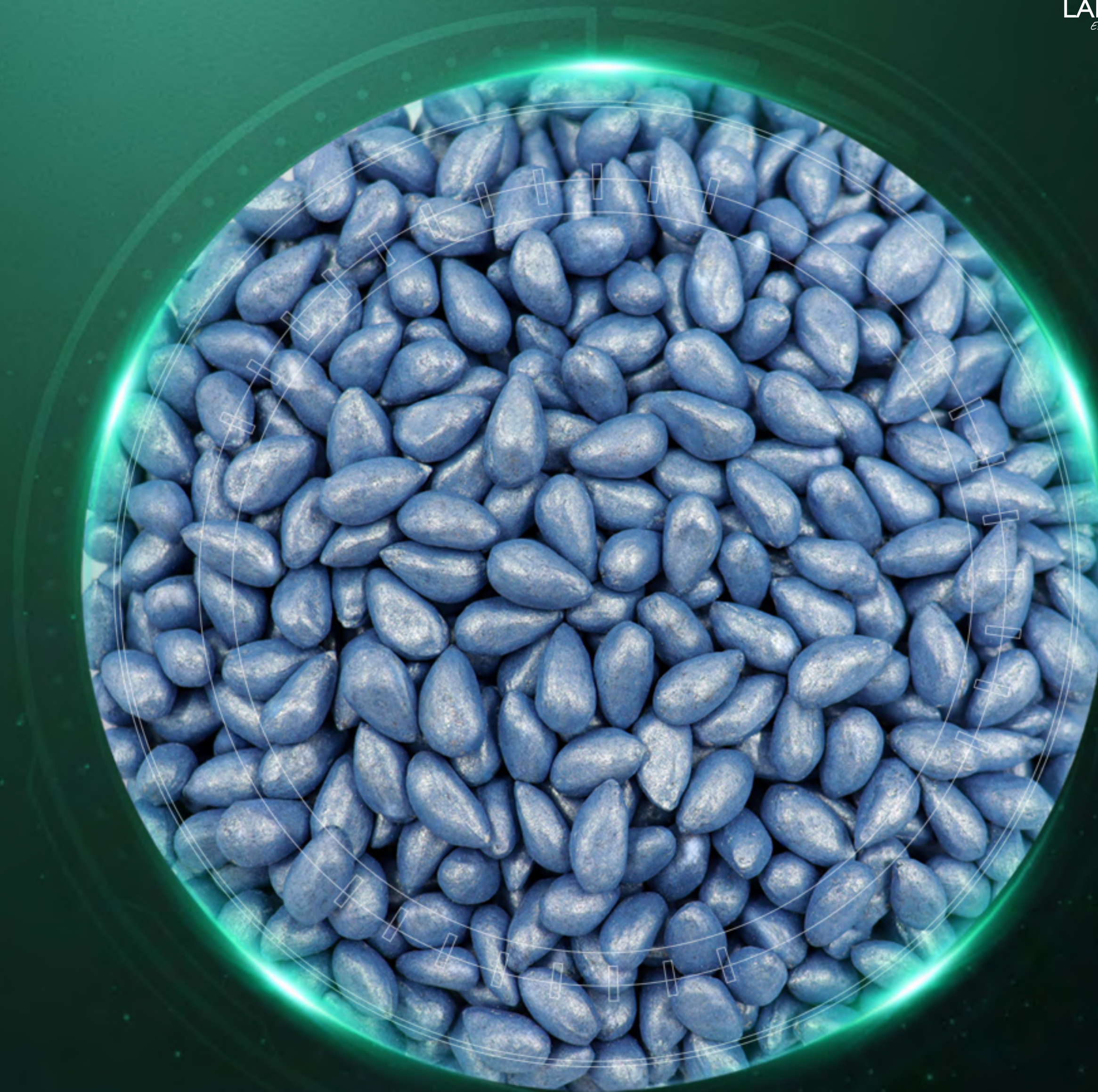
When data is stored, it is protected within commercially acceptable means to prevent loss and theft, as well as unauthorized access, disclosure, copying, use, or modification.

Laborsan Agro does not share personally identifiable information publicly or with third parties, except when required by law.



08

Governance Performance



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 acts as executive chairman.

Strategic decision-making, including on ESG-related issues, is shared with internal committees, such as the Sustainability Committee created in 2024 and composed of board members and representatives from each sector.

The governance structure includes formal integrity mechanisms, whistleblowing channels, and codes of conduct that are widely disseminated internally.

In 2025, there were no records of complaints, inquiries, or incidents related to ethics or discrimination.

Sustainability and ESG Committee

GRI 2-9 | 2-23 | 2-24

In 2025, Laborsan Agro consolidated a significant advance in its ESG governance through the structured operation of the Sustainability and ESG Committee, established the previous year as part of its strategy to strengthen sustainable practices.

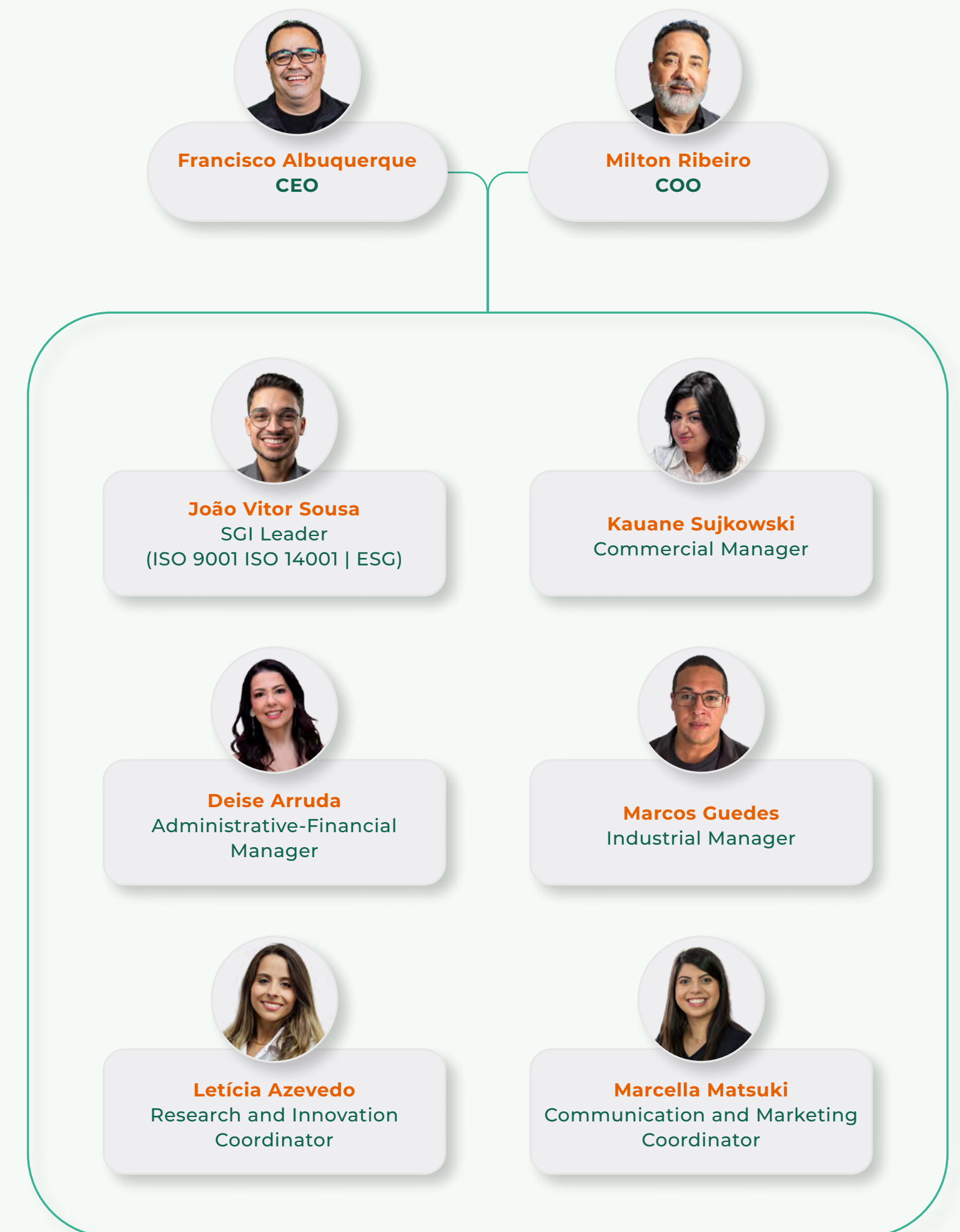
The continuation of the committee's activities reinforces the company's commitment to ethics, corporate responsibility, and long-term value creation.

The committee continues to act as a space for structured dialog, formulation of guidelines and monitoring of goals, promoting an integrated, technical and continuous approach to environmental, social and governance challenges.

The committee's diverse composition stands out, bringing together professionals from different areas of Laborsan Agro. This diversity strengthens skilled listening, broadens strategic vision, and contributes to building more robust solutions aligned with best market practices.

Throughout 2025, the committee intensified its work in monitoring indicators, tracking progress towards ESG goals, and strengthening institutional engagement, contributing to the consolidation of a more conscious, transparent, and sustainable development-oriented organizational culture.

Sustainability & ESG Committee



Lawsuits for Unfair Competition, Antitrust Practices and Monopoly

GRI 206-1

In the fiscal year 2025, no cases of lawsuits related to unfair competition practices, antitrust violations, or monopoly involving Laborsan Agro were recorded. The absence of occurrences in this category reflects the company's commitment to competitive ethics and compliance with applicable legislation, in line with the principles of integrity and transparency that guide the organization's operations in the agribusiness sector.

Organizational Integrity and Anti-Corruption Actions

GRI 205-3

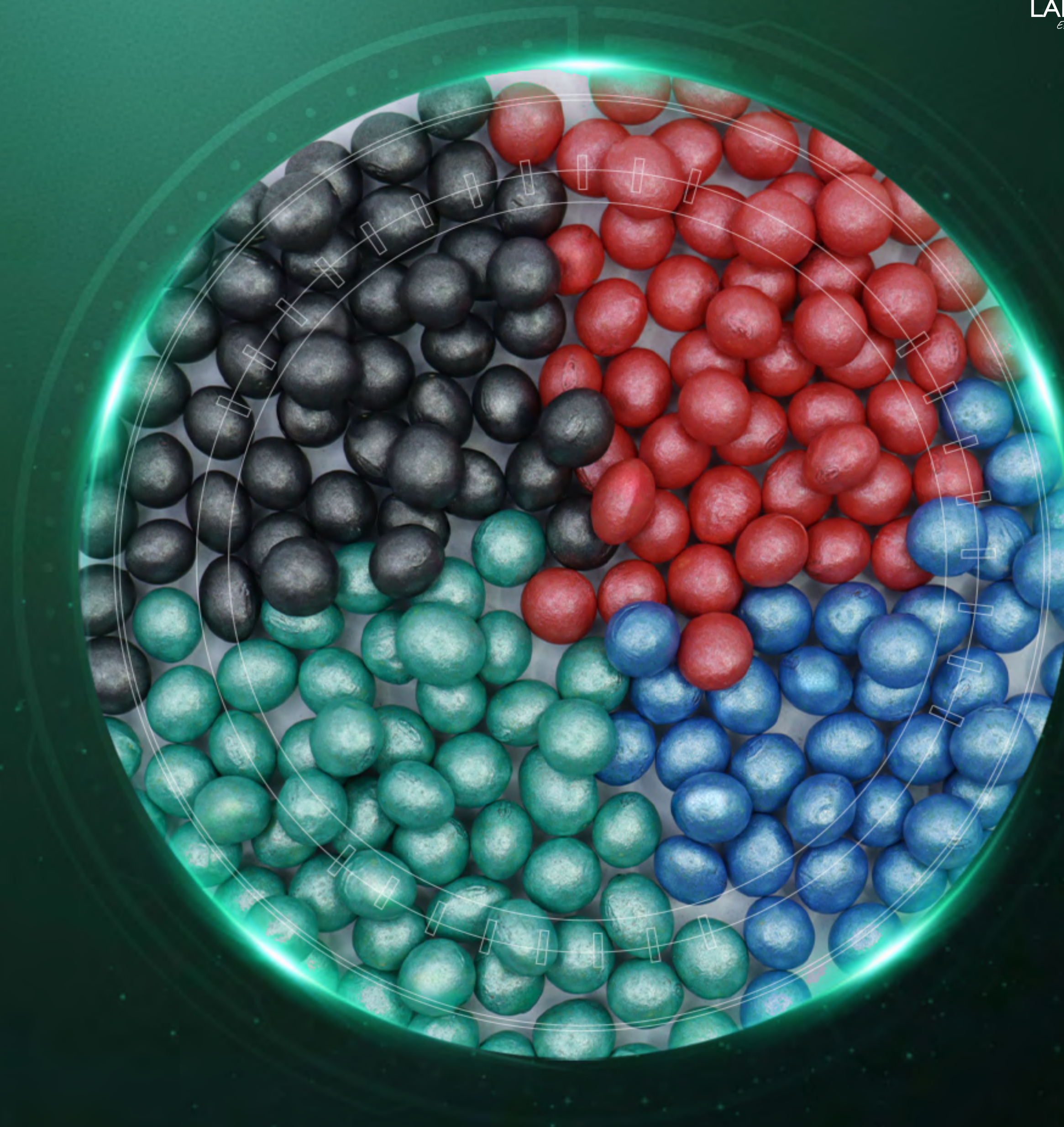
In 2025, no confirmed cases of corruption involving employees or third parties linked to Laborsan Agro were identified. There were also no layoffs, contractual sanctions, or public lawsuits related to the matter.

This result reflects the company's ongoing commitment to ethics, corporate integrity, and responsible governance, reinforced by internal compliance policies and preventive actions focused on integrity in institutional and commercial relationships.





Future Commitments



Environmental Axis

Goals for 2026 and 2027

Goals for 2026

Goals for 2027



Environmental Management Policy

Review the policy based on GRI indicators and align it with global goals (SDGs/ Science Based Targets).

Review annually based on actual KPI performance.



Environmental Indicators (KPIs)

Publish an internal report with results and promote annual benchmarking.

Establish quantitative targets for reducing energy consumption, emissions, and waste.



Contingency Plan

Incorporate feedback and certify the plan with specialized consulting.

Reduce response time year after year.



Internal Environmental Education

Assess the impact and institutionalize it as an onboarding process.

Expand to include ongoing campaigns (not just training).

Social Axis

Goals for 2026 and 2027

Goals for 2026

Goals for 2027



Community Development Plan

Implement pilot projects in the community near Laborsan Agro, measuring their impact.

Expand the program to new communities.



Stakeholder Engagement

Consolidate updated materiality matrix based on engagement.

Integrate the consolidated materiality matrix into management processes and strategic planning.



Diversity and Inclusion

Measure indicators and targets for representation in leadership positions.

Create a program to promote diversity (gender, race, age).



Internal Professional Qualification

Measure engagement and learning performance, integrating it into the career plan.

Consolidation of engagement and learning performance, integrating it into the career plan.

Governance Axis

Goals for 2026 and 2027

Goals for 2026

Goals for 2027



ESG Structure

Implement pilot projects in the community near Laborsan Agro, measuring their impact.

Expand the program to new communities.



Integrity Policies

Review and disseminate the updated Code of Conduct with a focus on ESG.

Create a mandatory compliance pathway for employees and third parties.



ESG Risk Management

Conduct an initial ESG risk matrix cross-referencing environmental, social, and reputational impact.

Update the matrix with a response plan and training for leaders.



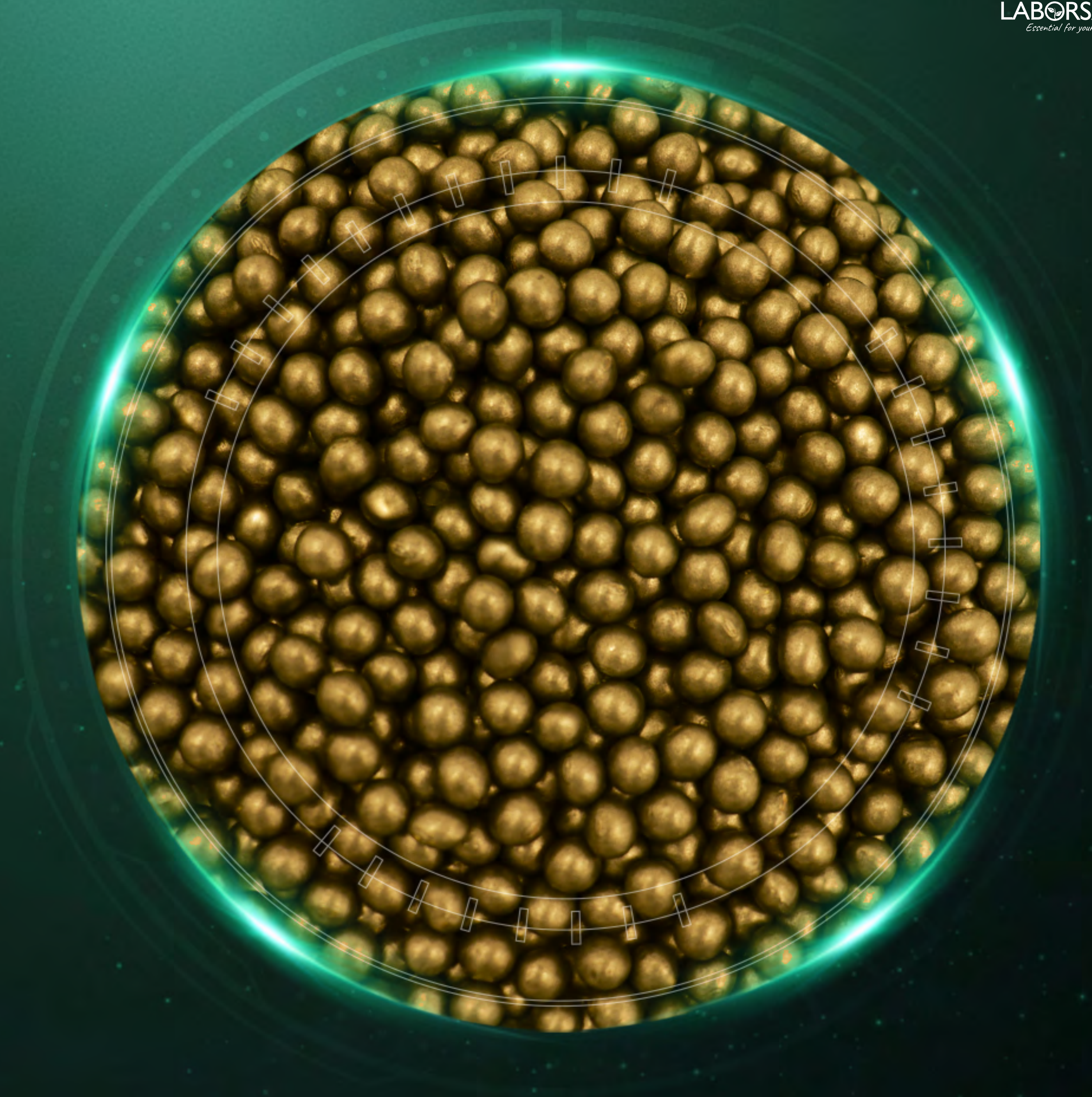
Communication and Transparency

Maintain the publication of the full version of the ESG Report for internal and external stakeholders.

Initiate external validation cycle for the report (verification by third parties).



10 Exhibits



GRI Summary

Declaration of use: Laborsan Agro reported the information mentioned in this GRI content summary for the reporting period:
From January 1, 2025 to December 31, 2025, based on GRI Standards.

GRI 2: General Content 2021			
GRI Standard	Table of contents	Page	SDGs
GRI 2-1	Organization details	4, 8	-
GRI 2-2	Entities included in the organization's sustainability report	4, 8	-
GRI 2-3	Reporting period, frequency, and point of contact	4, 10, 11	-
GRI 2-5	External verification	4	-
GRI 2-6	Activities, value chain and other business relationships	8, 16	-
GRI 2-7	Employees	36	-
GRI 2-8	Workers who are not employees	36	-
GRI 2-9	Structure and governance composition	28, 29, 40	81216
GRI 2-16	Communication regarding critical concerns	10, 11, 28, 29	81216
GRI 2-22	Statement on the sustainable development strategy	6, 40	-
GRI 2-23	Commitment to policies	16, 34, 40	-
GRI 2-24	Inclusion of the commitments policy	40	-
GRI 2-26	Mechanism for seeking advice and raising concerns	10, 11	-

GRI 2-27	Compliance with laws and regulations	34	-
GRI 2-29	Approach to stakeholder engagement	10, 11, 37, 38	-
GRI 3: Material Topics 2021			
Norma GRI	Table of contents	Page	SDGs
GRI 3-1	Process for determining the material topics	18	-
GRI 3-2	List of material topics	18	-
GRI 200: Governance			
Norma GRI	Table of contents	Page	SDGs
GRI 201-2	Climate Adaptation and Resilience	23	12 13 15
GRI 203-1	Investments in infrastructure and service support	25	3 11 15
GRI 205-3	Organizational Integrity and Anti-Corruption Actions	41	-
GRI 206-1	Lawsuits for Unfair Competition, Antitrust Practices and Monopoly	41	-
GRI 300: Environmental Topics			
Norma GRI	Table of contents	Page	SDGs
GRI 301-2	Soil Health	—	2 15
GRI 302-1	Energy consumption	—	-
GRI 302-3	Energy intensity	—	-
GRI 302-4	Reduction of energy consumption	23	12 13 15
GRI 303-1 a 303-5	Water and Wastewater	31	-

GRI 305-1	Direct GHG emissions (Scope 1)	23, 27, 32	121315
GRI 305-2	Indirect GHG emissions (Scope 2)	23, 27	121315
GRI 305-3	Indirect GHG emissions (Scope 3)	23, 27	121315
GRI 305-5	Reduction of GHG emissions	23, 27, 32	121315
GRI 306-1 a 306-5	Waste	33	1215
GRI 308-1	Traceability in the Supply Chain (environmental)	—	1217

GRI 400: Social Topics

Norma GRI	Table of contents	Page	SDGs
GRI 401-1	New employee hires and staff turnover	36	
GRI 403-1	Occupational health and safety management system	26, 37	38
GRI 403-3	Occupational health services	37	-
GRI 403-5	Training of workers in occupational health and safety	26, 37	38
GRI 403-6	Worker's health promotion	37	-
GRI 403-9	Occupational injuries	26, 37	38
GRI 403-10	Occupational diseases	37	-
GRI 405-1	Diversity in governance bodies and employees	28, 29, 36	81216
GRI 406-1	Incidents of discrimination and corrective actions	37	-
GRI 413-1	Operations involving local community engagement, impact assessments, and development programs	25, 38	31115
GRI 415-1	Political contributions	38	

GRI 416-1	Assessment of the health and safety impacts of product and service categories	24	312
GRI 417-1 a 417-3	Requirements for product and service information and labeling	24, 38	312
GRI 418-1	Substantiated complaints relating to customer privacy violations and loss of customer data	28, 29, 38	81216

GRI 13: Sectoral Standards

Norma GRI	Table of contents	Page	SDGs
GRI 13.15	Non-discrimination and equal opportunities	37	-
GRI 13.19	Occupational health and safety	37	-
GRI 13.22	Economic inclusion	38	-



Corporate information

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Credits

Coordination, production and review

Sustainability & ESG and Communication Areas - Laborsan Agro

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Giuseppe Designer Editorial

Images

Institutional Image Bank

We appreciate the dedication of all employees and departments of the company involved in the preparation of this Report.

