

SOLAR
+10

Management and Sustainability REPORT



2023



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About the report

INTRODUCTION

MESSAGE FROM THE MANAGEMENT

Introduction

[GRI 2-1, 2-3]



In the year we celebrate ten years since the formation of Solar Bebidas S.A., we are proud to present our 2023 Management and Sustainability Report. As we complete the first decade of our existence, the Company reports, from the perspective of value creation and impacts for its stakeholders and the planet, the main actions and projects developed during the year.

We also provide a brief review of the journey since our foundation and our view of the future, projecting the environmental, social, and corporate governance initiatives that we will develop to ensure both the longevity of the company's business and an approach focused on quality of life, sustainability, and

prosperity for our business environment and society.

We guided the construction of this Report based on our materiality matrix and the strategic pillars for Solar's sustainable operations: water resource management, waste management and climate change; stakeholder management; and ethics and transparency.

The preparation of this material follows the standards of the Global Reporting Initiative (GRI), an international reference for the construction of corporate sustainability reports. We have adopted the latest GRI guidelines, updated in 2021.

Throughout the document, we indicate, at the beginning of chapters or at the end of paragraphs, the texts and data that correspond to the 71 GRI contents (30 general contents, 41 sectoral indicators, as well as the management approaches to material themes) used by Solar. In the last pages, we also present the GRI Content Summary, in which we point out the pages where each of the responses to these indicators can be found and further comments about them.

We are signatory of the United Nations (UN) Global Compact since 2020 and we also use the Sustainable Development Goals (SDGs) as guidelines for building our ESG strategy and this Report. Out of the 17 SDGs, we consider seven as priorities for Solar's activities.

To report the progress of our ESG strategy, the actions related to the 14 material topics of the Company's matrix, and the seven SDGs, we annually publish the Management and Sustainability Reports. The document preceding this one was published in May 2023 and can be accessed on [Solar's institutional website](#).

The period covered by this Report, published on May 9th, 2024, coincides with that considered in the Company's financial statements: January 1st to December 31st, 2023. Its final approval is carried out by Solar's highest governance body ([read more on page 148](#)).

Inquiries, suggestions, questions, and comments about this report can be sent to:

sustentabilidade.solar@solarbr.com.br



Message from the Management

[GRI 2-22]

In 2023, we completed the first decade of Solar existence. Resulting from the merger of four companies within the Coca-Cola System, the Company combines the experience and productive capacity of well-established and respected organizations in their respective states of operation. This union creates a company focused on the sustainable growth of its operations, aiming to generate value for businesses, opportunities for society, and environmental protection.

Through Solar's formation, we have created a powerhouse in the beverage

sector: one of the 20 largest Coca-Cola bottlers worldwide and a company that goes beyond, offering to the clients a select portfolio of products and iconic brands that boost sales and customer loyalty. An important example of this business approach is our partnership established in 2023 with Diageo, one of the global leading manufacturers of premium beverages.

The path we have taken over these ten years reflects a positive and solid past, while also pointing to the course we intend to follow in the future. We strive to deliver results for our shareholders and investors, building a



André Salles
Diretor-presidente da Solar

financially healthy and prosperous company, just as we invest to be a benchmark in sustainable development.

We are conscious of our role in promoting ESG issues—environmental, social, and corporate governance. **As one of the largest companies in our market in Northern, Northeastern, and part of Central-Western Brazil**, we have the opportunity to positively influence local economy and culture.

Furthermore, as signatory to the United Nations Global Compact, we understand our duty to act in an exemplary manner and seek to transform the reality of the region.

We do this on several fronts. We pursue excellence in productivity relentlessly. In 2023, we achieved Alliance for Water Stewardship (AWS) certification at three units. This certification was granted by a leading international organization with the same name – Alliance for Water Stewardship.

This certification indicates responsible water management within our factories and surrounding watersheds. We have also secured ISO 9001, 14001, and 45001 certifications and FSSC 22000 for all of Solar's industrial operations. Additionally, two of our factories obtained ISO 50001 for the first time. Six of our Distribution Centers hold ISO 9001 and four hold FSSC 22000 certifications.

Our socio-environmental actions were recognized in 2023 by the Federation of Industries of Ceará (FIEC), which awarded Solar the ESG-FIEC Seal. We were also publicly recognized by our counterpart entity in Pernambuco, FIEPE, with the ESG Sustainability Award in the Water Governance category.

We expanded our Zero Waste and Zero Waste certifications, with 12 factories acknowledged for each one of them.

Moreover, we proactively support the establishment of plastic waste aggregators, entities involved in the chain transformation of PET bottles into recycled resin. We now have a total of eight aggregators within our operating area. In 2023, two started operations with us, one in Pará and another one in Rio Grande do Norte.

Internally, we have accelerated our inclusion and diversity agenda among employees, aiming to achieve our goals for women, Black and mixed-race individuals in leadership roles, and people with disabilities within the company. **We also strive to ensure a welcoming work environment that opens doors and creates opportunities for personal and professional development for our workforce.**

These efforts have earned us recognition in the international Great Place to Work rankings. In our category, we were named

the best company to work for in Paraíba, Pernambuco, and Ceará. We ranked second in Alagoas and Maranhão, third in the Northern region, and fifth in Bahia. Additionally, in Ceará, Unimed awarded us the Companies that Care Award, and nationally we won the HR Top of Mind Award. These are affirming results that also bring great responsibility to continue improving working conditions.

Externally, in the social sphere, we have implemented and supported significant

projects such as Water+Access, Water for Education, and the Collective Youth Project (Água+Acesso, o Águas para Educar e o Projeto Coletivo Jovem), which provides training and job opportunities for thousands of students. In 2023, we continued to invest in initiatives supported by fiscal incentive laws in education, sports, and culture.

All these initiatives complement the excellent financial and operational performance we achieved in 2023. We obtained records in net revenue and in net profit. It was another year

of consistent performance, with solid growth in our main business categories, increased market share in soft drinks, volume, and margins. Additionally, we distributed record dividends alongside a low debt level of 0.31x EBITDA. This demonstrates that we are on the right path in our strategy to generate increasing value for our customers and shareholders.

All these results are only possible due to the daily commitment of each of our 18,567 employees. They are the ones who ensure that the ESG agenda is lived and built into every decision, initiative, or business activity. Thank you all for the journey and the legacy we are building together, producing excellence and sustainability!

In the following pages, we present in detail each of the actions highlighted in this initial message.

Enjoy reading!

André Salles
Director-General of Solar





Solar 10+10

WHO WE ARE
PREPARING THE FUTURE



Who we are

[GRI 2-1, 2-6]



We are Solar Bebidas S.A., the company responsible for the production, distribution, and commercialization of Coca-Cola System products in the North and Northeast regions of Brazil, as well as in the states of Mato Grosso, part of Goiás, and Tocantins.

By the end of 2023, we employed 18,567 direct employees and 1,288 contractors (including apprentices and interns). **These professionals ensure the manufacturing and delivery of quality products across approximately 70% of Brazil's territory.** Working together, they have positioned Solar among the top ten largest companies in Northeastern Brazil, the second-largest

Coca-Cola bottler in the country, and one of the top 20 worldwide.

Solar also engages in the commercialization and distribution of a strategic portfolio of products from partner food and beverage manufacturers. Hence, **we provide over 80 million Brazilians with access to renowned and iconic brands** such as Campari spirits, Diageo premium beverages (including Johnnie Walker, Tanqueray, Smirnoff, among others), Monster energy drinks, Heineken, Estrela Galícia, Tiger, Eisenbahn, Kaiser, and Bavaria beers, Mondelez snacks, and Perfetti Van Melle candies (including Mentos, among others) ([read more on page 20](#)).

To deliver to final consumers this portfolio of products aimed at moments of joy and fellowship, we rely on a network of partners consisting of approximately 400,000 points of sale. These customers are supplied by our 13 manufacturing plants, capable of producing over 5 billion liters of beverages per year ([read more on page 17](#)), and 59 own Distribution Centers (one at each plant and 44 strategically positioned throughout the company's operating territory), in addition to 66 Distribution Centers operated by our Authorized Distributors.

In 2023, our entire infrastructure operated to achieve the best financial and operational results in Solar's history. We achieved a record net revenue of R\$ 9.6 billion, with a net profit of R\$ 995.9 million ([read more on page 164](#)).



Preparing the future

Founded in 2013 with the goal of uniting histories to forge a new path, Solar Bebidas S.A. embodies a belief in entrepreneurship as a cornerstone for generating sustainable business. It emerged from the merger of Coca-Cola bottlers Norsa, Renosa, Guararapes, and, since 2022, Grupo Simões.

Our purpose of growth aimed at transforming realities through partnerships that bring business opportunities to micro, small, medium, and large retailers has yielded results. Over the last ten years, Solar has solidified itself as a company, expanding its production, commercial

portfolio, and workforce of both direct and contracted employees. Today, it stands as one of Brazil's leading consumer goods companies.

In this journey, we have matured our corporate governance and transformed internal performance goals in environmental and social areas into public commitments. We have promoted a true revolution in how the company manages ESG affairs – now integral to our policies, standards, and mission – and in how each of our employees operates, both within and outside the company.

With targeted investments driving sustainability across all fronts of our business, we have structured ourselves as a company recognized for responsible social and environmental management. **This foundation allows us to continue transforming realities in**

the communities where we operate, while preserving the planet, considering aspects as biodiversity conservation, water resource management, energy consumption reduction, greenhouse gas emissions, and waste generation.

We understand that to be enduring and continue generating positive results for our stakeholders, we must operate with socio-environmental responsibility. Only in this way can we achieve our goals and honor our commitments in the next decade and beyond.



Corporate profile

IDENTITY

REGIONALIZED MANAGEMENT

PORTFOLIO

DIGITAL TRANSFORMATION

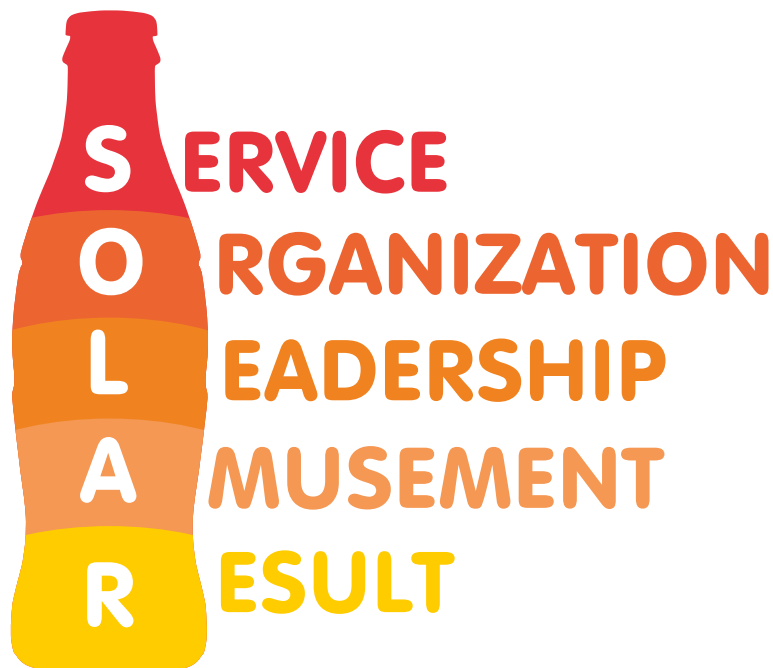
PARTICIPATION IN ASSOCIATIONS

HIGHLIGHTS 2023



Identity

[GRI 2-6, 2-23]



MISSION

Serving with excellence and passion, captivating customers and consumers.

Acting in a structured manner, with efficiency, agility and integrity, promoting diversity and inclusion.

Being a reference in quality, production, distribution and execution.

Opening smiles and delight everyone who has a relationship with us.

Generating sustainable returns for shareholders, employees, partners, community and environment.

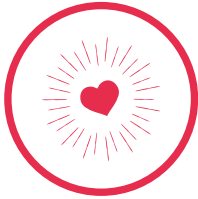
VISION

To be a global reference in beverage services, production and distribution.

PURPOSE

Passionately distribute smiles and excel in the production and distribution of beverages.

VALUES



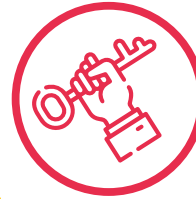
PASSION

We are passionate about what we do. Bringing joy and smiles to people inspires us. We have a thirst for winning, serving and overcoming challenges.



VALUING PEOPLE

We nurture our relationships with respect in a collaborative, safe and inclusive environment. We lead by example. We develop, recognize and celebrate achievements.



OWNERSHIP MENTALITY

Solar is each one of us. We strive for excellence in everything we do. Our dissatisfaction drives us to build and achieve sustainable results.



PROACTIVENESS

We are the protagonists of our own history. We learn every day, innovating and undertaking to build a better world.

Regionalized management



Solar has adopted a regionalized management approach for its supply chain, fostering synergistic relationships with stakeholders, and becoming increasingly closer to them.

With the territorial expansion through integration with the Simões group in 2022, we structured ourselves to ensure the quality of operations and business across the 18 states where we are present.

It involves integrating processes, systems, and organizational culture. This effort enabled the full functionality of our management, which has been divided into five regions:

CENTRAL REGION

Acre, Mato Grosso, and Rondônia.

General Director: Cidinha Fávero

Factories in Várzea Grande (MT) and Porto Velho (RO).

EASTERN REGION

Paraíba, Pernambuco, and Rio Grande do Norte.

General Director: Flávio Scalco

Factories in Suape (PE) and Macaíba (RN).

NORTHEAST REGION

Ceará, Maranhão, and Piauí.

General Director: Geancarlos Brito

Factories in Maracanaú (CE) and São Luís (MA).

NORTHERN REGION

Amazonas, Amapá, Pará, and Roraima.

General Director: Renata Melo

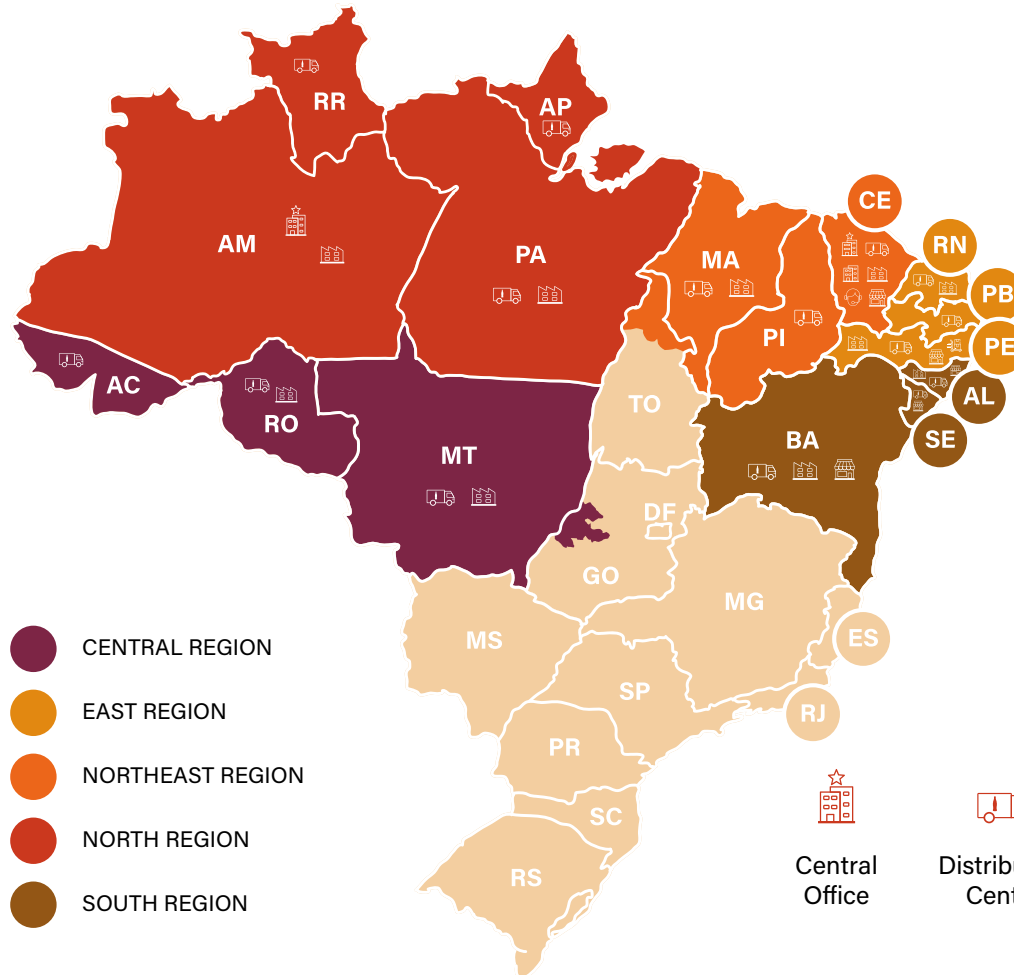
Factories in Manaus (AM), Belém (PA), and Santa Izabel (PA).

SOUTHERN REGION

Alagoas, Bahia, and Sergipe.

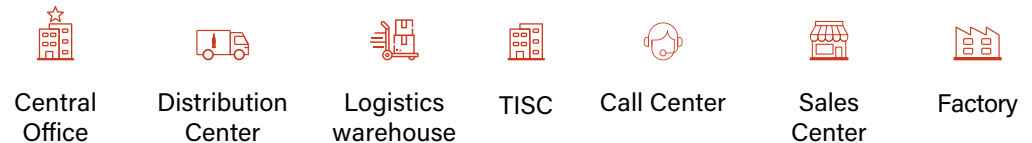
General Director: Fernanda Raizama

Factories in Salvador (BA), Vitória da Conquista (BA), and Maceió (AL).



Each regional office is led by a general manager with autonomy in decision-making across areas such as Sales, Logistics, Human Resources, Marketing, and Finance. These leaders report to Solar's corporate management, following the general guidelines established by the Company's headquarters located in Fortaleza (CE).

Solar's structure also includes two local offices: one in Fortaleza, the capital of Ceará, and another in Manaus (AM). We operate 13 factories, ten sales centers, two call centers/Customer Relationship Centers (CRC), an IT and Shared Services Center (TISC - acronym in Portuguese), 59 Distribution Centers, and partner with 66 Authorized Distributors.



SUPPLY CHAIN AND DISTRIBUTION [GRI 2-6]

1

Acquisitions by the Supply team, following Coca-Cola Latin America specifications:

- Raw materials
- Inputs
- Services
- Equipment



2

Production cycle

Manufacturing of soft drinks, juices, teas, waters, energy drinks, and isotonic beverages.

3

Distribution

Our trucks transport products manufactured by Solar and partners to points of sale.



4

Commercialization

Approximately 400,000 points of sale distribute our products to end consumers.



Positive
mpacts

Community
Environment
Economy

Portfolio

[GRI 2-6, 417-2]

Our portfolio consists of 224 different items. This catalog includes Coca-Cola products that we manufacture such as soft drinks, juices, teas, mineral waters, energy drinks, and isotonic beverages. Additionally, it includes products produced by partners and distributed by Solar, such as beers, candies, gums, cookies, sweets, and spirits.

224

items comprise our portfolio.



In total, there are 84 food labels, eight ready-to-drink alcoholic beverages, 84 beers, and 48 spirits. Explore the brands of each type of product.

SOFT DRINKS



JUICES



TEAS



WATERS



PLANT-BASED PROTEIN DRINKS



FOODS



SPIRITS



ISOTONIC BEVERAGES



BEERS



ENERGY DRINKS



New products



In 2023, Solar incorporated 51 new products into its portfolio, with four of them manufactured in our facilities. We highlight the partnership established with Diageo, a British company that is a global leader in the premium beverage segment. Their addition to Solar's marketing and distribution catalog enables us to offer items such as Johnnie Walker whiskies, Tanqueray gin, and Smirnoff vodka to our customers.

We also signed a contract with Fini, a manufacturer of candies, chewing gums, and mints, to include their products in Solar's portfolio. In 2024, we will finalize the details of this partnership and determine which items will be added to our menu for distribution to the Company's customer points of sale.



The arrival of these partners—holders of iconic brands in the market and leaders in their respective segments—is an important part of Solar's growth and development. The structuring of the alcoholic beverages and new business area in the Company, carried out in 2022, is part of a movement that transforms how we engage with our customers, providing them with a 360° view of their point of sale. This adds a menu of items that further enhance the shelves and refrigerators carrying Coca-Cola products, offering more options and greater attractiveness to consumers, and consequently, increasing income for retailers.



Among the products manufactured in our facilities, we included a new line of Kapo juices, as well as starting our own production of Powerade and Monster. With this internalization, we reduced greenhouse gas emissions by eliminating the need to transport these items from other regions of the country to our operating area, and increased profitability for the Company.

In 2023, non-alcoholic beverages accounted for 94% of the Company's total sales, while the alcoholic beverages and food products segments constituted 6%.



COCA-COLA CREATIONS

The Coca-Cola Creations innovation platform introduced two new flavors that Solar produced and brought to its audience in 2023. These were the limited editions **Movement** e **Ultimate**. With special designs and unique tastes, these items strengthen the sugar-free beverage portfolio and the Company's relationship with Generation Z.

The Coca-Cola Movement was created in partnership with artist Rosalía, featuring neon pink and black packaging with hand-drawn graffiti-style designs. The Ultimate was launched in collaboration with Riot Games, the game developer company. The golden can is inspired by one of the universes in the League of Legends game.



Marketing

The appreciation of regional culture and customs in the locations where Solar operates is a hallmark of its activities. In 2023, we developed a series of marketing actions in partnership with Coca-Cola that celebrate unique festivities in Northern and Northeastern Brazil, such as São João and the Folk Festival of Parintins (AM).

For São João, we created **four different cans of Guaraná Jesus**, an iconic brand from the Maranhão state. The packaging design featured references to June festival attire, with textures resembling typical clothing and accessories of the celebrations,

adorned with feathers, ribbons, chintz, and embroidery. Additionally, we launched the [website "São João Nasce Aqui"](#), (São João Borns Here) which tells the history of the event.

During the Folk Festival of Parintins, we presented **two versions of Guaraná Tucha** cans to the audience: one blue,



celebrating Boi Caprichoso, and one red, honoring Boi Garantido – the two main characters and icons of the event. The packaging also showcased typical regional elements of Northern Brazil.

In addition to these promotional actions with Guaraná Jesus and Tucha cans, we actively participated in the festivities, supporting event organization and encouraging public participation and engagement. [Learn more on page 99.](#)



In 2023, we held a new edition of the “Meu Negócio é Meu País” project, **an initiative aimed at boosting the development of entrepreneurial ideas proposed by women**. The action, carried out in partnership with Coca-Cola System, the NGO Aliança Empreendedora, and Sebrae, took place in Caruaru (PE) and was part of the Coca-Cola Gives My Business a Boost Program. The initiative’s proprietary brand was Kuat.

Approximately a thousand women submitted their projects in the program’s first phase, which included online training and proposed challenges for the entrepreneurs. In the following phase, 60 participants were selected to present their proposals, and out of these, 30 were chosen to have their ideas accelerated through mentorship and financial support.

Month of Kapo



In October, we hosted the Month of Kapo, **the juice brand for children within the Coca-Cola System**. The campaign introduced the concept of “Savoring Imagination,” encouraging parents and guardians to establish playful connections with their children.

The promotion provided participating consumers with weekly planning refrigerator magnets. Additionally, interactive kiosks were set up in supermarkets in the cities of Belém (PA), Cuiabá (MT), Fortaleza (CE), Recife (PE), and Salvador (BA), where visitors could take photos in imaginary Kapo world settings. The prints were delivered in black and white, allowing them to be colored at home.



RESPONSIBLE MARKETING

The Solar has a Responsible Marketing Policy. In addition, we are signatories of the Commitment to Responsible Advertising to Children, a voluntary agreement among companies in the food and beverage sector.

As a result of these commitments, Solar does not produce advertising actions targeting children under 13 years old. We also do not broadcast advertisements on channels where more than 30% of the audience is in this age group, nor do we sponsor brands and events aimed at this audience. Children also cannot appear in any marketing initiative without the presence of parents or guardians.

Regarding the labeling of our products, we have not been subject to any sanctions or fines from 2021 to 2023.

[GRI 417-2]

Digital transformation

The present and future of Solar are focused on the sustainability of our operations, the growth of our clients' businesses, and equally on digital transformation. We invest in a coordinated and consistent manner in innovation and technology to create solutions that bring together these three vectors of company development.

In this regard, we operate with our own teams in information technology and digital transformation to develop systems and

solutions that serve both the company's own operations and are relevant to our clients.

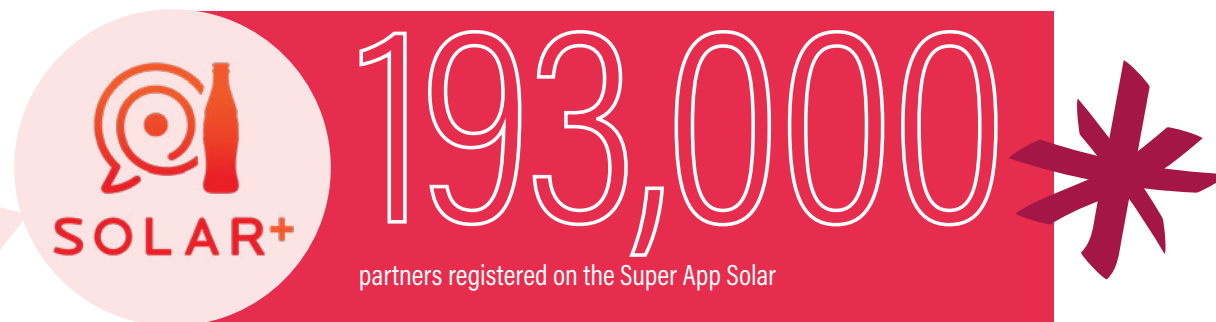
As the primary tool for the market, we offer the **Super App Solar**, which consolidates a range of products and services for our clients. Through it, our salespeople enhance their relationship with partner points of sale (POS). By automating processes through the application, professionals have more time to analyze the best solutions for each POS.



This translates to gains for everyone through the concept of “phygital” (a term meaning “physical+digital”) stakeholder relations, combining the strength of in-person interactions with the agility and precision of digital approaches.

In 2023, we expanded our customers’ presence on the Solar app. We finished the year with approximately 35% of our gross revenues generated from digital sources, marking a 10 percentage point increase from 2022. We have over 193,000 partners registered on the app, with more than 112,000 using the solution every month.

As a highlight of internal actions for the year, there was the complete integration of systems, infrastructure, and Shared Services between the North Region – following the



incorporation of Grupo Simões in 2022 – and other operations. This initiative allows Solar to consolidate an integrated and cohesive internal culture.

We also evolved a data-driven culture. We are building our data lake to support decision-making based on precise and secure information, developed under the strictest integrity and information security standards.

In August, we hosted the Solar Digital Week. The program included lectures, workshops, and expert discussions aimed at immersing our employees in digital culture. In 2023, we also held the Company’s 1st Hackathon in October. Professionals from different regions could submit innovative ideas that addressed the company’s business areas. The learning journey provided mentoring and support tools for proposal development, along with a prize of R\$ 15,000 for the top three teams.

INNOVATION LABORATORY

In 2023, we launched our Solar Innovation Laboratory, LIS, in Fortaleza (CE). Essential for advancing of the Company's digital transformation initiatives, the space was designed to foster the discovery of new solutions.

The goal of the LIS is to conduct research, validate, and implement new businesses and solutions. LIS focuses on Solar's customers, aiming to propel innovation in everyday operations. There is also an area reserved for the future construction of a startup incubation room.



Data Security and Privacy

[GRI 3-3, 418-1]

For Solar, all digital transformation only makes sense if it also means security for our stakeholders. To manage this issue, we have a series of norms and procedures in place:

- Privacy Policy;
- Information Security Policy;
- Policy on Rights and Principles of Data Subjects;
- Third-Party Management Policy;
- Consent Policy;
- Access Management Policy;
- Privacy by Design Policy (dealing with the preservation of personal data privacy);
- Privacy Incident Response Policy;
- Manual for creating Personal Data Protection Impact Report;
- Privacy Program Management Procedure; and
- Privacy Audit Plan.



This set of internal policies and norms aims to **ensure the integrity, availability, and confidentiality of data under Solar's domain**. In constructing these instruments, we adhere to the Brazilian General Data Protection Law (LGPD), ISO 27001 for information security, and ISO 27032 for cybersecurity.

In our ongoing effort to protect stakeholders' data, we employ fundamental security and privacy practices, such as: use of updated antivirus software to protect systems and data against malware; implementation of firewalls to block unauthorized access to our network; two-factor authentication for system entry; 24/7 monitoring; password replacement every three months; frequent security updates; regular access reviews; conducting penetration tests.

To ensure data privacy, we operate with the following instruments:

- **Data minimization:** We collect and use only the personal data strictly necessary for our core activities;
- **Service channel:** We provide a channel on the Solar website for data subjects to exercise their rights;
- **Vendor assessment:** We previously evaluate the privacy and data protection maturity of vendors during the contracting process;
- **Awareness campaigns and courses:** We conduct data privacy awareness campaigns and LGPD courses for our workforce.

Data security and privacy management is overseen by Solar's senior management, which receives quarterly updates on progress and identified opportunities. The Risk Committee is briefed bi-monthly.

From 2021 to 2023, Solar has not received proven complaints regarding customer privacy violations, nor have there been any incidents of data breaches, thefts, or losses involving customer data.

[GRI 418-1]



Participation in associations

[GRI 2-28]

We actively participate in public debates concerning our industry and ESG topics. We believe that exchanging ideas and information contributes positively to building a more prosperous, fair, and sustainable country. Therefore, we are members of the following entities:

- Maracanaú Business Association (Aedi)
- Brazilian Association of Coca-Cola Manufacturers (AFBCC)
- Brazilian Association of Soft Drink and Non-Alcoholic Beverage Manufacturers (Abir)
- Brazilian Association for Pro-Sustainable Regional Development (Adial Brasil)
- Amcham Pernambuco - American Chamber of Commerce for Brazil
- Amcham Ceará - American Chamber of Commerce for Brazil
- Lide Pernambuco - Group of Business Leaders
- Lide Ceará - Group of Business Leaders
- Industry Center of Pará (CIP)
- Industry Center of Amazonas State (Cieam)
- Association of Companies in the Industrial Center of Aratu (Procia)
- Management Committee of the Environmental Preservation Area (APA) Joanes-Ipitanga, Salvador (BA)
- Thematic Council on Environment (Contema), Várzea Grande (MT)
- Association of Industries of Vitória da Conquista (BA) and Region (AINVIC)
- Mutual Aid Network (RAM), comprising 15 companies in São Luís (MA).

Watershed Committees

We also participate in discussions and decisions regarding the use, grant, and preservation of water resources in the areas where we operate. To facilitate this, we are members of the following Watershed Committees (CBHs):

MACAÍBA/NATAL (RN)

Pitimbu Watershed Committee
Category: User, with voting rights.

MACEIÓ (AL)

Pratagy Watershed Committee
Category: Private industry user, with voting rights.

MACEIÓ CAF (AL)

Pratagy Watershed Committee
Category: Private industry user, without voting rights (listener).

MANAUS (AM)

Tarumã-Açu Watershed Committee
Category: Private company, listener, without voting rights.

MARACANAÚ/FORTALEZA (CE)

1. Metropolitan Region of Fortaleza Watershed Committee
Category: User, with voting rights.

2. Management Commission of Acarape do Meio Reservoir
Category: User

PORTO VELHO (RO)

Jamari Watershed Committee
Category: User, with voting rights.

SUAPE (PE)

South Metropolitan Watershed Committee
Category: User, holding the presidency for the 2021-2024 term

Highlights of 2023



- **Regionalization of management**, accelerating results.
- **Partnership with Diageo**, a global leader in the premium beverage segment.
- **35 new products** incorporated into the portfolio.
- **1st place in the Great Place to Work (GPTW) ranking** in the states of Ceará, Paraíba, and Pernambuco.
- **Three factories certified with AWS** (Alliance for Water Stewardship) certification for sustainable water management.
- **All factories certified in ISO 9001, 14001, and 45001, and FSSC 22000.** Two factories certified in ISO 50001;
- **Six Distribution Centers certified in ISO 9001 and four in FSSC 22000;**
- **ESG-FIEC Seal** from the Federation of Industries of Ceará State.
- **ESG Sustainability Award 2023** from the Federation of Industries of Pernambuco State – Governance in Water category.

ESG Estrategy

ESG AGENDA
MATERIALITY



ESG Agenda

[GRI 2-13]

The year 2023 marked a continuous evolution in the management of environmental, social, and corporate governance (ESG) agendas at Solar. Starting with the development of our Sustainability Pillars in 2022 and their integration into the company's business model,

we accelerated maturity across all areas of the company, making these affairs cross-cutting and definitively integrating them into the organization goals and decision-making processes.

As signatories of the Global Compact since 2020, we have connected Solar's priority Sustainable Development Goals (SDGs) to our Sustainability Pillars, transforming our ESG actions into commitments to our stakeholders and the planet. Additionally, we adhere to global directives from The Coca-Cola Company and regional guidelines from Coca-Cola Latin America, which guide us in developing socio-environmental initiatives.



The solidification journey of our ESG agenda is a milestone in Solar's history. Today, we have socio-environmental goals and indicators monitored by the company's senior management. Our Sustainability Committee, directly linked to the Board of Directors, has been fully operational and convened six times in 2023.



Journey of evolution

The management of Solar's ESG agenda will continue its journey of evolution into 2024. We are preparing ourselves to construct our Sustainability Reports following the new Standards S1 and S2 of the International Financial Reporting Standards (IFRS), published in 2023 and established by the Brazilian Securities and Exchange Commission (CVM - acronym in Portuguese) as the corporate reporting standard starting from 2026.

Additionally, for 2024, we have scheduled an update of the status of our Sustainability Pillars, including a review of the sustainability diagnosis built in 2021.



Recognition

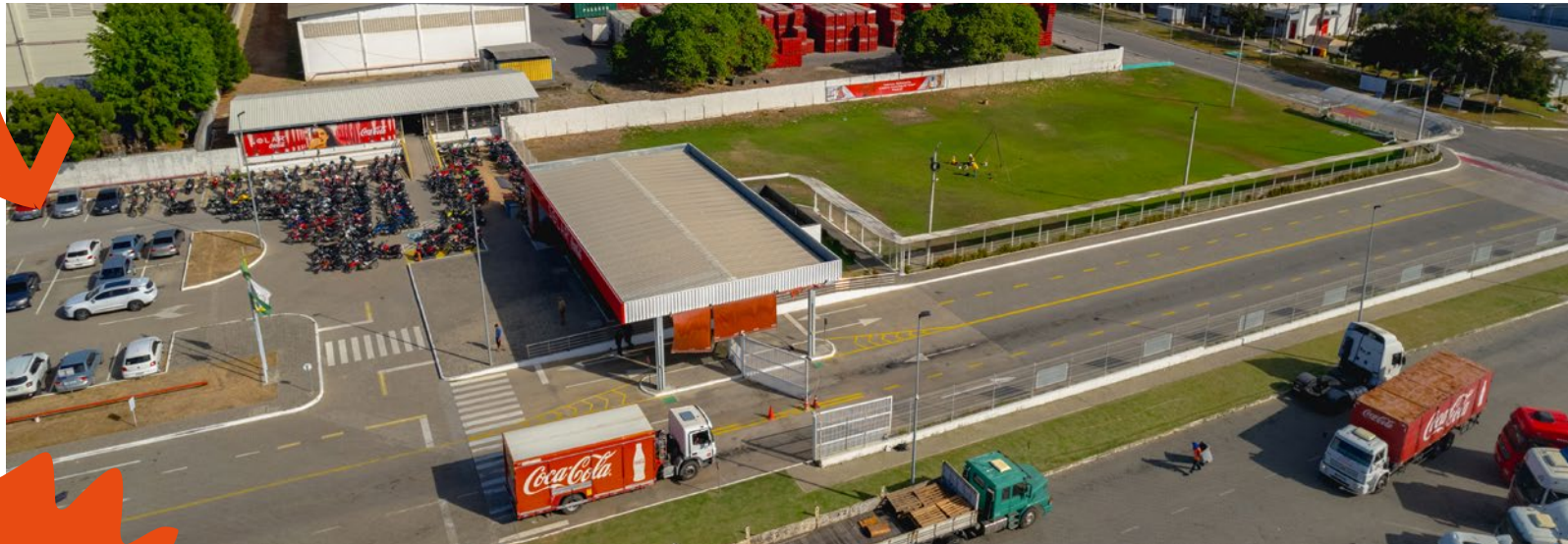
The structuring of sustainability governance at Solar has earned the Company recognition from two industry federations in the states where it operates.

The Federation of Industries of Ceará (FIEC) awarded Solar the ESG-FIEC Seal. As one of the first five companies in the state to receive this accolade,

the industry body highlighted Solar's operations at the Maracanaú (CE) factory, particularly in waste management, environmental licensing, internal policy dissemination among employees, and the number of social initiatives.

Meanwhile, the Federation of Industries of Pernambuco (FIEPE) awarded the

Sustainability ESG 2023 Award upon Solar's Suape (PE) unit. The project recognized by FIEPE was Solar Coca-Cola's "Water Governance – Cases of Best Practices," ([detailed further on page 110](#)).



Materiality

[GRI 3-1]

Solar's materiality matrix, developed in 2021, includes 14 material topics. These are considered by the company's stakeholders as having the greatest impact and relevance to its business. They serve as a reference for the construction of strategies, goals, and indicators in environmental, social, and corporate governance areas.

The development of Solar's materiality matrix was conducted in four stages, led by Resultante, an external consultancy specialized in the theme:

1. MARKET RESEARCH

Aimed to identify references from companies operating in the same segment as Solar and methodologies from international sectoral studies for sustainability reporting: GRI and the Sustainability Accounting Standards Board (SASB). In this phase, 23 topics were identified.

2. STAKEHOLDER SURVEY

Listening sessions conducted with Solar's key stakeholders to prioritize the 23 topics. An online survey gathered feedback from 597 stakeholders, including employees (354), non-governmental organizations (24), local communities (21), customers and consumers (54), public authorities and entities such as industry federations, trade associations, business forums, and unions (11), external providers and technical partners (127), Coca-Cola representatives (5), and shareholders (1). [Learn more about our stakeholder engagement efforts on page 171.](#)

3. DEFINITION OF PRIORITARY AND RELEVANT TOPICS

Internal online survey conducted with senior management members - 39 managers, three directors, and the company's president - to position and align topics with the company's reality. As a result, 20 topics, among priorities and relevance, were considered and positioned on a chart for prioritization.

4. VALIDATION OF THE MATERIALITY MATRIX

Cross-referencing information from previous stages led to the identification of nine material topics to compose the company's materiality matrix. These were supplemented by five additional critical topics identified through market analysis and investor demand.

Material themes

[GRI 3-2]



ENVIRONMENTAL

- Water resource management;
- Waste and effluent management;
- Waste, packaging, and circular economy;
- Energy management; and
- Climate change.



SOCIAL

- Product quality and safety;
- Employee development and training;
- Human rights;
- Health and occupational safety;
- Job creation and income generation;
- Diversity and inclusion; and
- Supplier management.



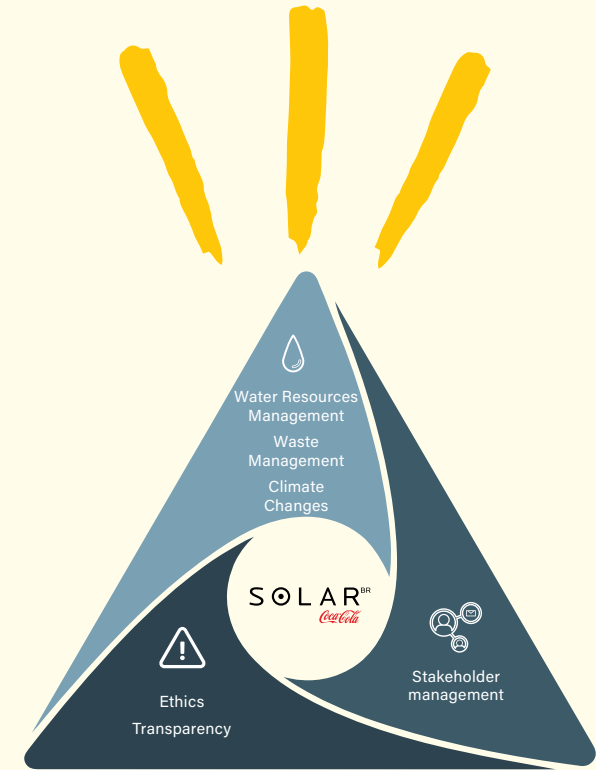
CORPORATE GOVERNANCE

- Data security and privacy; and
- Governance, transparency, and integrity.

Sustainability Pillars and SDG Mapping

Our Sustainability Pillars, created in 2022 in partnership with Resultante consultancy, have also guided the Company's ESG initiatives. Each of these pillars is connected to Solar's material topics and the SDGs prioritized by the company.

The Pillars, along with the materiality matrix, are categorized into **Environmental, Social, and Corporate Governance**. For each of these, we have identified Solar's maturity level in the topic using a methodology from the Ethos Institute for evaluation (which includes five stages of evolution, where the first is defensive, indicating denial of responsibility, and the fifth is social leadership, involving collaboration with competitors to make the market or sector more sustainable). We have also correlated them with the seven SDGs prioritized by the Company.



Pillar	Theme	Inside actions	Outside actions	Maturity stage	Correlated SDG
Environment	Water resource management	Water is our main asset. A awareness of its use is linked to the reduction of water use in our production.	Understanding the impact of our operations on surrounding communities and acting consciously, in collaboration with civil society, to reduce the company's environmental impact.	4 - Strategic (when the company incorporates sustainability into its business strategy).	 
	Waste Management	Understanding the impact of our waste generation on the environment and seeking to mitigate it through increasing our recycling rates and reuse of waste in production.	Reducing our impact through partnerships with waste management organizations and traceability of our waste disposal chain.	3 - Managerial (when the company incorporates sustainability into its processes).	
	Climate change	Understanding the impact of our operations on climate change through monitoring our greenhouse gas emissions, identifying and managing our climate risks.	Engaging our value chain in actions that result in the reduction of our impact on climate change.	2 - Compliance (the company complies with applicable laws).	
Social	Stakeholder management	Manage our internal stakeholders, ensuring dignity, health, safety and equality. Understand the sector and the region in which we operate and take actions to make our workforce more diverse and inclusive.	Take actions together with our external stakeholders, such as suppliers, customers and local communities, seeking sustainable development, respect, and a good relationship with these groups.	3 - Managerial (when the company incorporates sustainability into its processes)	  
Governance	Ethics	Acting ethically and with integrity in our relationships with our employees, strengthening the ethics channel, combating corruption, and other harmful practices.	Reinforcing ethics in relationships with suppliers, customers and communities.	2 - Compliance (the company complies with applicable laws).	
	Transparency	Be accountable to our collaborators regarding progress on the agenda	Be accountable to society regarding progress in the ESG agenda.	4 - Strategic (when the company incorporates the sustainability in business strategy).	

Social

OUR PEOPLE
HEALTH, SAFETY, AND WELL-BEING
CUSTOMER AND SUPPLIER RELATIONSHIPS
PRODUCT QUALITY AND SAFETY
COMMUNITY ENGAGEMENT



Our people

[GRI 2-7, 2-8]

Our values - "Passion," "Valuing People," "Ownership Mentality," and "Protagonism" ([read more on page 16](#)) - reflect how we strive to care for, recognize, and create opportunities for professional and personal growth for all Solar employees and our partners.



In a special way, we celebrated together in 2023 the first decade of the Company's existence, reaffirming it as a collective achievement, **the result of the union of efforts by dedicated professionals committed to delivering positive and sustainable business results.** Throughout the year, we marked our internal communications actions with the "Solar +10" seal, aiming to recognize the organization's journey and the talents that have been part of this history. In July, a live event with President André Salles and all employees celebrated the company's anniversary.



To ensure the daily adherence to our values, people management at Solar is sustained by four pillars:



ATTRACT AND RETAIN

To be a benchmark in attracting and retaining talent by valuing our people and promoting diversity and inclusion.



PERFORMANCE AND DEVELOPMENT

To stimulate and ensure development, generating value for the business and a sense of achievement and belonging in building sustainable results.



HEALTH

To foster policies and practices that enable a healthy and safe environment, promoting balance between work and quality of life.



CULTURE

To promote an inclusive, agile, digital, and collaborative culture through clear directives and daily practices with efficiency.



By joining our values with these pillars of people management, we have created an internal positioning with four principles that reflect our inspiration for the next 10 years:

- **Transforming every day;**
- **We are all leaders;**
- **Together we are stronger; and**
- **Essential with excellence.**

With these four pillars, we are structured to empower our 18,567 employees and 1,288 contractors at Solar to become protagonists in the company's history, shaping the future of the organization.

Direct and engaging communication

To communicate and stimulate the exchange of ideas and information among our employees, we rely on channels that use easy and direct language:

CONECTA SOLAR (SOLAR CONNECT)

Internal communication app. In 2023, we launched the “O Que nos move para o futuro” (“What Moves Us Towards the Future”) Conecta o Circuito (Connect the Circuit), an online game that presented Solar’s values.

#OLHAOZAP

Communication between the Company and employees directly through WhatsApp. In 2023, we renewed the visual identity of the channel with new posting formats and simple, innovative language.



TOTAL NUMBER OF EMPLOYEES 2022 ** *** [GRI 2-7]

	Own							Third party	TOTAL (in thousand)	%
	Permanent						Temporary*			
	Full-time			Part-time						
	Até 29 anos	30 a 50 anos	Mais 50 anos	Até 29 anos	30 a 50 anos	Mais 50 anos				
Men	4,093	8,542	1,052	78	14	4	471	985	15,2	77
Women	1,372	1,944	89	659	14	7	228	303	4,6	23
TOTAL	5,465	10,486	1,141	737	28	11	699	1,288	19,9	100

	TOTAL	Variation
2022	17,2	16.4
2021	13,3	43.1

EMPLOYEES BY STATE, GENDER AND TYPE OF CONTRACT ** - 2023 [GRI 2-7]

Men							Women							TOTAL
Permanent						Tempo- rário	Permanent						Tempo- rário	
Full-time			Part-time				Full-time			Part-time				
Up to 29 years	30 to 50 years	Over 50 years	Up to 29 years	30 to 50 years	Over 50 years		Up to 29 years	30 to 50 years	Over 50 years	Up to 29 years	30 to 50 years	Over 50 years		
35	61	4	2	0	0	4	8	12	0	5	0	0	1	132
309	669	60	3	1	0	43	114	102	2	52	0	0	14	1,369
43	93	6	1	0	0	12	8	11	0	7	0	0	1	182
365	489	58	6	0	0	25	104	125	7	38	1	0	22	1,240
463	1,135	184	4	2	0	75	126	271	11	93	0	2	32	2,398
446	1,060	161	5	8	1	59	356	480	20	83	11	2	32	2,724
280	696	73	7	0	0	12	97	151	5	50	0	1	6	1,378
536	620	57	14	0	2	13	112	109	10	53	0	0	10	1,536
330	679	65	17	0	1	26	72	120	4	34	1	0	25	1,374
193	344	29	0	0	0	28	38	52	2	33	0	0	8	727
566	1,528	203	2	2	0	64	167	278	20	133	1	1	47	3,012
92	295	32	6	1	0	24	14	50	3	19	0	0	7	543
125	336	70	0	0	0	20	50	68	2	23	0	1	8	703
143	157	12	2	0	0	17	38	25	1	13	0	0	3	411
56	65	2	2	0	0	7	11	9	0	2	0	0	2	156
111	315	36	7	0	0	42	57	81	2	21	0	0	10	682

OWN EMPLOYEES BY GENDER AND TYPE OF CONTRACT ** [GRI 2-7]

		Men	Women	% of men	% of women
2021	Permanent	9,815	1,877	83.9	16.1
	Temporary*	412	460	47.2	52.8
	Total	10,227	2,337	81.4	18.6
2022	Permanent	12,804	2,788	82.1	17.9
	Temporary	565	173	76.6	23.4
	Total	13,369	2,961	81.9	18.1
2023	Permanent	13,783	4,085	77.1	22.9
	Temporary	471	228	67.3	32.7
	Total	14,254	4,313	76.8	23.2

* Employees without guaranteed working hours were classified as temporary employees.

** The data presented were obtained from the Business Intelligence (BI) of Solar Human Resources. We considered all active employees on the payroll of December 2023.

*** In this Report, we present tables with data about our employees, as specified by the new GRI Standard, excluding other potential segmentation used in previous years.



OUTSOURCED WORKERS

[GRI 2-8]

In 2023, we concluded with 1,288 fixed outsourced employees, in addition to 22 interns.

The fixed outsourced professionals have employment contracts under the CLT (Consolidated Labor Law – acronym in Portuguese) with service providing companies. These workers consistently perform their duties at Solar's facilities on a full-time basis. Periodically, the Company receives information regarding work hours control and other labor-related data, such as INSS (National

Social Security Institute – acronym in Portuguese) contributions, Income Tax, and FGTS (Guarantee Fund for Length of Service – acronym in Portuguese).

Approximately 35% of these professionals are engaged in activities related to cleaning and building maintenance. Another 34% work in surveillance and entrance security roles. The remainder carry out tasks related to cafeteria operations and other regular or seasonal operational routines.

For apprentices and interns, we manage work hours, remuneration payments, and relevant deductions directly through Solar's payroll. Their contracts are signed by three parties: the employee, the educational institution, and the company.

The number of apprentices is proportionate to the organization's workforce and shows no significant variation, like the volume of interns.

OUTSOURCES BY GENDER [GRI 2-8]

	Men	Women	% of men	% of women
2021	579	140	80.5	19.5
2022	726	183	79.9	20.1
2023	985	303	76.5	23.5

MARKET RECOGNITION

The actions taken to value our employees and ensure a healthy, diverse, and welcoming work environment received significant recognition in 2023.

In all Solar units where we participated in the Great Place to Work (GPTW) climate survey, a global leader in the field, we achieved the desired certification. Moreover, in seven of these units, we ranked among the best companies to work for:

10



Paraíba



Ceará



Pernambuco

30



North Region

Great
Place
To
Work®

In the national ranking of the industrial sector, we ranked 21st.

20



Alagoas



Maranhão

50



Bahia



(Top of Mind in HR)

The recognition also came from the national Top of Mind in HR awards, **where we were the winner for the second consecutive year, in recognition of our practices in attracting and retaining talent.**

In Ceará, we received the Companies that Care Award, in first place, conferred by Unimed Fortaleza for market institutions with the best health practices for their employees.

Talent attraction and retention

[GRI 401-2, 405-1]

All initiatives created and implemented for our employees, recognized internally and externally, position Solar as a brand capable of attracting and developing talent. These company actions encompass health, well-being, and safety, diversity and inclusion, recognition, training, and qualification.

Collectively, these initiatives enable us to advertise our job openings and generate job opportunities and income for thousands of people across all the states where

we operate, valuing and recognizing the different regional contexts.

Our open positions are advertised through the company's communication channels, with a focus on LinkedIn, where we reached over 500,000 followers in 2023. The hiring processes are conducted online through the website solarcocala.gupy.io, where candidates can submit resumes, view available positions, and track their application progress.

We also have specific projects and actions aimed at attracting talent to the Company. They are:

SOLAR OPEN DOORS PROJECT

The initiative introduces Solar to the community and potential candidates for open positions within the Company. The idea is to generate engagement by enhancing the candidate's experience through an inclusive and quality process, fostering feelings of acceptance and belonging.

DECOLA

This is Solar's internship program. In 2023, we began expanding this initiative to also include the Company's Regional offices, except for the Northern Region, which is scheduled to participate in upcoming cycles.



SUMMER PLAN

Solar's annual temporary hiring program. The objective is to reinforce our operations during periods when the demand for beverages increases.

GROW WITH SOLAR PROGRAM

[\(Read more on page 67\).](#)

Coletivo Jovem (Youth Collective)

The Coletivo Jovem Platform focuses on the economic empowerment of young people aged 16 and older who are in situations of social vulnerability across the country. This initiative by the Coca-Cola Brazil Institute (ICCB) includes various professional training programs that connect young people to opportunities in the job market, with Solar's support in the regions where it operates.



Among the initiatives of Coletivo Jovem are:

COLETIVO ON-LINE

Training 100% online, featuring 11 video lessons focused on topics related to the workplace, such as life planning, resume building tools, preparing for interviews and selection processes, among others.

COLETIVO COMUNIDADES

In 2023, we started implementing Coletivo Comunidades, a hybrid model with both online and in-person classes. This format facilitates the participation of candidates from all backgrounds. The project is partnered with the institution Educação Livre.

COLETIVO MOVER

A course 100% digital and free, specifically for young Black individuals aged 16 to 25. The program aimed to provide training and employment opportunities, contributing to racial equity. It was conducted in partnership with the Movement for Racial Equity (Movimento Pela Equidade Racial - Mover).

At Solar, Coletivo Jovem offers the unique feature where our clients can access resumes of the youth trained by the project through the SuperApp Solar. The talent database is located in an area called Conexão Coletivo.

Additionally, with the commitment to impact more youth, Instituto Coca-Cola Brasil also supports initiatives from other relevant institutions in Solar's territory, connecting them with the Coletivo Jovem Platform. Here are some of them:

COLETIVO FUTURO+

Prepares young people in situations of social vulnerability, especially women and Black individuals, in areas such as technology, data science, creative economy, among other sectors considered as emerging professions. This initiative is supported by Instituto Phi.

CONECTA+

The Social Acceleration Program Conecta is an initiative by Instituto Ekloos in partnership with ICCB, with the goal to promote and strengthen the work of civil society organizations that aim to expand access for youth in vulnerable situations to employment opportunities through training for the job market.

In total, in 2023, within Solar's territory, 22,402 individuals were trained through initiatives directly led by ICCB's operations, and approximately 20,000 through actions with partners.

Numbers of impacted individuals by initiative

Initiatives led by ICCB

coletivo
online

+20k
YOUNG
GRADUATED

coletivo
mover

+2,4 k
YOUNG
GRADUATED

coletivo
jovem
platform

Initiatives led by partners

coletivo
futuro+ **+18,5 k**
YOUNG
GRADUATED

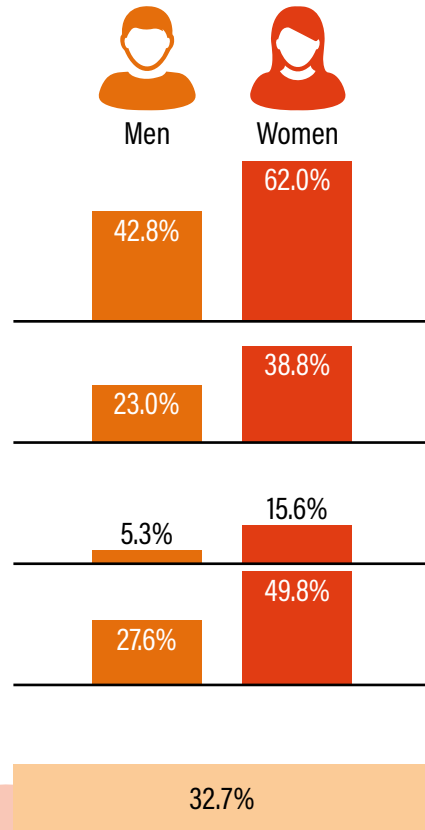
conecta+ **1,4 k**
YOUNG
GRADUATED

coletivo
mover **40**
YOUNG
GRADUATED

coletivo
futuro+ **13**
YOUNG
GRADUATED

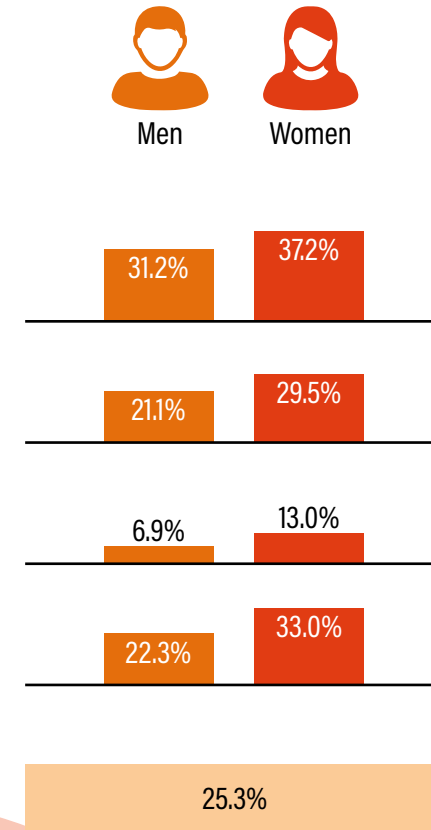
HIRING - 2023

[GRI 401-1]



TURNOVER - 2023

[GRI 401-1]



NEW HIRING [GRI 401-1]

	Men			Women		
	Up to 29 years	30 to 50 years	Over 50 years	Up to 29 years	30 to 50 years	Over 50 years
2021	926	860	16	686	420	2
2022	1,556	1,469	29	551	544	9
2023	1,786	1,968	56	1,260	759	15

DISMISSALS [GRI 401-1]

	Men			Women		
	Up to 29 years	30 to 50 years	Over 50 years	Up to 29 years	30 to 50 years	Over 50 years
2021	622	1,340	107	120	197	11
2022	924	1,485	83	254	340	2
2023	817	1,649	90	251	398	10

NEW EMPLOYEES BY FUNCTIONAL CATEGORY, GENDER AND AGE GROUP - 2023

[GRI 405-1]

	Up to 29 years	30 to 50 years	Over 50 years
Men	1,786	1,968	56
Director	-	2	-
Manager	-	3	-
Coordinator	-	20	1
Supervisor	11	73	6
Operational	1,766	1,869	49
Intern	9	1	-
Trainee	-	-	-
Women	1,260	759	15
Director	-	-	-
Manager	-	1	1
Coordinator	1	24	-
Supervisor	3	41	1
Operational	1,236	691	13
Intern	20	2	-
Trainee	-	-	-
General rate	3,046	2,727	71

HIRING AND DISMISSALS BY STATE AND AGE GROUP - 2023 [GRI 405-1]

	Men						Women					
	Up to 29 years		30 to 50 years		Over 50 years		Up to 29 years		30 to 50 years		Over 50 years	
	New hiring	Dismissals	New hiring	Dismissals	New hiring	Dismissals	New hiring	Dismissals	New hiring	Dismissals	New hiring	Dismissals
Acre	8	7	9	10	0	0	7	1	2	3	0	0
Alagoas	149	55	127	128	4	4	97	23	41	15	2	1
Amapá	18	4	14	13	0	0	12	1	5	4	0	0
Amazonas	144	82	127	93	1	0	85	17	50	28	2	0
Bahia	201	91	276	215	9	18	154	33	111	52	2	1
Ceará	172	83	235	204	6	19	235	49	145	82	2	3
Maranhão	102	42	133	120	5	5	99	20	66	28	0	2
Mato Grosso	372	227	324	300	12	9	111	42	66	54	0	0
Pará	115	42	119	99	3	5	68	4	56	19	1	0
Paraíba	69	22	98	60	1	0	50	6	20	12	2	1
Pernambuco	179	69	247	219	5	19	186	24	98	49	2	2
Piauí	67	14	68	31	3	3	26	5	31	10	0	0
Rio Grande do Norte	48	21	80	60	5	5	49	4	22	11	0	0
Rondônia	65	26	33	28	0	1	33	11	10	11	1	0
Roraima	28	11	22	18	0	0	6	1	6	3	0	0
Sergipe	49	21	56	51	2	2	42	10	30	17	1	0

RATE OF NEW HIRES BY REGION AND AGE GROUP* - 2023 [GRI 401-1]

	Men			Women		
	Up to 29 years	30 to 50 years	Over 50 years	Up to 29 years	30 to 50 years	Over 50 years
Acre	22	15	0	54	17	0
Alagoas	48	19	7	58	40	100
Amapá	41	15	0	80	45	0
Amazonas	39	26	2	60	40	29
Bahia	43	24	5	70	41	15
Ceará	38	22	4	54	30	9
Maranhão	36	19	7	67	44	0
Mato Grosso	68	52	20	67	61	0
Pará	33	18	5	64	46	25
Paraíba	36	28	3	70	38	100
Pernambuco	32	16	2	62	35	10
Piauí	68	23	9	79	62	0
Rio Grande do Norte	38	24	7	67	32	0
Rondônia	45	21	0	65	40	100
Roraima	48	34	0	46	67	0
Sergipe	42	18	6	54	37	50

* Formula for calculating the rate:
total new hires (for state, gender and age group)/sum of total employees with permanent full-time and part-time contracts (for state, gender and age group).

TURNOVER RATE BY REGION AND AGE GROUP - 2023 * ** [GRI 401-1]

	Homens			Mulheres		
	Up to 29 years	30 to 50 years	Over 50 years	Up to 29 years	30 to 50 years	Over 50 years
Acre	20	16	0	31	21	0
Alagoas	33	19	7	36	27	75
Amapá	25	15	0	43	41	0
Amazonas	30	22	1	36	31	14
Bahia	31	22	7	43	30	12
Ceará	28	21	8	32	23	11
Maranhão	25	18	7	40	31	17
Mato Grosso	54	50	18	46	55	0
Pará	23	16	6	34	31	13
Paraíba	24	23	2	39	31	75
Pernambuco	22	15	6	35	26	10
Piauí	41	17	9	47	41	0
Rio Grande do Norte	28	21	7	36	24	0
Rondônia	31	19	4	43	42	50
Roraima	34	31	0	27	50	0
Sergipe	30	17	6	33	29	25

* The turnover variation was small but reflects our strategy to reduce it, enhancing our ability to retain professionals. In parallel, we observe a slightly higher turnover rate among women compared to men, which we consider natural, given the increase in female representation within the organization.

[GRI 2-7]



** Formula for the rate calculation: average of hires and separations by region, gender, and age group / total of full-time and part-time permanent contract employees (by state, gender, and age group).



Aligned with the purpose of inclusion and retention of women, we have several benefits specifically tailored for pregnant mothers:

Program for Solar Moms with prenatal care until their return to work;

Daycare aid for mother employees (implemented in 2023);

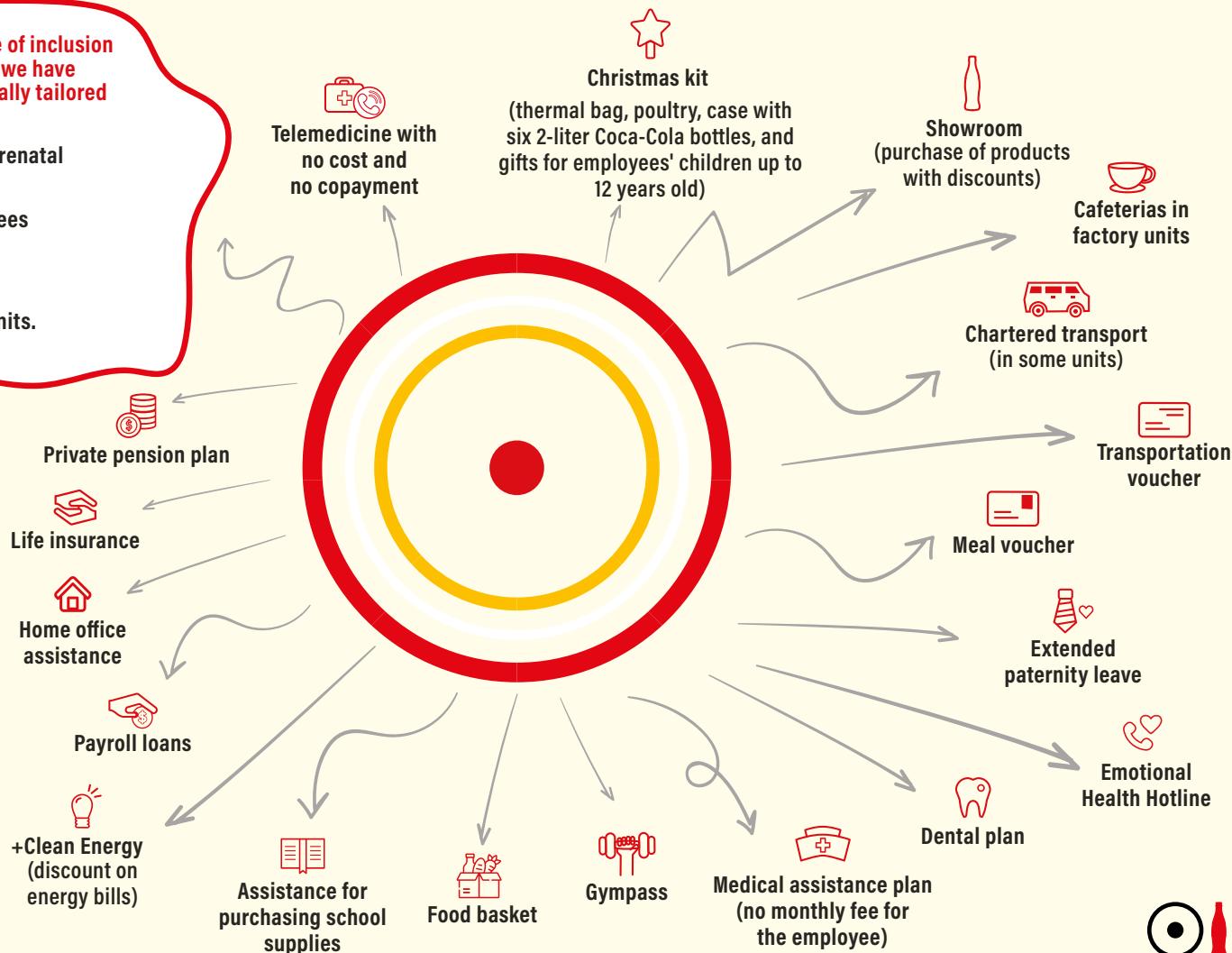
Extended maternity leave;

Breastfeeding rooms in most units.

Benefits

[GRI 401-2]

Solar offers a range of benefits for its employees aimed at promoting well-being and quality of life broadly for all professionals and their families. The variety of offerings also serves as a factor in attracting and retaining talent within the company.



Development and training

[GRI 3-3, 403-5, 404-1, 404-2]

Training and developing our employees is a permanent value at Solar. Therefore, we have **programs and educational initiatives that encompass all areas of the Company**. Additionally, we offer courses for our customers through the Solar BR app, expanding the possibilities for training and knowledge for our business partners.

Internally, our courses and development initiatives are available to employees through our corporate university, **Universo Solar**. In 2023, we promoted a comprehensive

restructuring of our corporate education model. By enhancing the concept of adult learning (andragogy), connecting content with the development of key competencies for our business, and tailoring them to the specific needs of each professional area, we restructured our Corporate University with the mission to foster continuous learning, offering learning solutions and sharing of knowledge.

The initiative ensures that everyone in the organization has the necessary qualifications and skills to support business objectives.



The Solar Universe has four strategic drivers:

- **Strategy:** Ensures alignment of educational actions with Solar's strategy, aiming to ensure business innovation and sustainability.
- **Learning:** Aims at educating employees through learning solutions and partnerships with educational institutions, developing expertise in their respective fields.
- **Culture:** Contributes to aligning, disseminating, and strengthening the company's culture.
- **Self-responsibility:** Promotes a culture of ownership for development and continuous learning, emphasizing knowledge sharing.



UNIVERSO
SOLAR

To accelerate the organization's development, aligned with best market practices, a new governance structure was defined for the Solar Universe in 2023. This structure includes five thematic academies. Each academy has a committee comprising a technical director as sponsor, a corporate education coordinator, other members from the Human Resources team, and representatives from business areas.

The Academy committee aims to ensure strategic alignment of the University with the organization's management and the Corporate Education team regarding the company's strategic directions.

All academies within the new Solar Universe have mandatory content for employees, in addition to courses aimed at strengthening the Solar DNA. Newly hired employees enter the Institutional Integration program, and we periodically reconnect our people for refresher courses and updates on relevant topics, tailored to the needs of each area and professional.

The five academies of the new Solar Universe are:

**SALES
ACADEMY**



Focuses on developing employees in the Commercial area, business partners, and clients, with emphasis on sales, channels, and portfolio.

**INDUSTRY
ACADEMY**



Aims to develop employees from the Industry Directorate and business partners, providing insights into the production cycle of our products.

**LOGISTICS
ACADEMY**



Focuses on developing employees from the Logistics Directorate and business partners, providing knowledge about warehousing and distribution of our products.

**BUSINESS
SUPPORT ACADEMY**

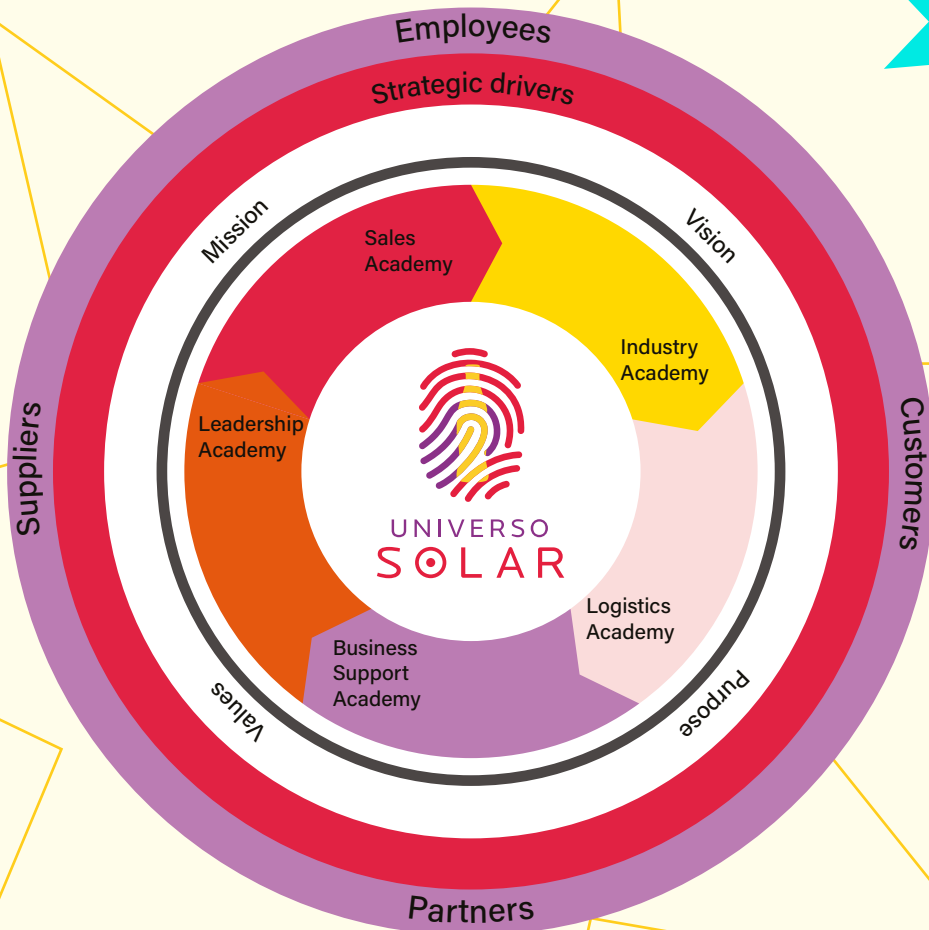


Disseminates knowledge to enhance teams supporting business operations, tailored to the specific needs of each area.

**LEADERSHIP
ACADEMY**



Aims to align leaders through development actions, by utilizing leadership pipeline formation concepts.



In 2023, we inaugurated three academies with their respective committees: **Sales, Logistics, and Industry**. In this initial phase, we launched several products within each academy, including: the “Grow with Solar” program for drivers (Logistics), Knowledge Day “C” (Sales), Facilitate TPM (Total Productive Maintenance) (Industry), and the Knowledge Multipliers Program, which will serve as the foundation for all academies.

The remaining two academies will have their committees inaugurated in 2024. However, they already have active development programs for employees.

The academy contents are delivered in various formats such as e-books, podcasts, web series, as well as in-person classes and a monthly menu with suggestions for new courses.

In 2023, we issued over 300,000 certificates of course completion through the Solar Universe.

Corporate education programs

[GRI 404-1, 404-2]

The proposal for restructuring and expanding the Solar Universe includes the continuation of current corporate education program:

GROW WITH SOLAR

This program aims to foster the development and leadership capabilities of employees through a learning journey that contemplates from self-awareness to acquiring crucial leadership skills at Solar. It prepares participants for leadership roles within the company. With six-month duration, participants receive guidance from professionals

both inside and outside Solar, who assist in their career development.

In 2023, the initiative engaged 75 employees across six different modules, totaling 42 hours of training. Six months after the conclusion of the 2023 cycle, 24% of participants had already been promoted.



LIDERA (LEAD)

It is the training journey that provides behavioral and technical development for Solar's leaders to act as protagonists in People and Business Management. Through it, we prepare, train, and develop employees in leadership positions within the company, for both current and future challenges of the organization.

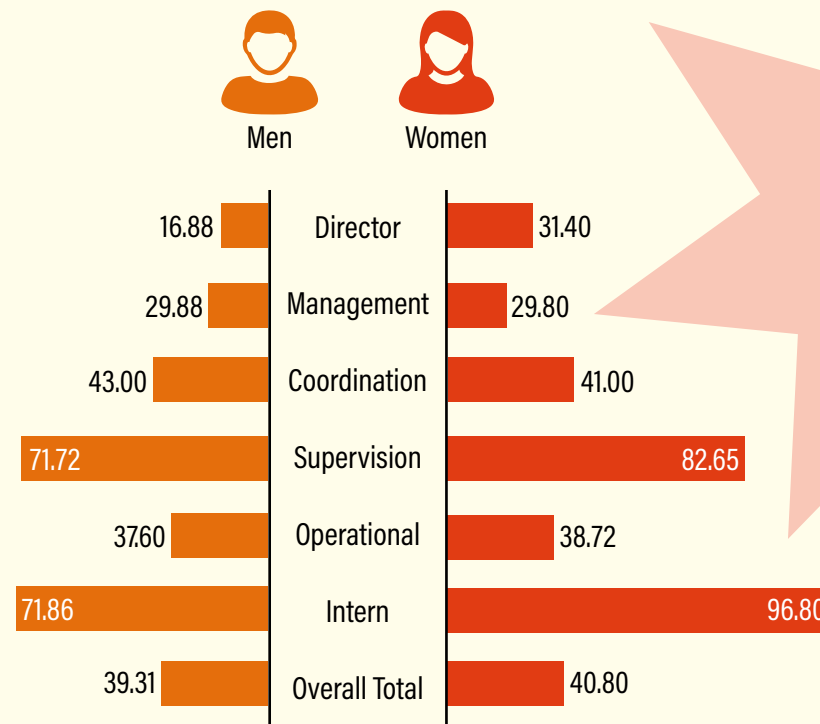
In 2023, 1,420 supervisors, 116 managers, 340 coordinators, and specialists participated in the program. In addition to the Program, the Conference of Leaders was also held that year.

EXECUTIVE DEVELOPMENT PROGRAM

This was designed to provide value in a personalized way for the development of Solar's executives' behavior and technical aspects, aiming to promote even stronger performance in managing people and sustainable business. It aims to assist executives in their career challenges, building individual development plans.

In 2023, 60 hours of training were conducted, including four hours of lectures, and 95% of the five workshops offered were attended. In 2024, the program will become part of the Leader Academy's curriculum.

AVERAGE TRAINING HOURS - 2023 [GRI 404-1]



Talent Management Cycle at Solar [GRI 2-30, 404-3]

Solar has a 360-degree performance evaluation and recognition system for directors and, starting in 2023, also for managers. This means that employees conduct self-assessments and are evaluated by their superiors and subordinates.

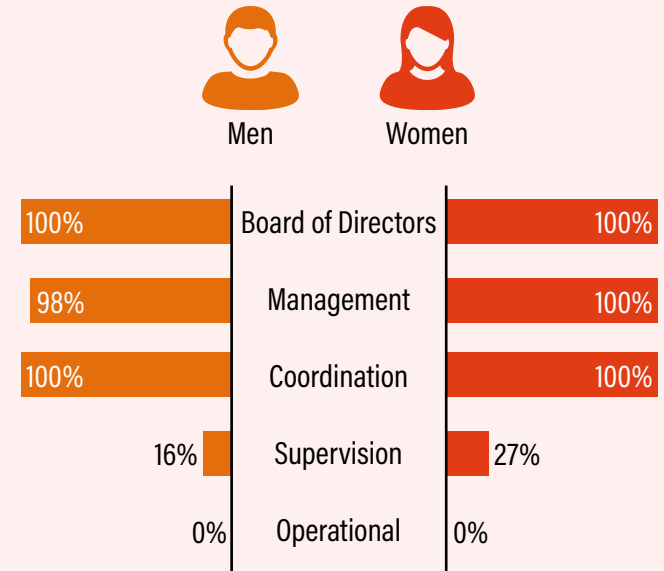
These evaluations contribute to decision-making regarding succession movements and recognition within the company. In 2023, we advanced in building a broader succession map, encompassing 150 positions, including director and manager roles.

The annual adjustment of specialist, coordinator, manager, and director positions is based on each employee's performance evaluation. For these positions, there is no automatic adjustment mechanism stipulated in Collective Labor Agreements and Conventions. Currently, 95% of employees are covered by collective agreements.

Employee performance recognition also translates into internal promotion actions. In 2023, 64% of open leadership positions were filled by Solar employees. In other vacancies, the utilization rate was 50%.

PERCENTAGE OF EMPLOYEES WITH PERFORMANCE EVALUATION - 2023

[GRI 404-3]



SOLAR STARS

In 2023, we launched the Solar Coca-Cola Internal Recognition Program, Solar Stars. The initiative values and celebrates employees for their years of service, with special honors dedicated to those completing one, five, ten, 15, 20, 25, 30, and 35 years with us.

In the year we marked our first decade, we held 73 celebrations.



Strategy and Remuneration Policies

[GRI 2-19, 2-20]

Solar's remuneration policies serve as tools for attracting and retaining talent. Therefore, every two years, we conduct market studies to define our fixed and variable short, medium, and long-term remuneration strategies. Led by the Compensation and Performance department and the People Committee, this process is supported by a specialized external consulting firm.



EXECUTIVE REMUNERATION

Our executive remuneration strategy fits with best market practices and aims at business sustainability. Between 60% to 70% of this strategy is tied to short and long-term performance, with approximately 50% to 60% focused on the long-term.

Human rights

[GRI 405-1]

Respect for human rights is non-negotiable for Solar, in all spheres of the Company's operations, both internally and externally with our stakeholder groups. To manage this issue, we rely on the Code of Ethics and Conduct ([read more on page 161](#)), which guides the behavior of our employees.

The Code ensures the appreciation and defense of human rights promotion in the workplace, in business and commercial relationships, and in relations with the

community, especially those around our production units. The document stipulates that any violation, whether in the Company's workplace or in our supply chain or services, must be addressed.

Any suspicion of human rights violations at Solar must be reported immediately through the formal channels established by the Code, notably the Ethics Channel ([read more on page 162](#)), an independent and appropriate forum for receiving complaints.



In 2023, we trained employees on aspects related to anti-corruption initiatives and effective institutions, directly correlating with the human rights pillars established by the UN in the SDGs.

TRAINED EMPLOYEES IN HUMAN RIGHTS POLICIES - 2023

[GRI 405-1]

	Men	Women
Director	-	2
Manager	20	8
Coordinator	50	45
Supervisor	132	46
Operational	594	453
Intern	-	4
Trainee	-	-





Inclusion and diversity

[GRI 3-3]

In defense of human rights, Solar has a dedicated agenda for inclusion and diversity, treated as a priority in managing our people. In this regard, we have developed a series of initiatives that strengthen an inclusive culture within the organization, focusing on employee literacy and implementing practices that ensure a workplace of respect and support, capable of leveraging the potential of all individuals.

The instruments ensuring the effectiveness of actions promoting this theme include the **Inclusion and Diversity Program**, fully operational since 2021, and the **Inclusion and Diversity Policy**, launched in 2022.

#EuIncluso
PROGRAMA DE INCLUSÃO E DIVERSIDADE



(#IInclude - Inclusion and Diversity Program)

Through the Policy, we reaffirm our commitment to promoting workplaces that are open, safe, healthy, inclusive, and free from discrimination and harassment—whether physical or verbal—based on race/color, gender, nationality or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law and ethical standards. Among the commitments outlined in the policy are fostering talent diversity, ensuring representation, promoting inclusive leadership, and supporting career development.

The Diversity and Inclusion Program encompasses #EuIncluo (I include), a broad work to disseminate inclusive culture, centered on six themes:

- **#EuIncluoMulheres (I include women)**
- **#EuIncluoNegros (I include black people)** (within which we act on the entire racial issue)
- **#EuIncluoPcD (I include people with disabilities)**
- **#EuIncluoLGBTQIA+ (I include people LGBTQIA+)**
- **#EuIncluo50+ (I include 50+ years old people)**

Each of these themes is addressed through the Collaborative Committee on Inclusion and Diversity, in addition to the Affinity Groups, structured to promote human rights within these categories.



As a form of engagement, we have adopted diversity goals and objectives that accompany the evolution of the Program, including being part of leadership performance evaluations. Here are the results achieved in 2023:



GENDER DIVERSITY

We finished the year with 23% women at Solar, representing a 26% growth in the absolute number of female employees in our workforce. This marks significant progress, more than doubling female representation compared to 2020, when we began our intentional journey of inclusion and diversity. Our goal for 2028 is to achieve 40% female representation.



FEMALE LEADERSHIP

Through accelerator initiatives, we contributed to advancing women's careers. The percentage of female leaders at the end of 2023 at 27.4%.



BLACKS IN LEADERSHIP

We exceeded our commitment made with the Movement for Racial Equity (Mover), with 838 self-identified black leaders in 2023.



PEOPLE WITH DISABILITIES (PWD)

We increased the percentage from 3.6% to 4.2% of the total workforce in 2023.



LGBTQIA+

In 2023, an internal census revealed 8% of employees self-identified as LGBTQIA+, significantly higher than the 3% recorded in 2021.

The inclusion actions at Solar aim to create a sense of belonging and acceptance among employees. Additionally, the goal is to influence positive change externally, enhancing the employer brand and overall business value by developing solutions for diverse audiences.

These initiatives have earned Solar the Ethnic-Racial Diversity Seal awarded by the Salvador Municipal Government.

CARAVAN WITH WOMEN

An action that transcended the company's internal limits was the special edition of the 2023 Christmas Caravan in Manaus (AM) and Belém (PA). The Coca-Cola trucks that toured the cities were driven by women, creating a new and different image from what people were used to, creating a debate that Solar considers important and necessary.

INCLUSION AND DIVERSITY WEEK

In September 2023, Solar hosted the 2nd Inclusion and Diversity Week, aiming at educating and sensitizing employees on the importance of these topics. Throughout the year, there was a strategic focus on career and diverse talents. Each day of the event program highlighted themes from #EuIncluo (I Include), presented by individuals representing the social markers of the Program.

Health, safety, and well-being

[GRI 3-3, 401-3, 403-6, 403-8]

The continuous care for our employees' well-being is fundamental for Solar. Therefore, we manage this aspect comprehensively through the **+Saúde Solar Program**. This extensive program aims to promote the physical and emotional well-being of employees and their families. Additionally, we ensure safe and healthy working conditions, focusing on protecting the physical integrity of professionals through preventive actions against accidents, injuries, and occupational diseases.

In 2023, the +Saúde Solar program implemented the **Cuid@r Autocuidado app**, offered to our employees and their dependents for health monitoring, including telemedicine functionalities. Besides immediate care, the app expanded to provide 25 medical specialties online, enhancing our medical coverage in areas where hospitals or other health structures are limited.



Adicionalmente, we have strengthened health promotion initiatives within the program:

TELEMEDICINE

We offer free online medical consultations, available 24 hours a day, for employees and their dependents, covering over 25 specialties such as pediatrics, cardiology, endocrinology, and psychiatry. The service also includes health and wellness tips, as well as guidance for finding healthcare providers through Solar's partner health insurer. Patient information, including allergy data to facilitate pharmacological treatment, is stored with each patient's medical history and clinical record.

INTERNAL BLOOD DONATION CAMPAIGNS

We conduct campaigns in partnership with local blood banks where we operate. In 2023, over 520 people benefited from blood donations made by our employees.

EMOTIONAL HEALTH

We provide a 24-hour channel for emotional health guidance, staffed by psychologists, available to employees and their dependents.

VACCINATION

In 2023, we offered free flu and H1N1 vaccinations to our employees.



SOLAR MOMS

We offer monthly check-ups, or whenever needed, for pregnant employees. The service, completely free, also covers postpartum doubts and extends to dependents. Another benefit is the extension of maternity leave (from 120 to 180 days) and paternity leave (from five to 20 days).

[GRI 401-3]

	Employees entitled to take maternity/paternity leave	Employees who took maternity/paternity leave	Employees who returned to work after the end of maternity/paternity leave	Percentage of employees returning to work after the end of leave	Employees who returned to work after maternity/paternity leave and remained employed for 12 months after their return	Percentage of retention rate of employees who took maternity/paternity leave
Men						
2021	154	154	154	100	133	86
2022	319	319	319	100	279	87
2023	340	340	340	100	298	88
Women						
2021	76	76	76	100	62	82
2022	135	135	135	100	114	84
2023	181	181	181	100	143	79



ERGONOMICS

Provides guidance on physical, cognitive, and organizational ergonomics at work, fully complying with Regulatory Standard No. 17 (NR-17) from

the Ministry of Labor and Employment. Additionally, we have the Solar Ergonomics Committee (Coergo), responsible for implementing actions under the Ergonomic Management Program (PGE).



COLORFUL CALENDAR

Monthly, we conduct actions aimed at promoting employees' health, always complying with local legal requirements and considering the global agenda of the World Health Organization (WHO). Topics covered include: common flu, sexually transmitted

infections, pregnancy health, men's and women's health, obesity, hypertension, diabetes, smoking, and mental health. We also carry out activities during campaigns such as Pink October (Breast Cancer Awareness Month) and Blue November (Prostate Cancer Awareness Month).

GYMPASS

Encouraging self-care, we provide special discounts at partner gym networks in different Brazilian cities.

Health at work

[GRI 403-3]

All our units have an **Occupational Health Medical Control Program (PCMSO-acronym in Portuguese)**, aimed at protecting and preserving employees' health related to occupational risks. The PCMSO enables Solar to:

- **Track and detect** early health issues related to work;
- **Detect possible excessive exposures** to occupational hazards;
- **Define the capability** of each employee to perform their specific functions or tasks;
- **Support the implementation** and monitoring of the effectiveness of prevention measures adopted within the organization;
- **Support epidemiological and statistical analyses** on health issues and their relationship with occupational risks;
- **Support decisions regarding** the removal of employees from work situations that may compromise their health;
- **Support the issuance of notifications of health** issues related to work, in accordance with relevant regulations;
- **Support the referral of employees to Social Security;**
- **Differentiate monitoring for employees** whose health may be particularly affected by occupational risks;
- **Support Social Security** in vocational rehabilitation actions;
- **Support professional readjustment actions;**
- **Control active immunization** of employees related to occupational risks, whenever recommended by the Ministry of Health.

The PCMSO is reviewed annually to verify the effectiveness of the measures implemented. This evaluation provides us with an overview of the workers' health status, as well as the evolution of occupational risks and diseases. Additionally, the Company's health teams meet weekly to ensure the implementation of best practices.

The access to the document is through the quality management software (Qualyteam). Health data for each employee can only be accessed by the health team using individual passwords.



Well-being program

[GRI 403-6]

Safety is a cornerstone of management at Solar. To promote and disclose a culture of prevention daily, we rely on the Well-Being Program, which is implemented across all company units.

The Well-Being Program is structured around the Behavior-Based Safety Management Program and has recently incorporated a new philosophy, HOP (Human and Organizational Performance). Its core, focused on fostering psychological safety and support, is grounded in five key principles:

1

People make mistakes

2

Blaming doesn't solve anything

3

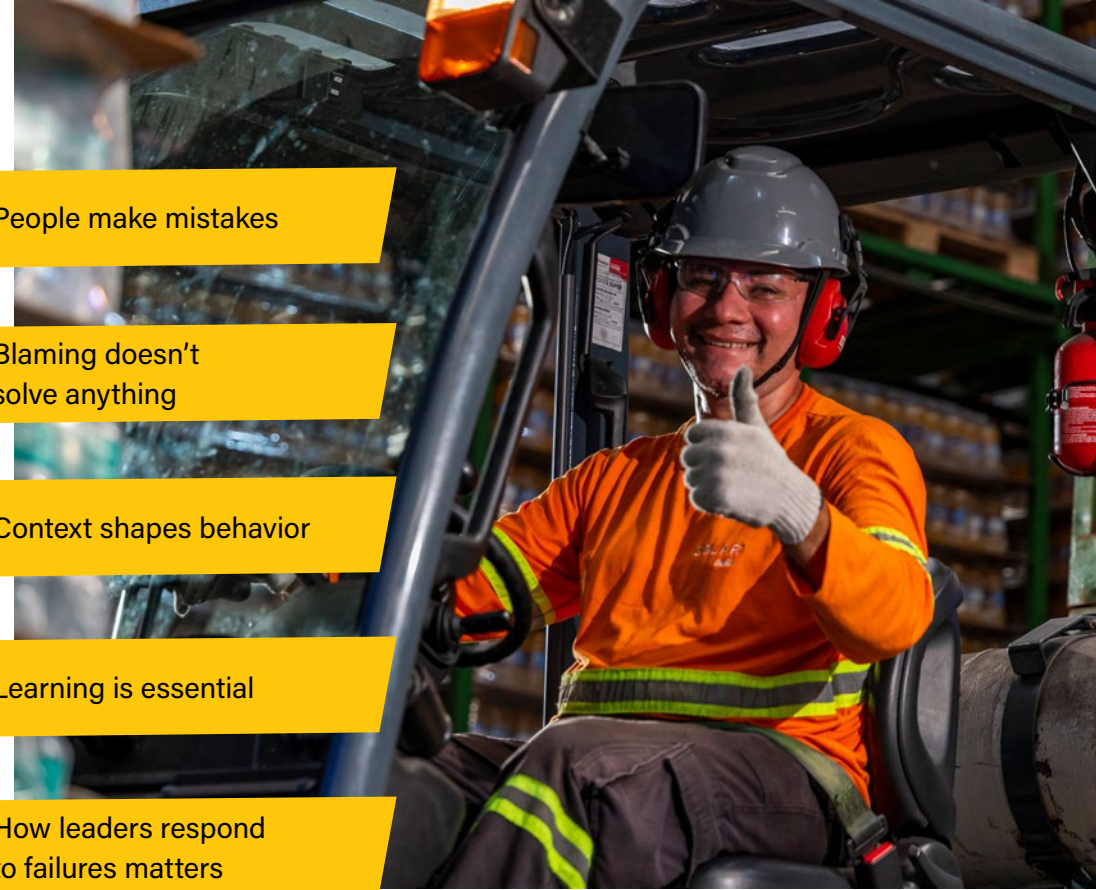
Context shapes behavior

4

Learning is essential

5

How leaders respond to failures matters



In addition, in 2023, we reinforced and monitored the implementation of the **14 Life-Saving Rules**, a global guideline from the Coca-Cola System aimed at preventing incidents and work-related accidents.

Discover the 14 Life-Saving Rules:





Regras que salvam vidas

Self-Assessment Results




Regras que Salvam Vidas

 1. Think smart before you start Do everything necessary to ensure your safety and the safety of others before you start any work.  2. See, say, do something Your life and the lives of other you work with depends on YOU. Speak up about safety risks, behaviors and take actions.  3. Right skills for the task Confirm that you and others you are working with have the right training, qualifications, skills and authorization to perform the work safely.  4. Contractor & Visitor safety Ensure contractors, vendors and visitors act and work safely at all times.  5. Work permit Always ensure an analysis of potential hazards has been completed, proper authorization obtained and permit received and understood prior to the starting of work.  6. Work at height Protect yourself against falls when working at height.  7. Safe equipment Ensure safety devices such as machine guards, pressure relief valves and GFCIs/ RCDs are in place and maintained to protect against hazard exposure.	 8. Safe work energized systems Confirm "zero" energy is present and is isolated (LOTO) before working on potentially energized or pressurized equipment.  9. Confined Spaces Obtain appropriate authorization and confirm safety of a confined space before supervised entry.  10. Hot Work Control flammables and ignition sources before starting any hot work.  11. Hazardous Chemicals Understand and follow the safe handling, storage, and use for all chemicals in accordance with the Safety Data Sheet and based on risk assessment.  12. Safe Zones Always position yourself in a safe zone away from exposure to hazards such as moving vehicles and equipment or overhead loads.  13. Forklifts / Lift trucks Operate powered moving equipment such as forklifts/lift trucks only when confirmed to be in safe condition, and only when certified and authorized to do so.  14. Safe driving Practice safe driving rules. Vehicle safety devices and safe driving behaviors keep you and others safe.
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WELL-BEING IN TRAFFIC

Additionally, we have the Traffic Well-Being Program, which extends initiatives implemented within Solar's units to salespeople, promoters, and delivery partners on motorcycles, cars, and trucks.

An important initiative of the program is the implementation of telemetry in 100% of our own fleet. By monitoring Solar drivers'

routes through this project, we encourage the adoption of safer behaviors on the road.

In 2023, we began implementing telemetry with authorized distributors (DAs) as well. A total of 85 DAs introduced the project to their fleet of trucks. For the coming years, the plan is to expand it to light vehicles as well.



Accident prevention

[GRI 403-1, 403-2, 403-4, 403-7, 403-8, 403-9]

The prevention culture at Solar is reinforced by our Internal Accident Prevention Committees (CIPAs), all established in accordance with the Regulatory Standards (NRs) of the Ministry of Labor and Employment. The ongoing operation of CIPAs is essential for disseminating safety actions that prevent accidents and incidents in our activities.

Our focus is on eliminating hazards and reducing potential risks. We have a health and safety management system that applies to all company employees and third parties, implemented based on the following guidelines: **document and record management; monitoring; management of non-conformities, continuous improvement, and changes; and administration of processes related to NRs and other legal requirements for health and safety at work, including The Coca-Cola Company requirements and ISO 45001 accreditation standards.**

We have two processes for identifying risks associated with the hazardous nature of our activities:

→ To identify and manage risks in routine activities, we conduct the “Levantamento de Aspectos, Perigos, Impactos e Danos” (LAPID) (Survey of Aspects, Dangers, Impacts and Damages), with annual review cycles at a minimum. This process also complies with NR1 within our Risk Management Program (PGR).

Annually, we also conduct the “Laudo Técnico das Condições Ambientais de Trabalho” (LTCAT) (Technical Report on Environmental Working Conditions) for routine activities, hiring specialized companies for this purpose. The measurements contained in the LTCAT for each Solar unit are inputted and updated in an occupational health and safety management software, managed periodically

by internal teams. All this information is directed to the Federal Government, complying with e-Social guidelines.

→ For non-routine activities, we issue Work Permits (Permissão de Trabalho - PT), Specific Work Permits (Permissão de Trabalho Específica - PTE), and conduct Hazard and Risk Analysis (Análise de Perigos e Riscos - APR) as needed.

To ensure the competence of those conducting these assessments, we periodically provide training with support from internal professionals.

All information gathered in the risk identification process, whether for routine activities or non-routine actions, is used to improve control measures and guide investments to eliminate or mitigate these potential events.

As a tool for spontaneous communication of dangerous situations, we have adopted the Incident and Deviation Reporting (RID), available both electronically and in print. Employees have the option to report anonymously. Additionally, professionals can use our communication channels if they face any form of reprisal or inadequate working conditions: the Ethics Channel ([read more on page 162](#)), CIPA, and the Well-being Program Committee.

In addition to the spontaneous danger communication tool, through a normative procedure of the Risk Management Program (PGR), we ensure that employees have the right to refuse exposure to any type of risk if they do not feel able to carry

out the activity or the planned controls. If an employee exercises this right to refuse, a form describing the situation must be filled out for the reported conditions to be addressed.

Each Solar unit also has forms for employees and third parties to record occupational incidents and deviations for investigation. In this process, the occupational safety professional manages the collected data to prevent recurrence and identify systemic improvement opportunities, such as defining programs and awareness campaigns, adjusting signs, promoting training and capacity building, reviewing procedures, and initiating action plans.

In 2023, our occupational health and safety management system underwent internal audits for 2% of employees and third parties, and external audits for 60% of them.

[GRI 403-8]

Active employee participation

[GRI 2-27, 403-4, 403-9]

We ensure the participation and query of all employees in the event of changes and modifications that might affect their duties, health, and safety. Our employees take part in the development of the Aspect, Hazards, and Damage Survey (LAPID) and have an active voice in the CIPAs, which hold monthly meetings with worker consultations.

In addition to the formal safety committees within the CIPAs, we have investigation committees established in the event of incidents or accidents, as well as the Well-being Program Committee, which meets every three months. In these forums, employees participate in decision-making and contribute their day-to-day work experiences.

Additionally, from the moment each employee joins the Company, we assess the health and safety needs of each role to minimize risks and exposure to incidents and accidents.

In 2023, we launched the first Health and Safety Week, integrating both topics into a comprehensive agenda with the most relevant issues for the Company's employees. This initiative enhanced the Internal Workplace Accident Prevention Week (SIPAT), featuring nationally renowned speakers and the participation of Solar employees and Authorized Distributors. The event was hybrid.



To manage accident prevention, monitored indicators are reported and tracked by the Company's top management.

WORKER REPRESENTATION IN FORMAL HEALTH AND SAFETY COMMITTEES

[GRI 403-4]

	2023
Director	-
Manager	1
Coordinator	5
Supervisor	652
Operational	1
Intern	-
Trainee	-



ACCIDENT RATE ** *** ****

[GRI 403-9]

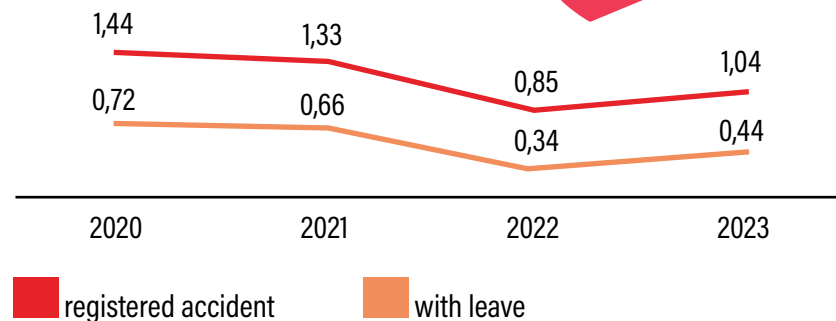
	With leave *	Without leave	Hours worked
2021	106	108	32,180,180
2022	108	159	62,894,058
2023	128	171	57,628,440

* Accidents with leave rate (LTIR) = [Number of accidents with leave x 200,000] / Number of hours worked in the specified period.

** Registered accident rate = [Number of registered accidents x 200,000] / Number of hours worked in the specified period.

*** The collected data is gathered via emails sent by the units, respecting an immediate alert communication guideline/flow with corporate coordination validation. After validating weekly occurrences, the unit's data is consolidated into an event control spreadsheet and sent weekly to the corporate office, which, based on this information and the ISO 45001 safety standard, consolidates the accident report and cascades the information to regional managers and directors. These details

ACCIDENT RATE



are also conveyed to the company's leadership through monthly meetings with the president and directors, as well as reported to The Coca-Cola Company.

**** There was a slight variation in the number of accidents in 2023 compared to 2022. The increase is attributed to the rise in the number of Authorized and Logistics Distributors, especially in Solar's Northeast Region units (CE, PI, MA). However, there was a significant reduction in reported events in the last three months of 2023. Most accidents are related to uneven surfaces on traffic routes (motorcycles and trucks), animals on the road, handling tools, cargo movement, and descending stairs while delivering products at sales point.

WORKPLACE ACCIDENTS

[GRI 403-9]

	2023	
	For all employees	For all workers who are not employees but whose work and/or workplace is controlled by the organization
Number of deaths resulting from workplace accidents	0	6
Number of workplace accidents with serious consequences (excluding deaths)	15	16
Number of reportable workplace accidents	243	56
Number of hours worked	44,770,480	12,857,960
Death rate resulting from workplace accidents	0.00	0.09
Serious consequence accident rate (excluding deaths)	0.07	0.25
Reportable workplace accident rate	1.09	0.25
Calculation base for rates	200,000	

Non-compliance [GRI 2-27]

In 2023, approximately R\$ 102.1 thousand were paid due to 39 fines issued by the Ministry of Labor during inspections conducted between 2019 and 2022. The seven different themes highlighted by the defense target by the Company, within legal resources, contributed to adjustments in internal processes and tools.

The registered non-compliances, already resolved by Solar, were related to workplace safety, Apprentice Quota, vacations, absence of complementary payment, working hours, management and development of the Occupational Health Medical Control Program (PCMSO), contract termination, minimum working hours for Specialized Services in Safety and Occupational Medicine (SESMT).

Relationship with customers and suppliers

Our customers are at the center of our attention. For Solar, they are stakeholders considered partners, with whom we seek long-term relationships that bring benefits to all. We believe that the investments we make in all the states where we operate bring benefits to the points of sale (POS) that market our products, generating income, fostering the economy, and improving the quality of life in thousands of localities.

In this context, we continually work to stay close to our customers. The SuperApp Solar is an important tool for this purpose, making our relationship more assertive, agile, and capable of creating stronger connections between the company and the POS. Through it, we offer a complete package of solutions to boost our partners' businesses, including consultancies, courses, and product commercialization.

Our partnership with the POS allows Solar to invest in infrastructure, marketing, and specialized technical consultancies, with the possibility of offering items such as signage and decoration facades, furniture, and refrigerators. In total, more than 170,000 customers are part of this initiative and benefit from the support provided by Solar. Around 5,000 of them received these items in 2023.



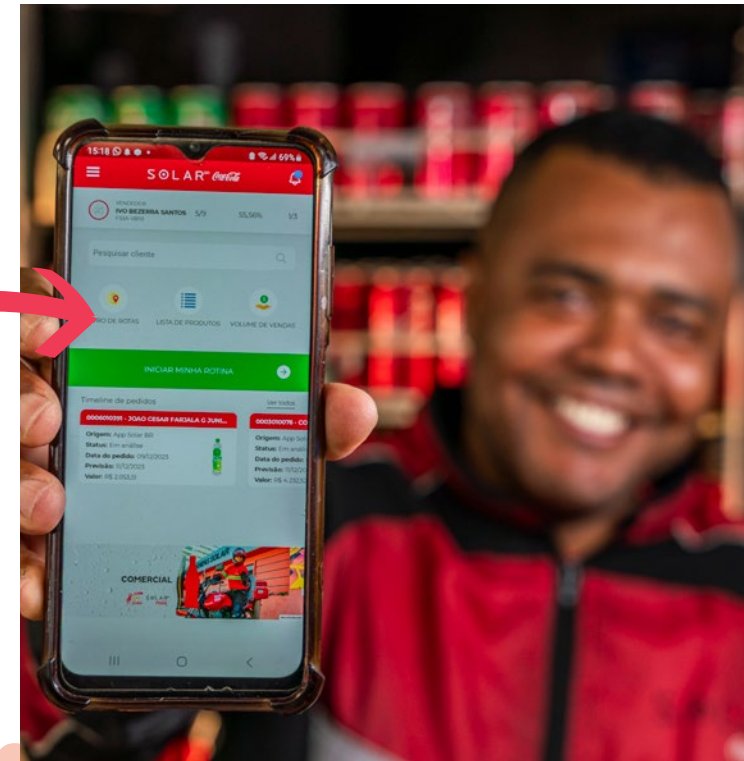
These investments are transformative, especially for small businesses, which make up the majority of the points of sale (POSSs) we partner with. Currently, of the 400,000 clients of the Company, only 1% are major market players, such as supermarket chains. Given this profile, Solar considers face-to-face work with partners crucial for engaging them and demonstrating the benefits of joint efforts. A significant way to stay close to partners is through constant visits, within the concept of Route to Market (RTM).

These visits allow Solar to understand the diverse realities across the vast territory it operates in. The collected information helps us build plans that value regional culture, such as developing marketing actions like the customization of Tuchaua and Jesus guaraná packaging ([read more on page 24](#)).

Regionally, we also offer our clients print houses, which are internal communication companies within our units capable of producing advertising materials to decorate the POSSs. In 2024, we will inaugurate two new print houses: one in Manaus (AM) and another in Belém (PA).

We complement our support to clients with educational solutions offered through the Solar SuperApp.

On our institutional website, we dedicate [specific areas for clients](#), providing complete information on refrigerator lending, how to become a Solar partner, and SuperApp operations. We also offer direct communication channels for this audience via sac@solarbr.com.br and the phone number 0800-275-0857 (Monday to Friday, 7 am to 7 pm, and Saturdays from 7 am to 2 pm, Brasília time).



Supplier chain management

[GRI 2-6, 204-1, 414-1, 3-3]

Promoting the regional economy is a key directive for Solar. One relevant way to act on this is to prioritize, whenever possible, business with local suppliers based in the states where the company operates, aiming to build long-term relationships.

We also seek partners who share values similar to those of the Company, contributing to the strengthening of our policies and general rules of conduct, and particularly the organization's socio-environmental actions. For Solar, this means a way to increase tax revenues for regional administrations and encourage sustainable business management

from an ESG agenda perspective, generating more direct and indirect jobs.

The management of our relationship with this stakeholder is guided by instruments such as the Supplier Code of Conduct, which covers topics like human rights, slave and child labor, conflicts of interest, bribery, and business records. We also have an internal regulation on supplier qualification, which includes partner documentation analysis, and another on supplier chain

management, which guides quality audits conducted and managed by Coca-Cola Latam, especially in the agricultural sector producing sugar and juice. Additionally, our legal contracts include clauses on data protection, confidentiality, and socio-environmental responsibility.



For suppliers eligible under these qualification and approval criteria, we apply the Service Monitoring Form (FMS – acronym in Portuguese) or the Material Non-Conformity Report (RNC – acronym in Portuguese). These tools allow Solar to collect information and feedback, with support from the internal requesting areas, product or service, and Quality, for better monitoring of business partners.

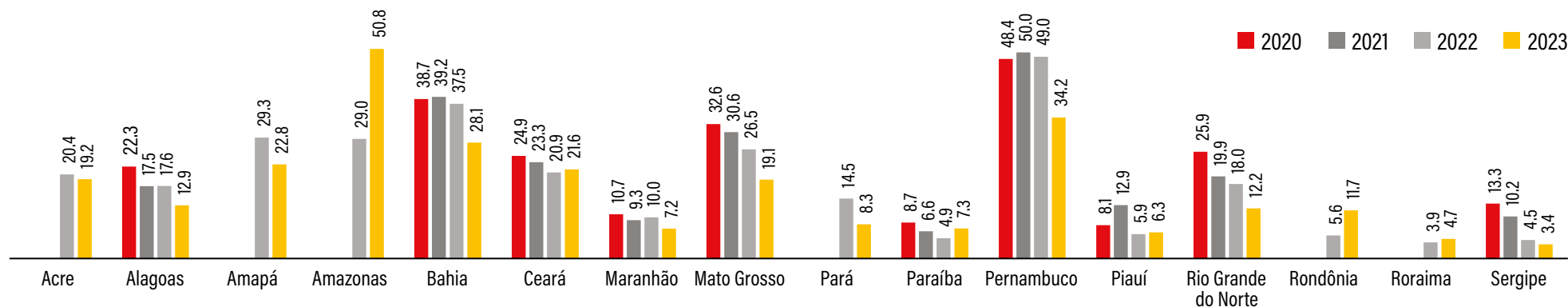
In 2023, Solar selected 3,246 suppliers.

[GRI 414-1]

SPENDING ON LOCAL SUPPLIERS [GRI 204-1]

	Purchasing Budget	Spending on Local Suppliers	Percentage of Budget Spent on Local Suppliers
2021	R\$ 2,584,997,508.60	R\$ 752,258,618.70	29.1
2022	R\$ 4,242,645,618.03	R\$ 1,082,141,190.82	25.5
2023	R\$ 6,077,638,592.81	R\$ 1,301,602,143.58	21.4

PERCENTUAL DE GASTOS COM FORNECEDORES LOCAIS, POR ESTADO [GRI 204-1]



Quality and product safety



[GRI 3-3, 416-1, 416-2, FP5]

We are committed to delivering quality products to our customers and end consumers. This is a material topic for our operations and part of Solar's mission. To achieve this, we adopt the most stringent global standards for the production and distribution of food and beverages, which are also benchmarks for The Coca-Cola Company's international standards.

The management of this topic is monitored by the Company's senior management, which establishes and maintains an **Integrated**

Management System (SGI) suitable for the organization's purpose. Among the commitments we make through the SGI, the following are directly related to the quality and safety of our products:

→ Providing continuous development for employees to maintain service effectiveness, product reliability, and excellence in results;

→ Ensuring compliance with applicable laws, regulations, standards, and other requirements; and

→ Committing to meeting quality and food safety requirements, protecting our products and consumers throughout the supply chain, and seeking customer and consumer satisfaction.

With the Integrated Management System (SGI – acronym in Portuguese), we aim for the continuous improvement of our products. We have indicators that measure the success rate of production in our factories and the distribution of products to our points of sale (POSs). These indicators include **the number of consumer complaints, the percentage of microbiological compliance, and the quantity and values of regulatory actions**. Annual goals are set for these metrics

In 2023, there was an 11% reduction in consumer complaints compared to the previous year, indicating that the quality and food safety standards are being maintained with high adherence to customer and consumer satisfaction requirements.

Currently, we conduct health and safety impact assessments for 100% of our products, aiming for continuous improvement. In 2023, there were 14 reported cases of non-compliance due to the presence of foreign materials in bottles of Solar products. These cases are still under review and have not yet resulted in fines. There are 28 active incidents, with 14 from 2023, four from 2022, two from 2021, four from 2019, three from 2018, and one from 2015.

Êxito Program (Success)

To achieve excellence in our factories, we implemented the Total Performance Management (TPM) methodology in the Êxito Program in 2023.

Maintaining quality, one of the pillars of our success, focuses on producing with zero defects through process standardization. To achieve this, we are structured to ensure the quality of raw materials, food safety, and product quality.

Its five pillars are:

- Planned Maintenance;
- Autonomous Maintenance;
- Specific Improvement;
- Education and Training; and
- Quality Maintenance.



Certifications

[GRI FP5]

Continuous improvement investment includes pursuing the most important global certifications for the sector. In 2023, Solar secured ISO 9001 (quality management), ISO 14001 (environmental management), ISO 45001 (occupational health and safety management), and FSSC 22000 (Food Safety Systems Certification) for all 13 manufacturing units.

Additionally, we began a broad certification movement for our Distribution Centers (CDs). In 2023, we obtained ISO 9001 and FSSC 22000 for the CDs in Aracaju (SE), Outeiro (MA), João Pessoa (PB), and Jaboatão dos Guararapes (PE). ISO 9001 was also obtained for the CDs in Feira de Santana (BA) and Teresina (PI).

In 2023, we started pursuing ISO 50001 certification, focused on energy management systems, and successfully achieved it for the factories in Várzea Grande (MT) and Suape (PE).

The year also brought recognition from the Alliance for Water Stewardship (AWS), a

global association for sustainable water resource management, which awarded its certification to the factories in Fortaleza (CE), Maceió (AL), and Suape (PE). [More information about AWS can be found on page 115](#). Additionally, we advanced in achieving Zero Waste and Lixo Zero certifications, [detailed on page 119](#).

PRODUCTION VOLUME IN FSSC 22000 CERTIFIED FACTORIES [GRI FP5]

Year	Volume Produced per Site	Percentage of Volume Produced in Certified Factories
2021		
Yes	1,823,052,860.00	100.0
2021 Total	1,823,052,860.00	
2022		
No	9,984,598.28	0.4
Yes	2,512,786,581.89	99.6
2022 Total	2,522,771,180.17	
2023		
Yes	2,705,607,808.00	100.0
2023 Total	2,705,607,808.00	

Coca-Cola Audit

In 2023, Solar received the Global Audit Organization (GAO), an international audit from The Coca-Cola Company, at the factories in Santa Izabel (PA) and Natal (RN). Aspects of quality and food safety were verified, and both units received 90 points out of 100, a very positive result.

Additionally, Solar's mineral water co-packer, located in Bahia, also received the GAO, obtaining a positive score of 85.

Responsibility with sugar

[GRI FP2]

We adopt international criteria, established by The Coca-Cola Company, for the quality of the sugar used in our formulations. For sugar purchases, we follow the standards of the global Bonsucro group, established in 2008 to promote sustainable sugarcane cultivation.

VOLUME OF SUGAR ACQUIRED UNDER BONSUERO STANDARD

[GRI FP2]

	Volume	Share
2021	153,296.11	100
2022	153,948.00	100
2023	191,559.00	100



PERCENTAGE OF TOTAL SUGAR VOLUME PURCHASED BY REGION IN ACCORDANCE WITH BONSUERO STANDARD

[GRI FP2]

Region	Share
Northeast	32.6
Southeast	67.4
Total	100.0%

Relationship with the communities

[GRI 201-1]

The creation of opportunities and value for all our stakeholders is a commitment of Solar, which directly addresses the material theme of job and income generation and goes further, promoting well-being and safety for the communities in the territories where it operates. It is in this context that we develop a series of relationship initiatives and support campaigns and events that promote health, quality of life, and solidarity.

To structure our actions for the communities, we rely on a Neighborhood Diagnosis, which

maps demands, desires, and socioeconomic characteristics of the populations surrounding our units. With this, we increase the assertiveness of initiatives such as donations, collection campaigns, and the distribution of food, beverages, and basic necessity items.

We carry out initiatives and practices with which we believe our sector should contribute emphatically, such as promoting healthy lifestyles, preventing chronic diseases and malnutrition, promoting access to healthy, nutritious, and affordable food, and improving

well-being for needy communities.

In 2023, we made total donations worth approximately R\$ 6.4 million for various projects and initiatives.

Find out the initiatives developed:

→ **Restaurantes Populares (Popular Restaurant) Project:** In partnership with the Secretary of Social Assistance, Work, Employment, and Income of the State of Pará, we provided meals at the Prato Popular Community Restaurant in Belém. In 2023, a total of 60,122 meals were offered.

→ **Supporting Tapioqueiras in Olinda (PE):** We renovated the visual communication of their stalls, in collaboration with the municipality.

→ **We donated 11,000 liters of mineral water to the Rio Branco (AC) City Hall after the 2023 floods, which affected 38,000 people.**

→ **We donated 21,000 liters of mineral water to families affected by the 2023 floods in Maranhão.**

→ **We donated 1,000 basic food baskets and 24,000 liters of mineral water to families impacted by the heavy rains in the state of Alagoas in 2023.** Around 25,000 people were displaced due to the floods.

→ In partnership with the state government, we carried out the **Ceará sem Fome** initiative. This action brought together 33 community kitchens in Maracanaú and Pacatuba, serving more than 200 families.

COMMUNITY INVESTMENTS - 2023 [GRI 201-I]

Program	Investment Value (R\$)
Prato Popular in Belém	426,435.00
Beverage Donations	2,450,128.63
Basic Food Basket Donations	213,381.67
PE and MT Meals	8,600.00
Total	3,098,545.30



Christmas Caravan

The Christmas show featured five simultaneous caravans traveling through about 40 cities and 13 states. The trucks made stops at shopping centers, points of sale, and tourist spots over 44 days, from November 7 to December 21.

In Salvador (BA), an action was carried out with the Municipal government that brought Coca-Cola's Christmas to various parts of the city, wrapping buses and supporting activities at different locations.

We also promoted Christmas actions and activations for customers

The year 2023 featured the largest Christmas Caravan in Solar's history. The illuminated trucks, bearing Coca-Cola's colors, traveled more than 10,000 kilometers.

and consumers, including digital experiences at points of sale, promotions, and a Christmas movie, in addition to the iconic decorated packaging, which in 2023 was available in glass and returnable options.

The initiative is completed with the Solidarity Christmas, in which we offered a complete meal to approximately three thousand homeless and socially vulnerable people in the days leading up to Christmas. This action is carried out voluntarily by Solar employees, who also bring toys for the children.



Community engagement

[GRI 413-1]

In 2023, we continued our community engagement programs, reaching over 25,000 people with various initiatives. Learn about each one:

COMMUNITY ENGAGEMENT

[GRI 413-1]

	Initiatives	People Impacted
2021	16	68,553
2022	27	74,606
2023	23	25,765

RECICLAR PELO BRASIL (RECYCLE THROUGH BRAZIL)

Created in 2017 by Coca-Cola Brasil, in partnership with companies and the National Association of Recyclable Material Collectors (Ancat), this project serves as a platform aiming to unify industrial actions supporting the productive organization of cooperatives and associations of recyclable material collectors.

The Reciclar pelo Brasil project has a technical team that identifies the main problems and potentials of the collector organizations and works to organize and qualify the management and productive processes of these organizations.

Currently, **the company supports 56 recycling cooperatives** in the states of Alagoas, Amazonas, Bahia, Ceará, Maranhão, Mato Grosso, Paraíba, Pernambuco, Sergipe, and Pará.

ÁGUA+ACESSO (WATER+ACCESS)

In our area of operation, we run this program with the Coca-Cola Brasil Institute, Coca-Cola Brasil, and other partners. **The goal is to expand access to safe and sustainable drinking water for low-income rural and urban communities.**

Through public calls, investments are made in innovative infrastructure solutions for water access and treatment, always in a community management model, mobilizing residents and implementing self-sustainable systems.

WATER TO EDUCATE / RAIN SCHOOLS

Water scarcity and lack of access to clean drinking water are challenges in various regions of the country, impacting domestic water supply and consequently, education. In response to this scenario, the Águas para Educar/Escolas de Chuva (Waters to Educate/ Rain Schools) project, an initiative by Coca-Cola Brasil in partnership with Solar and Cáritas NE2, aims to provide water to schools facing these challenges locally.

Through the construction of cisterns and other rainwater harvesting systems, the project ensures water access for the beneficiary schools. This resource guarantees basic water supply, including consumption by children. Additionally, the

project's activities are used for educational purposes, such as promoting the cultivation of school gardens, thereby enabling safer, tastier, and more nutritious food.

In 2023, the project supported 15 schools in rural and urban communities: 12 in Paraíba (Guarabira, João Pessoa, Campina Grande, Patos, and Cajazeiras) and three in Pernambuco (Cabo de Santo Agostinho). The program impacted approximately 1,500 students from 800 families.

The project provides access to quality water for consumption by children, teachers, and education workers in the states of Pernambuco, Paraíba, and Rio Grande do Norte.

MANGUEIRAL SCHOOL

Solar invests in the education of 56 children attending Vitória do Mangueiral School in Redenção (CE). Established in 1995, the project facilitated the construction of the school. Currently, the company supports the maintenance of infrastructure, teacher salaries, meals, and school supplies for the students.



LOCAL DEVELOPMENT - 2023

[GRI 413-1]

Program	Investment Value (R\$)
Reciclar Pelo Brasil	708,735.33
Coletivo On-line	349,906.63
Joga para Elas	30,000.00
Arena Charneca	30,000.00
Coletivo On-line - AL	49,235.05
Coletivo On-line - BA	229,027.43
Coletivo On-line - CE	213,243.64
Coletivo On-line - MA	99,574.32
Coletivo On-line - MT	12,730.96
Coletivo On-line - PB	42,414.89
Coletivo On-line - PE	369,652.62
Coletivo On-line - PI	30,788.15
Coletivo On-line - RN	79,958.24
Água para Educar - PB	-
Água para Educar - PE	-
2023 Total	2,245,267.27

Support for events

In 2023, Solar fully resumed hosting in-person events following improvements in the COVID-19 pandemic situation. Through direct sponsorships or incentive laws, we invested in a series of cultural and sports projects in states where we operate. Here are the initiatives:

São João

We participated on 27 June festivals in 15 cities in the North and Northeast regions. We estimate that 7 million people attended these traditional events.

At São João de Caruaru (PE), which lasted 64 days and attracted over six million people, we were present with activities branded under the Kuat brand. Approximately 400 points of sale and 200 vendors participated in the initiative, resulting in the sale of approximately 100,000 cases of products. We sponsored the festival with an investment of

R\$ 1.3 million and also implemented the Recicla Solar initiative (read more on page 128), which facilitated the collection and recycling of about 55 tons of event waste. Additionally, we donated 120 food baskets and personal protective equipment to the waste collectors working at the event.

In Salvador (BA) and rural Bahia, Coca-Cola was highlighted. In Maranhão, the festival was supported by the traditional Guaraná Jesus, originating from the state.

Folk Festivals in Amazonas

In addition to the traditional Festival de Parintins (AM), held between June and July, Solar supported celebrations such as Arena Planeta Boi, Bar do Boi Caprichoso, Curral do Boi Garantido, and Festa dos Visitantes.

Incentivized events

In 2023, we also supported events through cultural and sports incentive laws. Here are the actions we supported month by month:

January

- Sana (geek cultural event in Fortaleza-CE)
- Rally Cerapio 2023 (sports event in municipalities of Ceará, Piauí, and Maranhão)

February

- Jazz and Blues Guaramiranga (musical and gastronomic event in three municipalities of Ceará)
- Base Caracará (sports event in Fortaleza-CE)
- Structuring and Maintenance of Basketball from Ceará (sports event in Fortaleza-CE)
- Carcará Capacita (educational event in municipalities of Ceará)

March

- Gerando na Alta (sports event in various municipalities of Pernambuco)
- Gerando um Futuro Melhor (sports event in various municipalities of Pernambuco)
- Food & Jazz Natal (musical and gastronomic event in Natal-RN)
- Sabores da Praia (gastronomic event in Natal-RN)

April

- E-Sana (gamer event in Fortaleza-CE)
- Instituto Dragão do Mar - Iracema das Artes (artistic event in Fortaleza-CE)

May

- Olha a Cobra (cultural event in Natal-RN)

June

- Rally Maranhense (sports event in various municipalities of Maranhão)
- Castanhal Junino (cultural event in Castanhal-PA)
- Cultura e Arte na Terra do Bumba Meu Boi (cultural event in São Luís-MA)
- Cultura e Inclusão Social (cultural event in São Luís-MA)

July

- Sana (geek cultural event in Fortaleza-CE)
- Festival Halleluya (musical event in Fortaleza-CE)
- Rally Maranhense (sports event in various municipalities of Maranhão)
- Food and Jazz Maranhão (cultural and gastronomic event in São Luís-MA)
- Martins (musical event in Serra de Martins-RN)

August

- Spotted (musical event in Natal-RN)
- Rally dos Sertões (sports event in various municipalities of Ceará, Bahia, and Pernambuco)
- Neojiba Multiplica (educational and cultural event in three municipalities of Bahia)
- Tempero Salvador (gastronomic event in Salvador-BA)
- Piocera Bike Experience (sports event in Serra da Ibiapaba-CE)

September

- Rally Maranhense (sports event in various municipalities of Maranhão)
- Regata de Jangadas da Caponga (cultural event in Cascavel-CE)
- Festival dos Botos do Sairé (cultural event in Alter do Chão-PA)
- 4º Fenacce (innovation and sustainability event in Fortaleza-CE)
- Envelhecer Ativo (health event in Fortaleza-CE)

October

- Gastronomia do Amanhã (gastronomic event in 12 municipalities of Pará)
- Rede Gastronomia (gastronomic event in Fortaleza-CE)
- Lambateria (cultural event in Belém-PA)
- Toca Pará (musical event in Belém-PA)
- Skate na Periferia (sports event in São Luís-MA)
- Ggcon (gamer event in Natal-RN)
- Rally Maranhense (sports event in various municipalities of Maranhão)
- Conexão Paraíso (musical event in Mata de São João-PE)
- Mada (musical event in Natal-RN)
- 4º Festival do Caranguejo de Aquiraz (gastronomic event in Aquiraz-CE)
- MPB Fest Pipa (musical event in Praia da Pipa-RN)
- Auto dos Botos (cultural event in Alter do Chão-PA)
- Maratona à tarde (sports event in Salvador-BA)
- 16º Festival da Lagosta (gastronomic event in Icapuí-CE)
- Sangue Novo (musical event in Salvador-BA)
- Pôr do Samba (musical event in Natal-RN)
- Expo Favela (innovation and entrepreneurship event in Fortaleza-CE)

November

- Rally Maranhense (sports event in various municipalities of Maranhão)
- 15º Festival da Sardinha (gastronomic event in Águas Belas-CE)
- Festival Se Rasgum (musical event in Belém-PA)
- Digicon (games and technology event in Natal-RN)
- 10º Festival de Cinema de Gostoso (film event in São Miguel do Gostoso-RN)
- 17º Tempero do Forte (gastronomic event in Praia do Forte-BA)

December

- Festival de Artes de São Cristóvão (artistic event in São Cristóvão-SE)
- Festival Histórico de Natal (cultural event in Natal-RN)
- Circuito de Velas de Icapuí (sports event in Icapuí-CE)
- Circuito de Rua Maracanaú (sports event in Maracanaú-PE)
- Forró no Forte (dance event in Mata do São João-PE)
- 6º Delícias do Mundo (gastronomic event in Fortaleza-CE)

Recicla Solar (Recycle)

Recicla Solar is the Company's program aimed at applying the concept of product circularity, intending to reduce waste generation and promote reuse and recycling ([read more on page 128](#)).

In 2023, Solar started implementing Recicla Solar at major festivals and events it sponsored. The idea is not only to economically support these festivities but also to carry out sustainable actions with social impact.

In these actions, we focus on recycling and composting through the collection and proper disposal of waste. This helps reduce carbon footprint or even neutralize greenhouse gas emissions from events. Recicla Solar was present at events such as the Salvador Summer Festival

(BA), the Expresso 2222 VIP Area during the Carnival in Salvador (BA), the Olinda Carnival (PE), the São João celebrations in Caruaru (PE), Feneart in Recife (PE), the Garanhuns Winter Festival (PE), the Open de Beach Tennis Macena in Maceió (AL), the Expo Favela, Unale, the final Skank concert in Fortaleza (CE), the Leaders' Conference of the Company itself, the Zepelim Festival, both also in the capital of Ceará, and the GKC Velas Trairi Festival, on the coast of the state.

In total, 80,233 kg of waste were properly disposed of with Recicla Solar's participation. Over 37,000 kg of CO₂ were neutralized.

Environmental

WATER AND EFFLUENTS
WASTE MANAGEMENT
ENERGY
EMISSIONS



Water and effluents

[GRI 3-3, 303-3]



The Solar company takes proactive measures in water and effluent management to preserve its primary raw material for production and enhance community health, well-being, and quality of life. **This involves actions such as conserving watersheds, riparian forests, recharge zones, and water replenishment, alongside strict policies for reducing water consumption and treating effluents.**

Solar is committed to ensuring adequate access to potable water, sanitation, and hygiene for its employees, promoting water management initiatives, and disseminating related content internally and externally.

In 2023, Solar implemented significant improvements aimed at achieving its target of reducing water consumption to 1.48 liters per liter of beverage produced by 2027.

Investments exceeding R\$16 million, included upgrading the Maracanaú (CE) water treatment plant, resulting in a 6% reduction in unit consumption. Additionally, the water treatment system at the São Luís (MA) factory was replaced with ultrafiltration, expecting

a 10% local consumption decrease. Other upgrades included replacing bottle washers in Maceió (AL), modernizing cooling systems in Natal (RN), and installing water simulation systems.

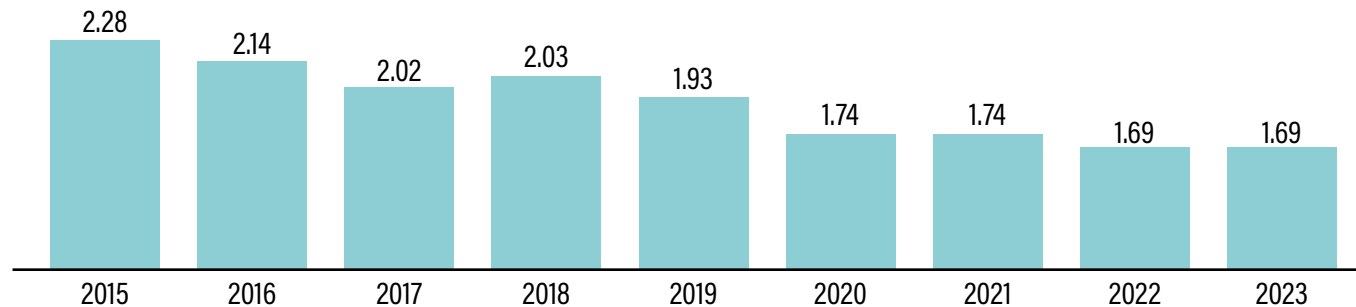
Additionally, we intend to invest in the installation of rainwater harvesting systems, steam recovery, and the acquisition of more efficient equipment, such as washers and CIP

systems (Clean in Place, which is a method for recirculating detergents and sanitizers that allows for automated and safe cleaning of industrial equipment).

In 2023, due to specific situations at some of our factories, we did not reduce the amount of water consumed per liter of beverage produced. The value measured in 2022, which was 1.69 L/L, was maintained, placing us above the target set for the year, which was 1.656 L/L. However, we remained within the downward trend towards achieving the 2027 goal, primarily due to the investments made.

LITER OF WATER CAPTURED PER LITER OF BEVERAGE PRODUCED (L/L)

[GRI 303-3]



WATER CATCHMENT [GRI 303-3]

Source	2021		2022		2023	
	million m ³ / billion liters	%	million m ³ / billion liters	%	million m ³ / billion liters	%
Surface water	0.37	11.5	0.40	9.4	0.42	9.4
Subterranean water	1.21	38.2	2.31	54.1	2.39	53.3
Sea water	-	0.0	-	0.0	-	0.0
Produced water	-	0.0	-	0.0	-	0.0
Third-party water	1.60	50.3	1.56	36.5	1.68	37.3
TOTAL	3.18	100	4.26	100	4.49	100
Annual variation (%)	2.1		34.3		5.4	
Production volume (million m ³)	1.82		2.52		2.66	
Annual variation (%)	1.8		38.4		5.3	

WATER CATCHMENT IN AREAS WITHOUT WATER STRESS IN 2023 [GRI 303-3]

Type of water catchment	Freshwater (total dissolved solids ≤1,000mg/L)	Other types of water (total dissolved solids >1,000 mg/L)
Surface water	0.42	0.00
Subterranean water	1.39	0.00
Sea water	0.00	0.00
Produced water	0.00	0.00
Third party water (source: surface water)	0.00	0.00
Total	1.81	0.00

WATER CATCHMENT IN WATER STRESS AREAS IN 2023 [GRI 303-3]

Type of water catchment	Freshwater (total dissolved solids ≤1,000mg/L)	Other types of water (total dissolved solids >1,000 mg/L)
Surface water	0.00	0.00
Subterranean water	1.00	0.00
Sea water	0.00	0.00
Produced water	0.00	0.00
Third party water (source: surface water)	1.68	0.00
Total	2.68	0.00

Water replenishment

In 2023, Solar advanced in the development of projects aimed at preserving ecosystems considered fundamental for the conservation of water resources, especially in sensitive or scarce areas. This action gains even more importance as seven of our 13 factories are located in areas considered water-stressed.

During the year, we invested in partnership with The Coca-Cola Foundation and the Instituto Biota de Conservação in the **Mangue Vivo project in Alagoas**. The initiative positions the three entities as guardians of the mangroves in the Pratagy hydrographic region, which spans seven municipalities and at least ten river resources out of the 13 that are part of the local water network.

The project's goal is to monitor and assist competent authorities in combating deforestation of this ecosystem located in an Atlantic Forest area. For this purpose, 14 mangrove areas were selected among the municipalities of Maceió, Paripueira, and Barra de Santo Antônio, totaling 335 hectares monitored monthly.





The Mangue Vivo project adds to the **reforestation and conservation project in Maracanaú (CE), at Fazenda Raposa**, initiated in 2022. Developed in partnership with Associação Caatinga, funded by Solar and The Coca-Cola Foundation, the initiative aims to protect 167 hectares, contributing to the recharge of approximately 688 million liters of water per year.

In 2023, the project expanded to benefit the Environmental Protection Area of Rio Maranguapinho, covering 1,057 hectares, with 8 thousand native seedlings to be planted. Fazenda Raposa is a State Conservation Unit - Area of Relevant Ecological Interest (ARIE) - managed jointly by the Government of Ceará, Maracanaú City Hall, and the Federal University of Ceará.

Both initiatives take place within areas identified as leadership locations by Coca-Cola **prioritizing projects for water replenishment and conservation**. The Mangue Vivo project covers two of these areas, while Fazenda Raposa covers on.



World Water Day

In 2023, we conducted an awareness campaign on World Water Day, March 22nd, at 12 institutions – schools and non-governmental organizations – located near our factories in the states of Ceará, Maranhão, Mato Grosso, Pernambuco, Rondônia, Alagoas, Bahia, Sergipe, Amazonas, and Pará.

We used the UN campaign slogan, “Accelerating Changes - Be the change you want to see in the world,” to emphasize the importance of responsible water use and preservation of water resources.

RECOGNITION

The year 2023 was marked by Solar’s recognition by the Alliance for Water Stewardship (AWS), a global alliance for water resource sustainability. We achieved AWS certification for the factories in Suape (PE), Maceió (AL), and Fortaleza (CE). **Solar became the first Coca-Cola franchise in Latin America to receive this certification.**



The AWS certification received by the company includes a commitment letter that reaffirms its commitment to following guidelines covering aspects such as water governance, sustainable water balance, adequate water quality, areas relevant to water, and universal access to safe drinking water, sanitation, and hygiene.

The effluent discharge

We have the goal of meeting 100% of the legal specifications for discharge, as well as the Coca-Cola System specifications, and achieved this goal by December 2023. In total, 82.4% of Solar's effluents were discharged in areas considered to be water-stressed.

DISCARDED WATER

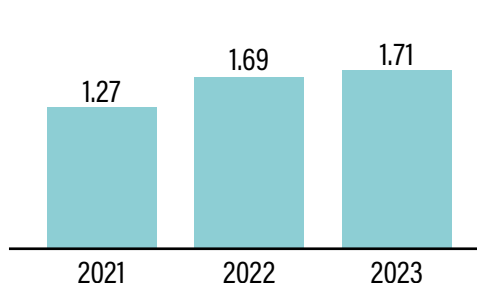
[GRI 303-4]

	Volume of discarded water (m³)	% per destination	Amount of biochemical oxygen demand (BOD), in mg/L	Amount of total suspended solids (TSS), in mg/L	Volume comparison with previous year	Comparison of DBO with previous year	SST comparison with previous year
2021							
Receiving body	1,084,361.58	85.4	7.34	16.99			
Public ETS	44,476.00	3.5	5.05	29.75			
Infiltrated in soil in infiltration basin	42,979.49	3.4	9.82	14.36			
Irrigation (in the plant area itself)	98,543.00	7.8	10.40	39.65			
2021 Total	1,270,360.07		8.21	18.04			
2022							
Receiving body	1,413,719.46	83.8	12.16	21.19	30.4	65.7	24.7
Public ETS	99,689.87	5.9	2.81	19.38	124.1	-44.4	-34.9
Infiltrated in soil in infiltration basin	51,202.84	3.0	2.89	46.55	19.1	-70.6	224.2
Irrigation (in the plant area itself)	117,251.00	7.0	5.65	16.30	19.0	-45.7	-58.9
Private ETS	5,178.57	0.3	5.13	19.43	-	-	-
2022 Total	1,687,041.74		12.25	26.41			
2023							
Receiving body	1,518,159.87	88.6	12.29	16.06	74	1.1	-24.2
Public ETS	7,644.60	0.4	-	-	-92.3	-100.0	-100.0
Infiltrated in soil in infiltration basin	49,649.20	2.9	4.83	17.12	-3.0	67.1	-63.2
Irrigation (in the plant area itself)	133,549.00	7.8	2.60	5.92	13.9	-54.0	-63.7
Shared Private ETS	4,800.96	0.3	-	-	-73	-100.0	-100.0
2023 Total	1,713,803.63		10.97	15.36			

TOTAL VOLUME OF GENERATED EFFLUENTS

in billions of liters

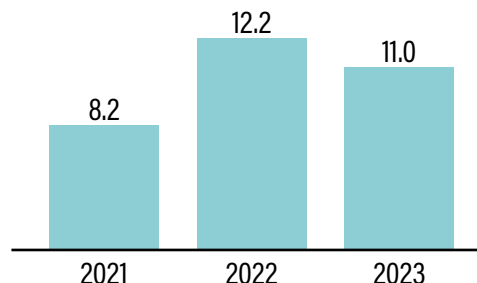
[GRI 303-4]



BIOCHEMICAL OXYGEN DEMAND QUANTITY (BOD)

In mg/L

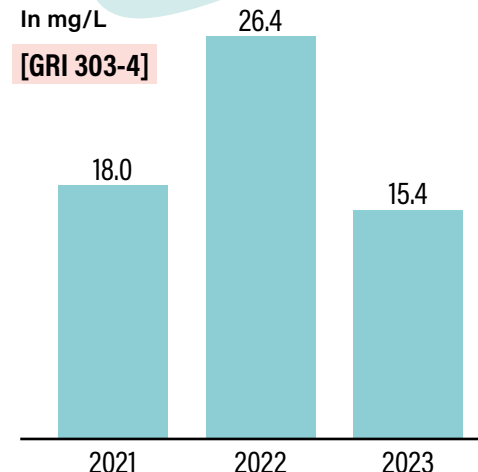
[GRI 303-4]



QUANTITY OF TOTAL SUSPENDED SOLIDS (TSS)

In mg/L

[GRI 303-4]



WATER ALLOCATION IN AREAS WITHOUT WATER STRESS IN 2023

[GRI 303-4]

Type of destination	Freshwater (total dissolved solids ≤1,000mg/L)	Other types of water (total dissolved solids >1,000 mg/L)
Surface water	0.54	0.00
Groundwater	0.00	0.00
Seawater	0.00	0.00
Third-party water	0.00	0.00

WATER ALLOCATION IN AREAS WITH WATER STRESS IN 2023

[GRI 303-4]

Type of destination	Freshwater (total dissolved solids ≤1,000mg/L)	Other types of water (total dissolved solids >1,000 mg/L)
Surface water	0.71	0.77
Groundwater	0.00	0.00
Seawater	0.00	0.00
Third-party water	0.00	0.00

Waste management

[GRI 3-3, 306-3, 306-4, 306-5]

Together with The Coca-Cola Company, **we are signatories to the global commitment "World Without Waste."** We consider the management of the waste we generate fundamental to the development of our business and the socially and environmentally responsible performance of the Company.

Our goal is to ensure that by 2030, we recycle the same amount of bottles or cans that are sold by the company. Additionally, within the

same period, we aim to produce 50% of our PET packaging volume using recycled resin.

For waste management at our factories, we seek two different types of certifications: the Zero Waste Certification from the Zero Waste International Alliance (ZWIA), and the Zero Waste, an audit by The Coca-Cola Company.

The Zero Waste Certification requires the implementation of practices to divert over



90% of waste from landfills and incinerators. It is valid for one year. With the Zero Waste audit, the requirement to achieve Zero Waste certification is to demonstrate that, minimally, for the last three consecutive months, no waste has been sent to landfills. After certification, the policy of zero landfill must be maintained.

In 2023, the following factories achieved certifications:



SOU RESÍDUO ZERO

Newly certified:

Manaus (AM), Belém (PA),
Vitória da Conquista (BA), and Maceió (AL).

These join the previously certified
factories from 2021 to 2022:

Santa Izabel (PA), São Luís (MA),
Fortaleza (CE), Natal (RN),
Suape (PE), CAF Maceió (AL), Salvador (BA), and Várzea Grande (MT).

Total: 12 certifications.

CERTIFICAÇÃO LIXO ZERO

Newly certified:

Manaus (AM), Belém (PA),
Vitória da Conquista (BA), Maceió (AL),
and Porto Velho (RO).

These join to São Luís (MA),
Fortaleza (CE), Natal (RN), Suape (PE),
CAF Maceió (AL), Salvador (BA), and
Várzea Grande (MT).

Total: 12 certifications.

TOTAL WEIGHT OF GENERATED WASTE (METRIC TONS)

[GRI 306-3]

	2022	2023	Percentage variation
Non-hazardous	26,767.89	53,369.93	99.4
Wood	9,434.76	10,099.17	7.0
Metals	1,882.70	1,414.13	-24.9
Organics	1,036.72	756.06	-27.1
Paper/cardboard	1,501.54	2,480.25	65.2
Plastic	3,395.69	3,928.85	15.7
General waste	1,854.25	13,265.38	615.4
Glass	6,988.25	4,945.09	-29.2
Construction waste	616.61	1,509.91	144.9
Water treatment sludge/effluents		14,638.31	-
Unusable tires		29.00	-
Paint residues		0.45	-
Electronic waste		303.33	-
Others	57.37		-100.0

	2022	2023	Percentage variation
Hazardous	664.04	1,097.66	65.3
Hazardous waste	650.27	-	-100.0
Contaminated lubricating oil	13.14	-	-100.0
Healthcare service waste	0.63	-	-100.0
Miscellaneous waste	-	76.87	-
Electronic waste	-	1.77	-
Chemical product residues	-	1.76	-
Lamp residues	-	0.94	-
Contaminated packaging	-	18.32	-
Paint residues	-	9.57	-
Contaminated materials	-	11.23	-
Oily residues	-	94.10	-
Batteries	-	4.63	-
Laboratory waste (biomedical waste)	-	7.96	-
Construction waste	-	2.93	-
Liquid waste	-	867.58	-
Total General	27,431.92	54,467.59	98.6

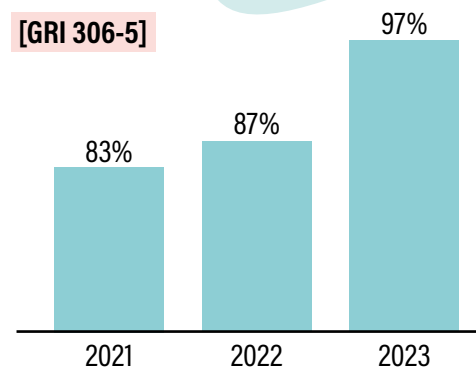
WASTE RATE (G/L)

[GRI 306-3]

	2020	2021	2022	2023
Waste Rate (g/L)	15.1	13.7	10.9	20.5
Percentage variation compared to the previous year	-	-9.6	-20.2	88.1

WASTE RECOVERY RATE

[GRI 306-5]

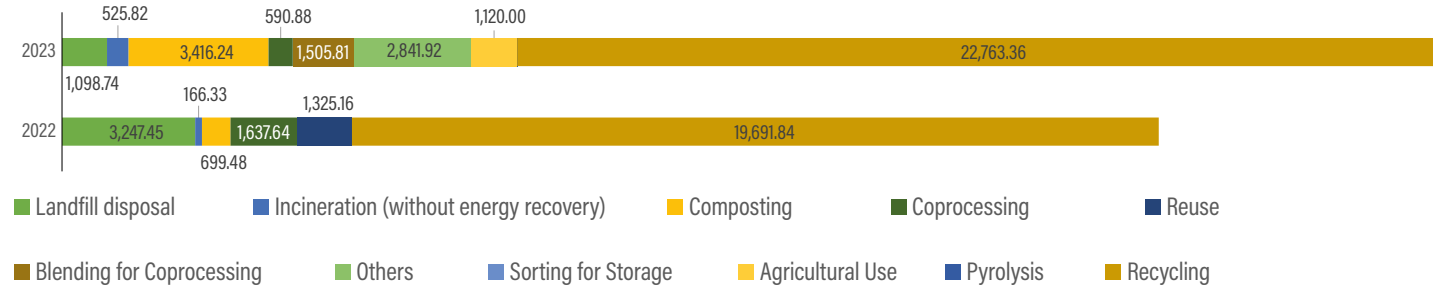


WASTE DISPOSAL (MTONS) [GRI 306-4, 306-5]

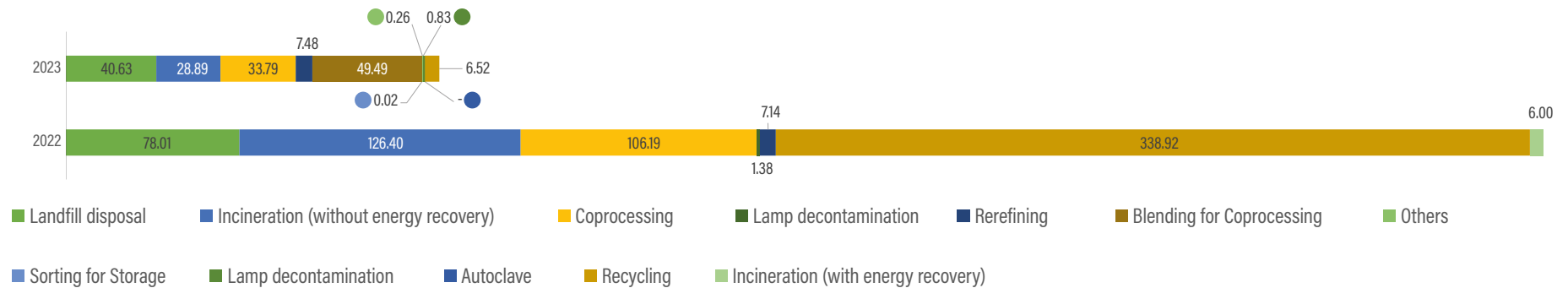
	2022	2023	% per destination 2023	Comparison previous year volume
Not dangerous	26,767.89	53,369.93		
Landfill confinement	3,247.45	1,098.74	2.1	-66
Incineration (no energy recovery)	166.33	525.82	1.0	216
Other recovery operations	3,662.27	28,982.01	54.3	691
Composting	699.48	3,416.24	6.4	388
Co-processing	1,637.64	590.88	1.1	-64
Reuse	1,325.16	-	0.0	-
Blending for co-processing	-	1,505.81	2.8	-
Others	-	2,841.92	5.3	-
Screening for storage	-	6.54	0.0	-
Agricultural use	-	1,120.00	2.1	-
Effluent treatment	-	19,499.84	36.5	-
Pyrolysis	-	0.78	0.0	-
Recycling	19,691.84	22,763.36	42.7	16

	2022	2023	% per destination 2023	Comparison previous year volume
Dangerous	664.04	1,097.66		
Landfill confinement	78.01	40.63	3.7	-48
Incineration (no energy recovery)	126.40	28.89	2.6	-77
Other recovery operations	114.71	1,021.62	93.1	791
Co-processing	106.19	33.79	3.1	-68
Lamp decontamination	1.38		0.0	-100
Re-refining	71.4	7.48	0.7	5
Blending for Co-processing	-	49.49	4.5	-
Others	-	0.26	0.0	-
Screening for Storage	-	0.02	0.0	-
Effluent treatment	-	929.75	84.7	-
Lamp decontamination	-	0.83	0.1	-
Autoclave	-	-	0.0	-
Recycling	338.92	6.52	0.6	-98
Incineration (with energy recovery)	6.00		0.0	-100

DISPOSAL OF NON-HAZARDOUS WASTE (IN MTONS) [GRI 306-3]



DISPOSAL OF HAZARDOUS WASTE (IN MTONS) [GRI 306-3]



Circular economy

[GRI301-1, 301-2]

For Solar, one of the primary ways to contribute to reducing waste on the planet is through constant efforts to decrease the demand for natural resources, alongside promoting circular economy practices. This involves extending the lifecycle of significant inputs for our production, such as glass and plastic packaging.

In 2023, we continued to expand our network of plastic waste aggregators, entities capable of ensuring proper disposal of PET bottles. In addition to the existing six in Pernambuco,

Ceará, Bahia, Maranhão, Mato Grosso, and Alagoas, we added two more in Pará and Rio Grande do Norte. **Throughout the year, these entities processed 14,077 tons of PET, delivering 9,295 tons of recycled resin (rPET).**

From this recycled resin, we manufacture new PET packaging. This is where circularity comes into play: transforming waste into bottles that we reuse for packaging our products. In 2023, our factories were able to use 21% of this material in the production of plastic bottles.



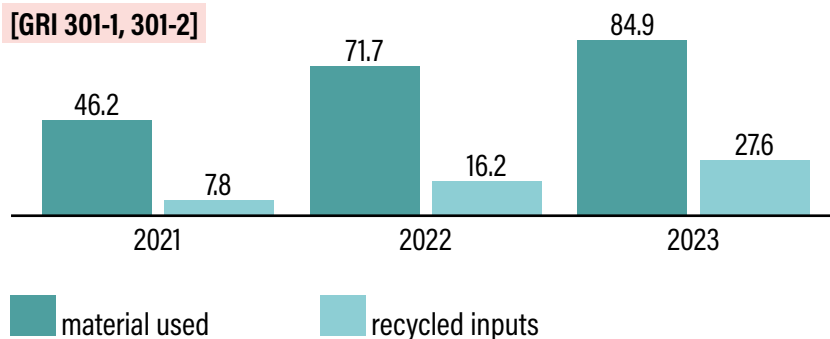
USE OF MATERIAL IN PACKAGING

[GRI 301-1, 301-2]

	Material used (kg)	Recycled inputs (kg)	% Recycled inputs
2021	46,152,329.0	7,771,098.8	16.8
2022	71,708,548.7	16,219,289.3	22.6
2023	84,937,197.8	27,576,078.9	32.5

USE OF MATERIAL IN PACKAGING (IN THOUSAND TONS)

[GRI 301-1, 301-2]

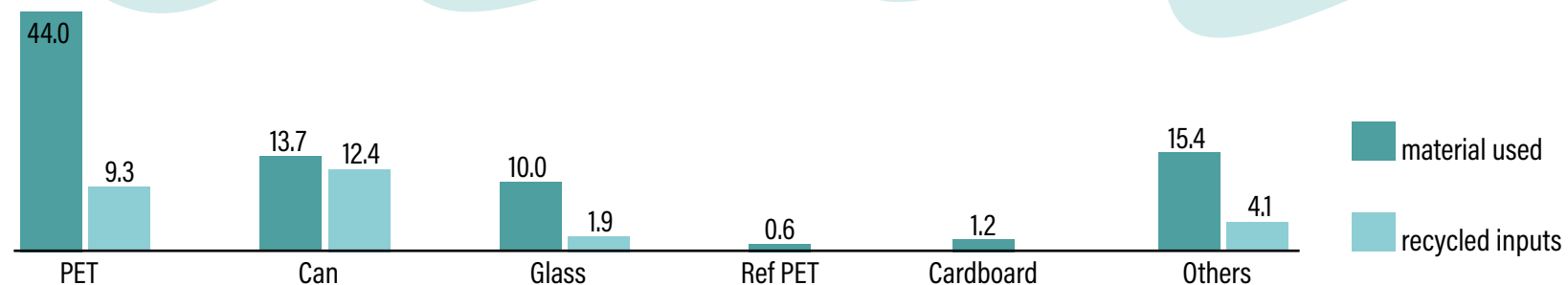


PACKAGING* [GRI 301-1, 301-2]

	2022			2023		
	Material used	Recycled inputs	% Recycled inputs	Material used	Recycled inputs	% Recycled inputs
	thousand tons			thousand tons		
PET	34.9	5.9	16.8	44.0	9.3	21.1
Can	12.3	8.0	64.9	13.7	12.4	90.0
Glass	11.8	1.4	12.0	10.0	1.9	18.6
Ref PET	1.0	-	0.0	0.6	-	0.0
Cardboard	1.4	-	0.0	1.2	-	0.0
Others	10.3	1.0	9.3	15.4	4.1	26.3
TOTAL	71.7	16.2	22.6	84.9	27.6	32.5

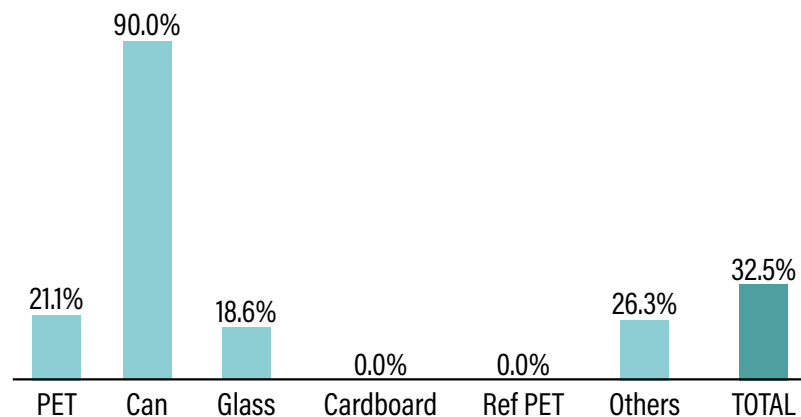
*In the 2023 verification, it was not possible to compile data from the supplier Veralia, which represents about 21% of the total glass volume.

QUANTITY OF MATERIAL USED IN PACKAGING (IN METRIC TONS) - 2023 [GRI 301-1, 301-2]



PERCENTAGE OF RECYCLED INPUTS IN PACKAGING - 2023

[GRI 301-1, 301-2]



MATERIALS USED IN PRODUCTION AND PACKAGING (IN METRIC TONS)

[GRI 301-1, 301-2]

	2021	2022	2023
PET	31.1	34.9	44.0
Can	6.9	12.3	13.7
Glass	6.8	11.8	10.0
Ref PET	0.4	1.0	0.6
Cardboard	31.1	0.0	0.0
Others	31.1	0.0	0.0
TOTAL	107.5	60.1	68.3

**Find out some of the types
of returnable we use:**

REFPET

Also known as PET 2L returnable, it provides the convenience of conventional PET with the economy and environmental responsibility of glass bottles. At the point of sale, the empty packaging can be exchanged for a full one, reflecting savings for the consumer and environmental benefits.

The returnable packaging is more durable than conventional bottles, with a usage cycle of up to 20 times, promoting sustainable development policies, natural resource preservation, and conscious consumption.

KS ULTRA 290ML

It is returnable and produced with 25% less glass. The modern design of KS was designed for greater impact resistance and reduction in bottle weight and natural resource extraction from the environment.



MINITAMPA

Reducing the size of plastic caps has reduced petroleum consumption and energy during the manufacturing process.

The minicap has reduced by 2g compared to the previous one. As a result, for every million units, two tons less of resin will be used, equivalent to a reduction of 15 tons in CO₂ emissions.

In 2023, 68.3 thousand tons of material were used for Solar's production. Of this total, 32.5%, or 27.6 thousand tons, were recycled inputs.

Recicla Solar (Recycle)

Recicla Solar, our primary recycling incentive and promotion program, gained new momentum in 2023 through managing waste from major events in our operational areas ([read more on page 108](#)), such as the Salvador Summer Festival (BA) and the Olinda Carnival (PE). In this way, we connect our socio-environmental strategy to actions that increase visibility for the “World Without Waste” cause.

The initiative intends to boost large-scale collection, primarily promoting PET recycling while enhancing social inclusion and generating employment and income for waste pickers. Through Recicla Solar, we bridge these professionals with the aggregators we help build across eight states. This support ensures fairer prices for PET, as the company guarantees the purchase of PET resin.

Launched in 2021 as part of Coca-Cola’s “World Without Waste” commitment, Recicla Solar has already accumulated over 20 thousand tons of PET waste. The program spans eight states, expanding selective collection in these regions

and creating positive socioeconomic impact. With this initiative, we stimulate the recycling chain through partnerships with collection centers, waste pickers’ organizations, and post-consumer material aggregators.



Recicla Solar contributes to actively involve the company in collecting and recycling product packaging after consumer use. The organization's journey in waste management includes increasing recyclability, enhancing collection for recycling, and boosting the percentage of recycled materials in our packaging.

In 2023, we exceeded the volume of waste collected compared to the volume produced and placed on the market in the states of Bahia and Ceará. In Ceará, we collected 4,609 tons while marketing 4,428 tons. In Bahia, the figures were 6,545 tons collected versus 6,435 tons marketed.

Our goal is to have 50% recycled material in the company's packaging by 2025 and to collect 100% of the packaging placed on the market by 2030.

2020

Definition of the operating model based on knowledge of the regions where we operate.

2021

Three partner aggregators:

AL MA MT

2022

Three new partner aggregators:

AL MA MT

2023

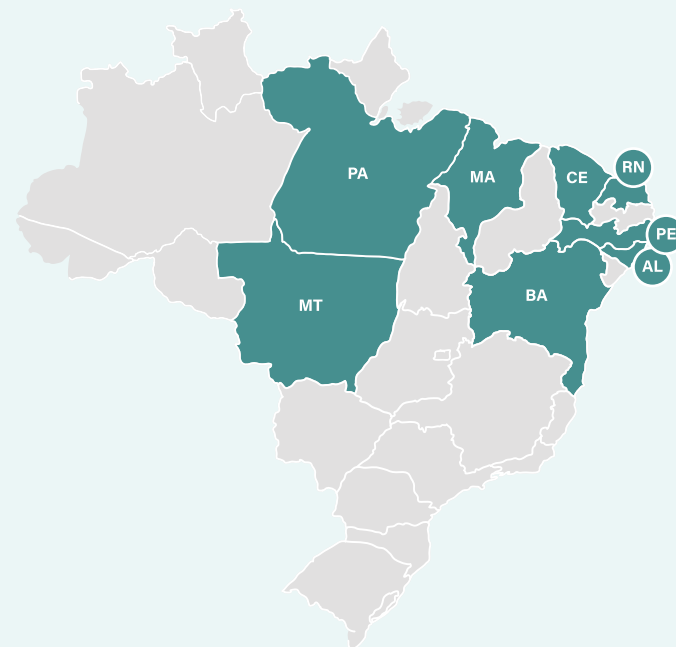
Two new partner aggregators:

PA RN

Where we stand...

Eight partner aggregators:

AL MA MT PA RN CE BA PE



Recicla Solar is transforming our region through PET waste collection and recycling.

COLETA RECICLA SOLAR (SOLAR RECYCLING COLLECTION)

The Coleta Recicla Solar project, focused on selective collection of PET bottles, aims to install waste collectors at 40 points of sale in Fortaleza (CE) and Recife (PE). Launched in 2021, the initiative aims to strengthen recycling culture and reduce the flow of bottles directed to landfills.

The collectors are made from 100% recyclable materials, using tetra pack boxes and recycled resin. They accept PET bottles of any type, size, and brand. Material deposited by consumers is collected weekly by two cooperatives: Coocencipec in

Pernambuco and Associação Raio do Sol in Ceará. **In total, 314 workers are positively impacted directly and indirectly through the project.**

In 2023, approximately three tons of PET bottles were collected through this model.

(Every bottle counts for the recyclable materials collector. What's your favorite drink in this heat? Deposit any PET bottle here).





Green Misison

In 2023, through Recicla Solar, we supported the implementation of Project Green Mission, a scavenger hunt organized by the Municipal government of Fortaleza (CE) for the collection of recyclable waste. **The initiative**

involved 300 municipal schools and 170,000 students from 1st to 9th grade in a competition to promote selective collection, willing to engage the population in reverse logistics and disseminate the recycling culture.

As a result, 24.8 tons of waste were collected. The challenge focused on finding

PET bottles and aluminum cans. Each participating school had a designated area to receive and store recyclable material, and the quantity was recorded using a [digital platform](#) provided by the City Hall. The winners of the scavenger hunt received bronze, silver, or gold seals, which were converted into cash prizes of R\$ 3,000, R\$ 5,000, and R\$ 10,000 for each level, respectively.



World Cleanup Day

In 2023, we participated in partnership with Instituto Limpa Brasil in World Cleanup Day – CleanUp Day, held on the third Saturday of September. The organization is the official

representative of the movement in Brazil and an accredited partner of the United Nations Environment Programme (UNEP) and the United Nations Environmental Assembly (UNEA).

The global movement aims to raise awareness among the population about the impacts and dangers of pollution and improper waste

disposal. **In 2023, the action involved 600,000 volunteers in Brazil, who collected 1,220 tons of waste.**

Solar drove the movement across the 16 states where it operates. **Within the Company's covered territory, 134,000 volunteers participated, collecting 181 tons of waste.**

Energy

[GRI 3-3, 302-1, 302-4]

Energy resource management is a critical focus area for Solar. Reducing consumption, enhancing efficiency in our machinery and equipment, and utilizing electricity from renewable sources are key objectives for the Company.

In 2023, we achieved our goal of sourcing 100% of the energy used in our facilities from clean generation, approximately two years ahead of schedule. This marks a significant increase from 65% the previous year. By 2027, our challenge is to also achieve 100% clean energy at our partner Points of Sale (PDVs).

The early achievement of this goal was made possible through partnerships with electricity generators such as Grupo Brennand, which facilitated the installation of a wind farm in Sento Sé (BA). Additionally, our investment in the construction of two solar plants in Vitória da Conquista (BA) and Várzea Grande (MT) has provided us with a combined installed capacity of 700 MWh/year. These plants supply 100% of the energy consumed in the Company's distribution centers connected at low voltage in both states.



All our energy consumption is secured through the I-REC (International Renewable Certificate) certification, a global recognition that guarantees the consumption of energy from renewable sources.

Our efforts in purchasing clean energy complement internal initiatives across our facilities aimed at enhancing efficiency in factories and distribution centers. We are investing in acquiring electric motorcycles, forklifts, and pallet trucks, which are less polluting and do not consume fossil fuels.

Additionally, we are upgrading our biomass boilers and biodigesters to improve efficiency and reduce energy consumption.

Our strong energy management practices were recognized in 2023 with **ISO 50001 certification awarded to two of our factories: Suape (PE) and Várzea Grande (MT).**

ENERGY CONSUMPTION INSIDE THE ORGANIZATION [GRI 302-1]

Year	Renewable sources (MJ)	Non-renewable sources (MJ)	Total	Change in previous year	% renewable energy
2020	155,044,800	287,935,200	442,980,000	-	35
2021	239,393,700	205,100,748	444,494,448	0.3	54
2022	404,590,964	227,334,391	631,925,355	42.2	64
2023	710,068,740	286,762,508	996,831,248	57.7	71

* Fuels used:

- in boilers: LPG, natural gas or biomass, briquette, firewood, and açai seed;
- in forklifts: LPG;

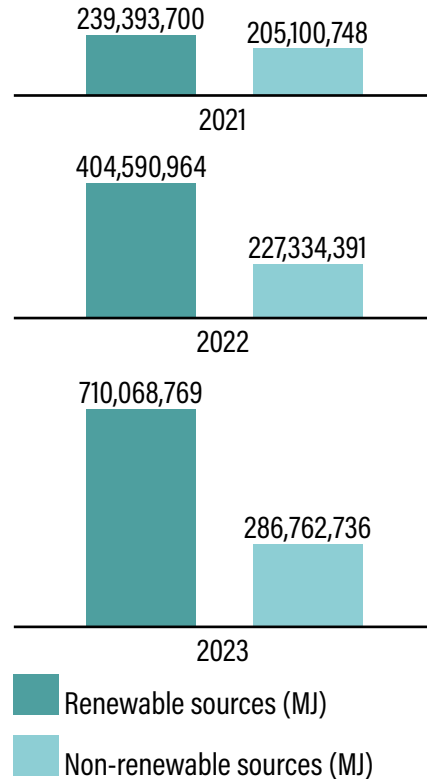
- in the cafeteria: LPG;
- in generators and fire pumps: diesel;
- in the laboratory: LPG/propane/MAPP;
- in gardening equipment: gasoline.

ENERGY CONSUMPTION PER TYPE [GRI 302-1]

2023	Renewable sources (MJ)	Non-renewable sources (MJ)	%
Electricity	672,272,261	-	67
Fuel	37,796,477	286,762,507	33
Total energy	710,068,740	286,762,508	

ENERGY CONSUMPTION

IN MJ [GRI 302-1]



REDUCTION OF ENERGY CONSUMPTION [GRI 302-4]

Initiative	Reduction in consumption (MJ)	Types of energy included	Data source
SuaPE (PE): establishment of the energy efficiency committee and implementation of the continuous improvement PDCA methodology for the energy area	20,844,221.76	Electrical energy	The reduction refers to industrial consumption. Data was collected using internal meters.
Manaus (AM): replacement of alcoholic solution; exchange of cold condensers for condensers with updated technologies; installation of compressors with frequency inverters and cascading operation; creation of leak hunting routine; standard for bottle blowing according to SKU; and reduction of oven temperatures for packers	32,157,345.96	Electrical energy	The reduction refers to industrial consumption. Data was collected using internal meters.
Santa Izabel (PA): increased awareness campaigns for better energy use	1,840,570.56	Electrical energy	The reduction refers to industrial consumption. Data was collected using internal meters.
São Luiz (MA): implementation of PET64 and REF PET transport modulation; and change from direct start to inverter use in the LATA50 line	128,074,583.16	Electrical energy	The reduction refers to industrial consumption. Data was collected using internal meters.

Emissions

[GRI 3-3, 305-1, 305-2, 305-4, 305-5]

In 2023, we expanded the monitoring of our greenhouse gas (GHG) emissions at Solar, continuing the process of updating and refining our GHG Emissions Inventory. A total of 47 of our units conducted measurements that contribute to this document. The company's goal is to develop a decarbonization plan in the upcoming cycles, with specific indicators and targets for this critical issue.

Solar's emissions inventory is aligned with the Paris Agreement, which aims to limit global warming to a maximum increase of 1.5°C compared to pre-industrial levels. Emission data were collected through forms developed by a specialized consultancy and filled out by our company's units—factories, distribution centers, or closed depots.

Our actions are guided by the global commitment made by Coca-Cola Brazil in 2015 to reduce its total emissions by 25% by 2030. Since the 2021 baseline year, our integrated inventories for the entire company

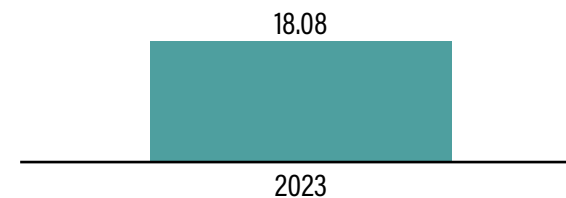
follow the GHG Protocol guidelines, a global standard for emissions accounting and calculation.

In preparing the inventory, we consider emission factors and global warming potential (GWP) indices based on parameters established by the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC) of the UN. The gases emitted from the company's activities include CO₂, CH₄, N₂O, and HFCs, with results reported in CO₂e (carbon dioxide equivalent).

[GRI 305-1]	Emissions Scope 1 (tCO ₂ e) - Factories	Emissions Scope 1 (tCO ₂ e) - General
2023	43,832.4	58,633.0
[GRI 305-1]	EBiogenic CO ₂ emissions (tCO ₂ e) - Factories	Biogenic CO ₂ emissions (tCO ₂ e) - General
2023	9,319.0	10,398.4
[GRI 305-2]	Emissions Scope 2 (tCO ₂ e) - Factories	Emissions Scope 2 (tCO ₂ e) - General
2023	2,566.5	2,746.5
[GRI 305-4]	Intensity of GHG emissions (Scope 1) - (gCO ₂ e/L) - Factories	Intensity of GHG emissions (Scopes 1 and 2) - (gCO ₂ e/L) - Factories
2023	171	18.08

GREENHOUSE GAS EMISSION INTENSITY (SCOPE 1 AND 2) [GRI 305-4]

In (g CO₂e/litro)



[GRI 305-4]	2021	2022	2023
Total greenhouse gas emissions - scopes 1 and 2	55,461.5	67,068.8	46,398.9
Production volume (liters)	1,792,855,860.0	2,336,144,921.0	2,565,791,119.1
Greenhouse gas emission intensity (scopes 1 and 2) (Co ₂ e/litro)	30.9	28.7	18.1

ELECTRIC MOTORCYCLES AND FORKLIFTS: AVOIDED EMISSIONS

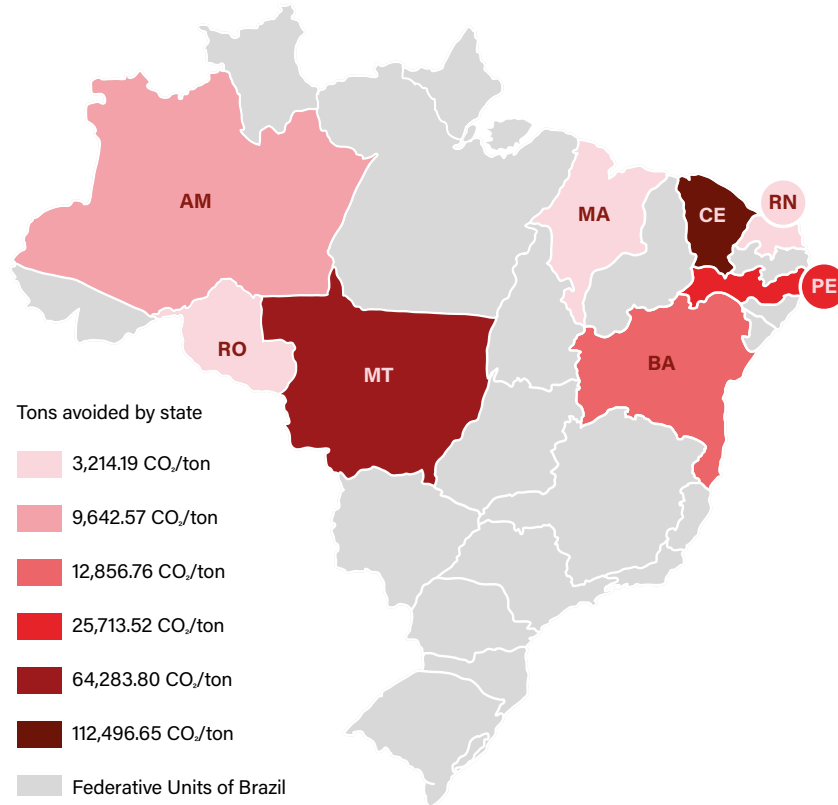
In recent years, Solar has implemented significant projects to electrify vehicles and equipment, replacing machines with internal combustion engines and the burning of fossil fuels. This includes the use of electric motorcycles and forklifts in some of our facilities.

In 2023, our operations in Amazonas, Bahia, Ceará, Pernambuco, and Rio Grande do Norte utilized **electric motorcycles**. A total of 130 vehicles of this type were used, avoiding the emission of 26.19 metric tons of carbon dioxide throughout the year.

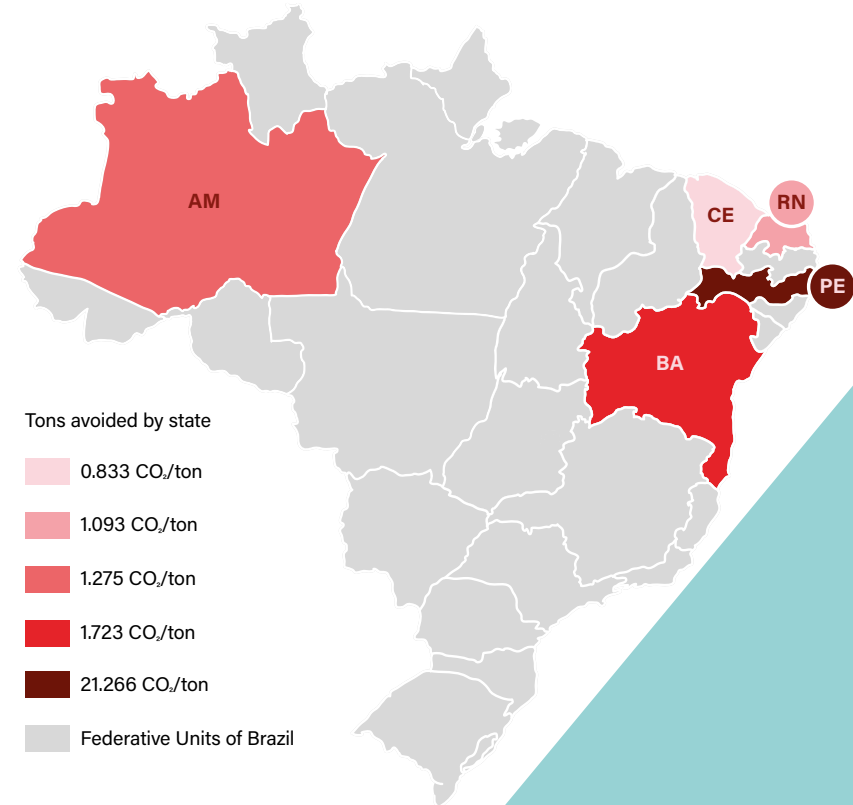
Furthermore, with the use of **electric forklifts**, which operate approximately 16 hours daily, **an even more substantial amount of emissions was avoided in 2023: 3,214.19 metric tons of carbon dioxide**.



CARBON AVOIDED BY STATE: ELECTRIC FORKLIFTS



CARBON AVOIDED BY STATE: ELECTRIC MOTORCYCLES



Governance

GOVERNANCE STRUCTURE

SHAREHOLDING COMPOSITION

COMMITMENTS AND CERTIFICATIONS

RISK MANAGEMENT AND INTERNAL CONTROLS

ETHICS AND INTEGRITY



Structure governance

[GRI 2-9]

The Solar adopts best practices in corporate management and administration, following guidelines from the Brazilian Institute of Corporate Governance (IBGC) and international standards set by The Coca-Cola Company on the subject. Fundamental values for the Company include ethics, transparency, and compliance ([read more on page 159](#)). To ensure these values, we have a set of policies, rules,

and regulations that guide how each employee or representative of the organization should act and interact with our stakeholders.

Since becoming a publicly traded company registered with the Brazilian Securities and Exchange Commission (CVM) in 2022, we have further advanced our internal control mechanisms, results disclosure, and investor

relations, meeting the standards required by B3 - Brazil, Bolsa, Balcão (Counter) for companies listed on the Level 1 of corporate governance. This means that, in favor of transparent management, we comply with non-mandatory requirements and recommendations, as we have not yet conducted a public offering of shares.

The best practices we adopt are:



Non-cumulation of the CEO and Chairman of the Board positions;



Full operation of an internal audit, reporting to the Audit, Risks, and Compliance Committee;



Independent ethics and compliance channel for receiving and handling complaints;



Operational Integrity Program, including a Code of Ethics and Conduct and Anti-Corruption Policy;



Board of Directors composed of 11 members, including two independent directors.

Organizational chart

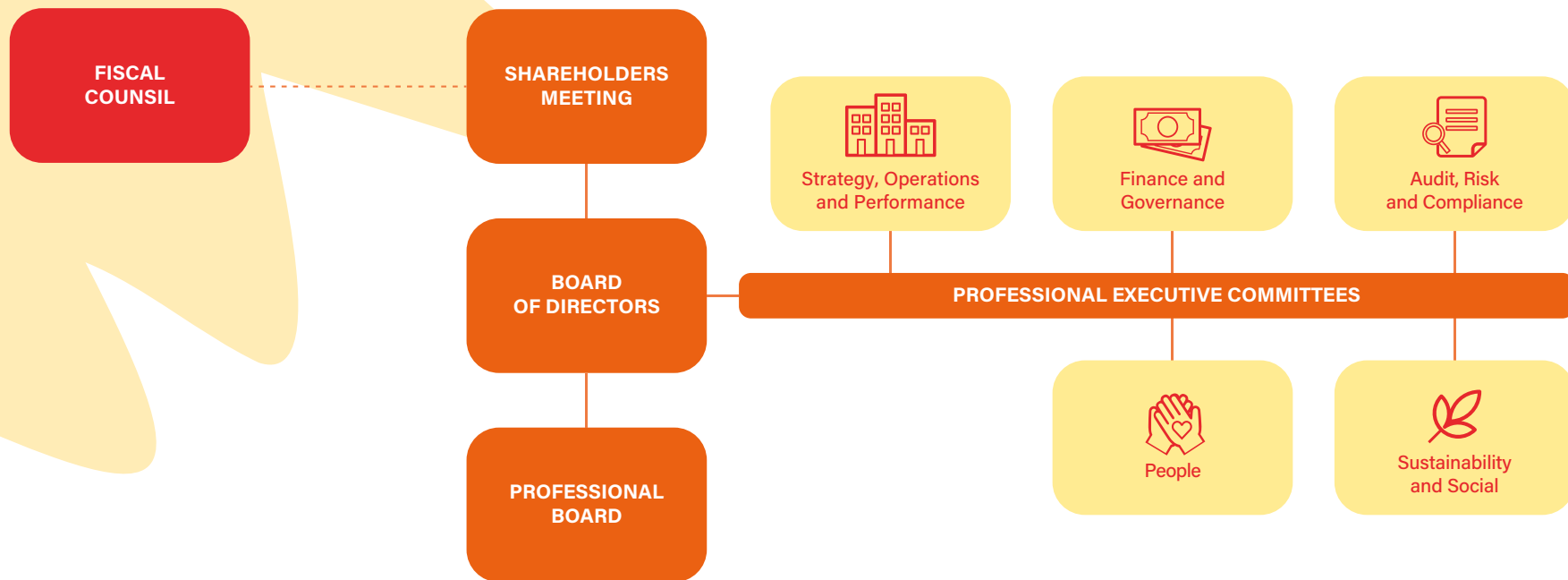
[GRI 2-9, 2-10]

The organizational structure of Solar includes the highest instances: the General Shareholders' Meeting and the Board of Directors, which is supported by thematic committees. The operation of projects approved by these bodies is led by the Executive Board. Our Bylaws also provide for the possibility of establishing a non-permanent Fiscal Committee composed of independent auditors.

Additionally, we have structures that integrate our Internal Control System and support corporate governance: Internal Audit, Internal Controls, Risk Management, and Information Security.

Members of all governance bodies at Solar are elected based on their qualifications, expertise, and experience in their respective fields. Legal aspects are also verified in accordance with provisions of our Bylaws, the Internal Regulations of the Board of Directors, the Brazilian Corporation Law, CVM resolutions, and the Listing Regulation Level 1 of B3.





BEST PRACTICES

Separate roles of CEO and chairman of the board

Internal audit, reporting to the audit committee

Independent ethics and compliance channel

Internal policies aligned with the standards of Novo Mercado, category of B3, the Brazilian stock exchange

Relationship with investors

An important initiative we have adopted to maintain transparency is maintaining a [website for investor relations](#). In this online space, we publicly disclose information such as the Bylaws and corporate structure of Solar, the composition of senior management, policies, and regulations, as well as financial information such as results and relevant events, following CVM disclosure rules. We also provide the "Contact IR" channel for sending messages through the website itself or via email at ri@solarbr.com.br.



General Meeting of Shareholders

The General Shareholders' Meeting, the highest governing body of Solar, deliberates on corporate strategies and how the Company should act to fulfill them.

The exclusive responsibilities of the General Shareholders' Meeting include:

- Evaluating and deliberating on agendas submitted by the Board of Directors;
- Election or removal, at any time, of members of the Board of Directors and members of the Fiscal Council;
- Appointment of the Chairman of the Board of Directors;
- Determination of the annual global remuneration of members of the Board of Directors and the Executive Board, as well as members of the Fiscal Council, if established;
- Amendment of the Bylaws;
- Transformation, merger, acquisition, division, dissolution, and liquidation of the Company;
- Issuance of bonus shares and decisions regarding any stock splits or reverse splits;
- Deliberation on stock option plans for the purchase or subscription of shares by executives and employees of the Company, as well as executives and employees of other directly or indirectly controlled entities;
- Decision on proposals presented by management regarding the allocation of profits and distribution of dividends;

- Election of the liquidator, as well as the Fiscal Council that will operate during the liquidation period;
- Withdrawal from Level 1 of B3 listing and/or cancellation of registration as a publicly traded company before CVM, subject to provisions in the Bylaws; and
- Selection of a specialized firm to prepare a valuation report of its shares, in case of cancellation of registration as a publicly traded company or withdrawal from Level 1, as stipulated in the Bylaws, from firms recommended by the Board of Directors.



Board of Directors

[GRI 2-9, 2-10, 2-11, 2-14]

The Board of Directors is responsible for overseeing the overall direction of Solar's business. Its duties include appointing and removing the Company's Executive Board members and supervising their activities. With this role, the Board directs and monitors the execution of the corporate strategy, which is internally translated into projects and actions to be carried out by technical teams.

According to Solar's Bylaws, the Board of Directors must consist of at least seven and a maximum of eleven members, with a unified term of two years, with the possibility of reelection. At least 20% of them must be

independent. Decisions of the Board require the affirmative vote of an absolute majority of the directors present at the meeting. Exceptions to this rule include decisions related to matters specified in the Brazilian Corporations Law or shareholder agreements requiring a minimum quorum for approval.

On August 10, 2023, Solar inaugurated a new term for its Board of Directors, which lasts two years. The current composition includes 11 directors, one of whom is a woman, and their details are available on the [company's IR website](#). None of the directors hold executive roles or other positions within the Company.

Currently, six directors have been appointed by Solar's controlling block, three by shareholders, and two are independent. There is no formal policy for nominating members to the Board of Directors and its advisory committees.

The Board of Directors of Solar is responsible for approving the Company's annual management report, which summarizes the activities and results achieved during the year, including sustainability topics. The Board also approves this report.



Committees of Advisory

[GRI 2-12]

We have five advisory committees linked to the Board of Directors, organs that provide direct support to its members on specific topics. Their members, appointed by the Board itself, can be internal or external and have competencies related to their respective areas of operation.

The composition of all of them is available on [Solar's IR website](#).

Strategy, Operations, and Performance Committee

The committee monitors the best practices within the Coca-Cola System for implementation and utilization at Solar, assists in defining strategic plans, expansion projects, and business plans. It provides insights into the external competitive environment and macroeconomic scenarios that could impact the company. The committee also tracks the margins and profitability indices of the company's portfolio to propose initiatives aimed at continuous improvement.

Audit, Risks, and Statutory Compliance Committee

This committee ensures integrity in internal controls by reviewing the effectiveness of available tools and supervises financial statements. It works to maintain the continuous independence of internal auditors' work and approves the annual audit plan.

Finance and Governance Committee

This committee analyzes the company's financial structure, recommends corrective and preventive actions to the board of directors, ensures compliance with goals set in the strategic planning, and informs the Board of Directors on matters such as dividend policy, financial risk analysis, loans, debt refinancing, among others.

Committee of People

Provides insights for the Board of Directors to make decisions on human resources strategy, norms, and policies. Assists the Board on organizational development, recruitment, talent attraction, and retention, as well as recommends and provides opinions on succession planning, performance evaluation, and people planning and development.

Committee on Sustainability and Social

ESG issues are at the heart of Solar's strategy and are monitored by the Company's Board of Directors. In this agenda, the Sustainability and Social Committee advises the Board on overseeing and enhancing socio-environmental strategies.

The Committee is responsible for identifying critical issues and best socio-environmental practices, focusing on sustainability and its linkage to business strategy and value generation for the company and our stakeholders. In 2023, the advisory body held six meetings, supporting the Board and offering proposals and guidelines for the Company.

Responsibilities of the Sustainability and Social Committee include:

- Evaluate and support the development of the integrated ESG agenda strategy, establishing guidelines and directives for the Company and other committees;
- Assess guidelines and policies governing the management of key environmental and social risks, supporting the Audit, Risk, and Compliance Committee in effectively overseeing controls used for their mitigation;
- Routinely monitor and track the execution of the ESG agenda and its indicators, informing the Board of Directors of situations involving topics and approaches with potential impact on the Company's image, reputation, and/or assets;

- Review and recommend sustainability and environmental issues and their approach in the Company's strategic planning, evaluating, supplementing, and suggesting changes to socio-environmental strategies, as well as monitoring their implementation;
- Monitor the development, revision, and implementation of the master sustainability plan for water, energy, recycling, solid waste, and product quality;
- Evaluate policies and conduct related to safety, environment, health, community relations, human rights, communication, and institutional relations;
- Monitor compliance with best practices, policies, procedures, standards, and applicable legislation;
- Evaluate and propose adherence to or continuation of national or international initiatives, technical standards, or agreements related to socio-environmental issues, as well as oversee the preparation and disclosure of the Sustainability Report and recommend its approval to the Board of Directors;
- Evaluate and approve projects, proposals, and institutional campaigns aimed at the Company's involvement in socio-environmental issues, including allocation of necessary resources, investments, and associated costs;
- Evaluate and approve internal training programs and tools to disseminate knowledge and to promote awareness of socio-environmental responsibility issues;
- Propose or recommend hiring specialized professionals when deemed necessary;
- Define strategies and initiatives to address management diversity and corporate social responsibility, as well as monitor the adoption of practices, disseminating diversity and human rights values to all Company stakeholders;
- Monitor initiatives and metrics related to diversity and inclusion and propose correction plans; and
- Develop a strategic sustainability vision, define and monitor indicators and objectives, and evaluate and recommend capital expenditure (Capex) projects necessary for plan implementation.

Executive Board

The Executive Board of Solar can have between five to 15 members, residing in Brazil and possessing knowledge and experience in their respective fields. The current composition includes eight members, inaugurated in 2023 for a term ending on August 10, 2025, matching that of the Board of Directors. Directors can be reappointed without limitations.

The current lineup comprises the president and directors from the following areas: finance and investor relations; legal and external relations; marketing; human resources; operations; supply chain; and digital transformation.

Profiles of the professionals comprising our Executive Board are public and available on our [institutional website](#).



André Salles
Chief Executive Officer



Aderson Uchoa
Chief Financial Officer



Juvenal Fonseca
Director of Strategy & Marketing



Fabio Acerbi
Director of External Relations



Nilson Tagliari
Director of Operations



Orlando Fiorenzano
Director of Supply Chain



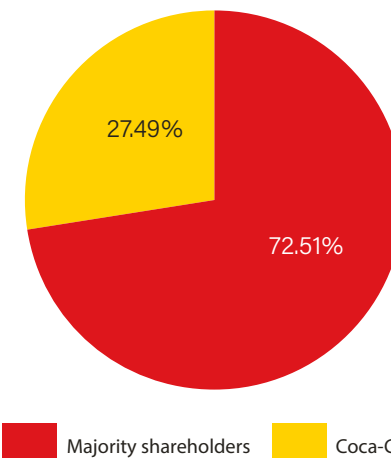
Emiliana Albanaz
Director of Human Resources



Davi Viana
Director of Digital Transformation

Shareholding composition

Solar Bebidas S.A.						
	Common shares	% Common shares	Preferred shares	% Preferred shares	Total	% Total
Controlling shareholders	976,497,138	82.05	713,749,586	62.56	1,690,246,724	72.51
Coca-Cola	213,600,847	17.95	427,201,688	37.44	640,802,535	27.49
Total	1,190,097,985	100.00	1,140,951,274	100.00	2,331,049,259	100.00



Commitments

and certifications

→ Signatory of the United Nations Global Compact (UNGC);

→ Signatory of the World Without Waste commitment, Coca-Cola Brasil Company;

→ 13 factories certified in ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Management System), and FSSC 22000 (Food Safety Management System);

→ Two factories certified in ISO 50001 (Energy Management System);

→ Six Distribution Centers certified in ISO 9001 and four in FSSC 22000;

→ Three factories certified by the Alliance for Water Stewardship (AWS);

→ 12 factories certified in Zero Waste (Coca-Cola's Zero Waste) and Lixo Zero (Zero Waste Institute).

Risk Management and internal controls

[GRI 2-9, 2-25]

Solar has a Risk and Crisis Management Program aimed at identifying, assessing, and mitigating the risks to which the company is exposed.

The program is structured in three stages:

1

Identification and Assessment: Regular assessment of the risks facing the Company. This responsibility falls on a multidisciplinary team that considers both internal and external factors.

2

Mitigation: Implementation of measures to mitigate the identified risks. This includes actions such as employee training and investments in security, among others.

3

Crisis Planning: Development of a plan to handle crises, including procedures for communication, response, and recovery.

The work in the Program is coordinated by an area dedicated to risk and crisis management. It is the responsibility of this time to establish the following processes:

- develop risk management methodologies and strategies that can be efficiently applied and are in compliance with internal policies and procedures, applicable laws, and regulations;
- support the Audit Committee in the continuous evaluation of the risk management structure and process;
- assist employees in managing the risks associated with their respective activities;
- promote a culture of risk management and internal controls, and support the communication plan and periodic training on risks;

- be the main link between business areas and governance bodies, ensuring that actions executed by all sectors properly manage risks;
- conduct the risk and internal control assessment process for each area, adhering to the methodology, strategy, and schedule approved by Coca-Cola Latin America; and
- validate the results of risk management analyses with the involved employees and assist in defining strategies for addressing internal control activities.

The risk management area is composed by Risk Management Professionals (EGI) at each of our factories, utilizing the IMCR tool (Incident Management Methodology). This team is responsible for receiving all non-compliance reports and directing them to the Incident Analysis Team (EAI).

In 2023, we fully deployed a risk management application that can be used on any smartphone. This has improved the speed of incident communication and the implementation of mitigation and emergency decisions. The software allows the creation of online rooms for immediate discussion of these actions, bringing together the involved areas and the People Committee when necessary.

Risk Management Policy

[GRI 2-9]

Our Risk Management Policy guides our company's approach to identifying, preventing, monitoring, and mitigating potential impacts that could affect our business, stakeholders, and the environment.

This policy operates across three levels:

1

Composed of employees and business area managers, who are responsible for detecting any risks in their daily tasks and reporting them to their direct supervisors, who then evaluate the most appropriate measures to be taken.

2

Composed of the risk, internal controls, and compliance areas, which do not perform operational activities in the execution of their functions.

3

Performed by the Internal Audit department, responsible for providing senior management with objective and comprehensive evaluations with the highest level of independence within the organization. The sector conducts assessments on the effectiveness of governance, risk management, and internal controls, including how the first and second lines achieve their objectives.

The three lines of defense safeguard the Company and guide decision-making in the event of any occurrence. Internally, all employees are tasked with ensuring safe and responsible performance of their activities. Acting as assurance providers for the company, they are divided into three fundamental classes:

1

Management Assurance: Comprising employees who report to or are part of management, including those who conduct self-assessments of control and audits in areas such as quality and environmental matters;

2

Internal Assurance: Formed by those who report to Committees, including internal audit; and

3

Financial Statement Assurance: Consisting of those who report to external stakeholders, such as external audits.



Éthics and integrity

[GRI 2-23, 2-24, 2-26, 3-3]

Solar considers operating in full compliance with Brazilian legislation, the standards to which we are subject, and the company's corporate values as essential for conducting business. The material theme "Governance, transparency, and integrity" gathers non-negotiable ethical principles for the company.

Therefore, we manage this issue with rigor and clear, objective rules, outlined in a set of codes, policies, and regulations that guide daily preventive actions and the planning of all our activities. Additionally, we have the Solar Integrity Program, consisting of ten pillars that encompass all these internal mechanisms and procedures.



To ensure the full functionality of all these integrity instruments, we have dedicated teams focused on this topic. The Internal Audit and Compliance team is responsible for overseeing the ethics and conduct of our employees. Additionally, we conduct training sessions, workshops, and continuous communications to promote a culture of compliance and to disseminate the company's policies and codes to all our employees.

Policies, codes, and regulations

[GRI 2-15, 2-23, 2-26]

Our primary guiding document for ethical behavior is the Code of Ethics and Conduct. In addition to this, we have the following instruments:

- Code of Conduct and Business Ethics;
- Anti-Corruption Policy;
- Related Party Transactions Policy*;
- Information Security Policy;
- Compliance Manual;
- Gifts, Entertainment, and Hospitality Policy; and
- Risk Management Policy ([read more on page 157](#)).

With these instruments, Solar adopts a set of principles, guidelines, and practices aimed at redefining the role of its business. The company strives to generate more socio-environmental value within the communities and areas where it operates, assuming responsibility for the impacts it generates.

All these norms are created or periodically reviewed by technical areas, the Executive Board, and the Board of Directors, which is also responsible for the final approval of all policies. These documents are available for consultation by all our employees and other stakeholders on [Solar's investor relations website](#).



The topic of conflict of interest is addressed in the Related Party Transactions Policy. Aligned with the Brazilian Corporations Act, it requires that the company's interests always take precedence over the personal interests of decision-makers.

Code of Ethics and Conduct

[GRI 2-23, 2-24, 2-26]

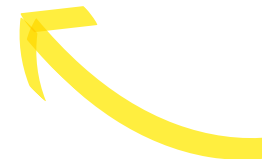


Our [Code of Ethics and Conduct](#) serves as the behavioral reference for all Solar employees. The document, available on the company's intranet and [website](#), establishes guidelines for how our professionals should conduct themselves in managing projects and actions of the company and in their relationships with all stakeholders associated with the organization, aiming to fulfill its mission and business vision.

The document emphasizes and advocates for the promotion of human rights in the workplace and in business, commercial, and community relations, particularly those surrounding our production units. The Code stipulates that any suspicion of rights violations,

whether against company employees or within our value chain, must be promptly reported so that measures to cease them can be taken, along with any necessary reparations.

Solar's Code of Ethics and Conduct is disseminated internally through employee communication channels, dedicated email lists, meetings with senior management, the company's website and social media profiles, especially LinkedIn, and supplier contracts – where acceptance of the code is a condition for continuing the partnership. Additionally, we conduct extensive training on the document through Solar University ([read more on page 63](#)).



Ethics Channel

[GRI 2-16, 2-26]

The existence of reporting channels is a cornerstone of our Integrity Program. In this regard, Solar has an Ethics Channel available 24 hours a day, seven days a week, accessible through the website and the toll-free number 0800-591-7187.

Through this channel, reports can be submitted regarding actions that contravene company policies, as well as Brazilian legislation. Whistleblowers are guaranteed confidentiality and anonymity, with protection against retaliation assured.

The Solar Ethics Channel is managed by an independent company, a recognized leader in this field in Brazil. This entity receives reports, conducts initial assessments, and forwards them to the Internal Audit department for detailed investigation.

Subsequently, cases of violations are submitted to the Ethics Committee, which issues recommendations on applicable sanctions.

Every two months, the Audit, Risk, and Compliance Committee receives a report detailing the number of reports received, actions taken, and specifics of major cases.

Periodic internal training and awareness campaigns are conducted to promote awareness of the Ethics Channel.

Reports in 2023 [GRI 2-16, 205-1]

In the past year, the Ethics Channel received reports of 761 incidents. Among these, 25 were classified under "Fraud: Corruption, Bribery, or Kickbacks." Following investigation, approximately 30% of these cases were confirmed as substantiated.

During assessments conducted, certain risks were identified, including lack of transparency in hiring processes, conflicts of interest between employees and suppliers, bribery practices aimed at securing contracts or favorable decisions, and financial fraud to conceal illicit activities.

A total of 47 of our operations were identified as having corruption-related risks. In 2023, all of these were assessed to ensure Solar's compliance with Brazilian laws.



Financial Performance

[GRI 2-2, 201-1]



CONSOLIDATED RESULTS
INCENTIVES AND TAX CREDITS

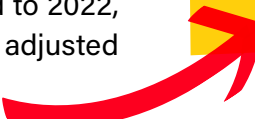
Consolidated results

We experienced a year of positive macroeconomic indicators in Brazil: inflation decreased, with the Consumer Price Index (IPCA) ending at 4.62%, within the target set by the National Monetary Council (CMN) and the lowest level since 2020; the basic interest rate, Selic, closed December at 11.75%, down from 13.75% at the beginning of the year; unemployment rates reached 7.8%, the lowest since 2014; and Gross Domestic Product (GDP) grew by 2.9%.

In this favorable economic environment, which positively impacted consumption, particularly of non-durable goods, combined with disciplined execution of our strategic planning and investments, Solar achieved record results. We reported a 4.1% increase in sales volume, an 18.8% rise in adjusted net revenue, and an adjusted EBITDA of R\$ 1.9 billion, a 25.3% increase compared to 2022, with a 1.1 percentage point gain in adjusted EBITDA margin.



Based on these results, the credit rating agency Fitch confirmed the long-term national rating for Solar Bebidas and its subsidiary Norsa Refrigerantes S.A. as '**AAA(bra)**', with a stable outlook.



DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (R\$)

[GRI 201-1]

	Revenues	Operational costs	Employee wages and benefits	Payments to Capital Providers	Payments to government	Community investments	Retained economic value (Direct economic value generated - Economic value distributed)
2021	7,539,559,000.0	-5,013,032,224.8	-643,117,325.9	-161,948,200.2	-1,148,166,279.4	-5,539,315.7	567,755,654.0
2022	11,089,549,984.7	-7,029,198,204.6	-955,094,505.1	-518,297,732.2	-1,854,267,546.2	-6,783,387.9	725,908,608.8
2023	13,377,563,322.0	-8,378,597,226.3	-1,096,438,477.1	-578,571,174.6	-2,328,035,270.9	-3,098,545.3	992,822,627.9

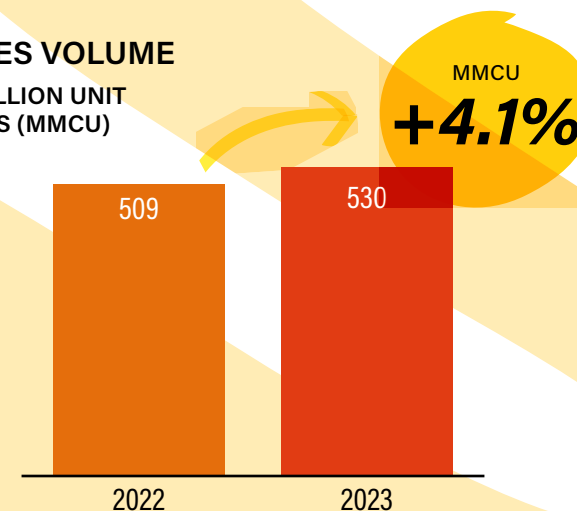
Sales volume

The non-alcoholic segment showed a 5% growth in sales volume compared to 2022, with notable increases in energy drinks (+22.8%), still beverages (+7%), bottled water (+6.9%), and carbonated soft drinks (+4.5%).

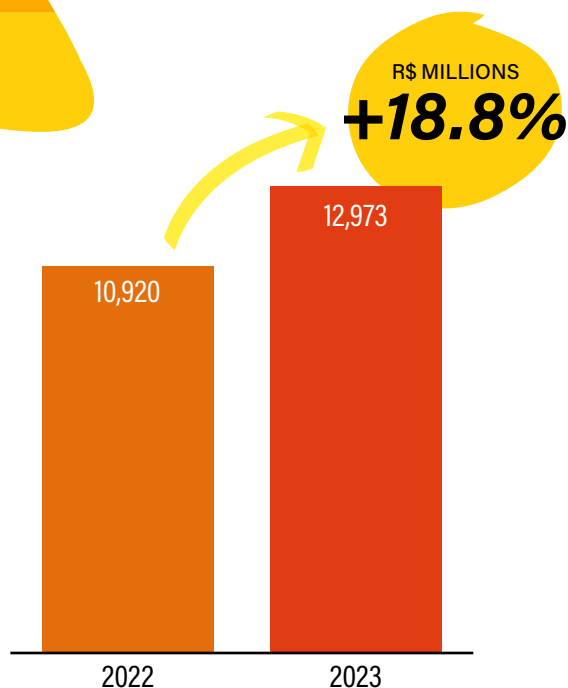
The sales volume of alcoholic beverages for the year decreased by 8.3%, primarily driven by the performance of beer.

SALES VOLUME

IN MILLION UNIT CASES (MMCU)



Gross revenue



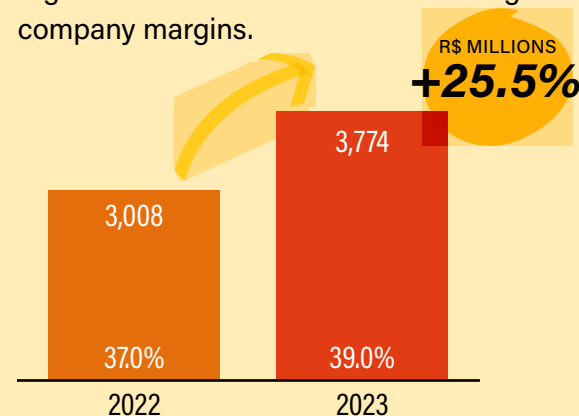
Total gross revenue advanced by 18.8% compared to 2022, reaching R\$ 12.9 billion.

Key drivers included: disciplined pricing execution across all channels and regions; favorable product mix, driven by growth in single-serve packaging and low-calorie products in the soft drinks category; growth in energy drinks, still beverages, and bottled water categories; and a strategy shift in the Authorized Distributors areas.

Despite the decline in beer sales volume, we achieved a 13.4% increase in gross revenue for the segment. This positive outcome was attributed to improved premium brand mix and price increases. The spirits category contributed approximately 10% of alcoholic beverage revenue in 2023, up from 8.8% in 2022.

Adjusted gross profit

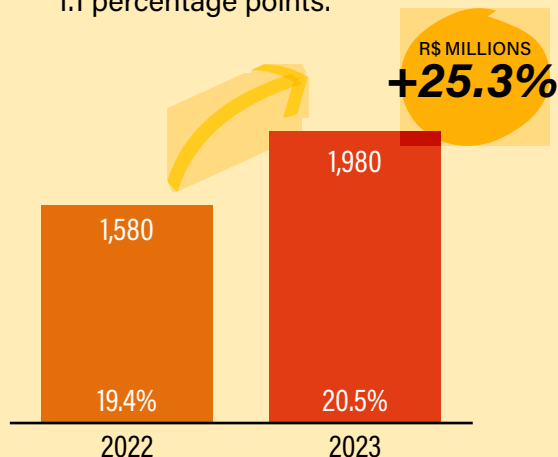
Adjusted gross profit* expanded with a 2-percentage point margin increase in 2023, driven by the performance of non-alcoholic beverages, particularly in the soft drinks category. Our revenue management throughout the year focused on market-specific and regional initiatives aimed at maximizing company margins.



* Profit obtained after deducting direct production and sales costs of products and services.

Adjusted EBITDA

Adjusted EBITDA* showed robust growth in 2023, increasing by 25.3% compared to the previous year. Consequently, we achieved an adjusted EBITDA margin of 20.5%, representing an advance of 1.1 percentage points.



* A variation of EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortization) that includes adjustments to reflect Solar's reality.

Adjusted net income

Our adjusted net income* reflects the success of the Company's strategy. It increased by 21.4% compared to 2022, reaching R\$ 732.7 million.

* Net income for the year, subtracting amounts allocated to legal reserves and contingencies for the following year, plus the unused contingency reserve for the period.

Cash generation

Our cash generation in 2023 was a record, reaching R\$ 2.2 billion, representing a 51.6% increase compared to the previous year. This result was due to the improvement in operational performance and more efficient working capital management.

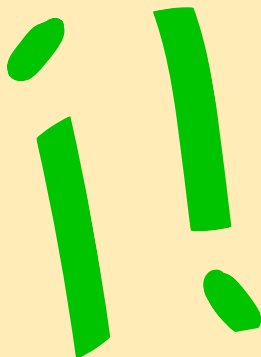
Dividend distribution

We had a record distribution of dividends in 2023, reflecting the strategic shift to quarterly dividend distribution initiated in 2023.

Investments

In 2023, we focused our investments on market assets (refrigerators and containers), capacity expansion projects, and the renovation of industrial and logistical parks necessary to support the Company's continuous growth.

Our investments are evaluated based on profitability and return generation for our shareholders.



Revolution in financial reporting

In 2023, we gained prominence and recognition in an IBM case study titled "A Revolution in Financial Reporting Brings Faster and Deeper Insights." The multinational technology company highlights Solar's new financial operational model, tailored for the Company's regionalization process.

The Solar case study can be viewed on the IBM website. [Click here.](#)



Tax incentives and credits

[GRI 201-4]

In 2023, Solar received R\$ 138,936,563.78 in tax benefits and R\$ 606,629,080.79 in subsidies for investment, research and development, and other relevant types of grants.

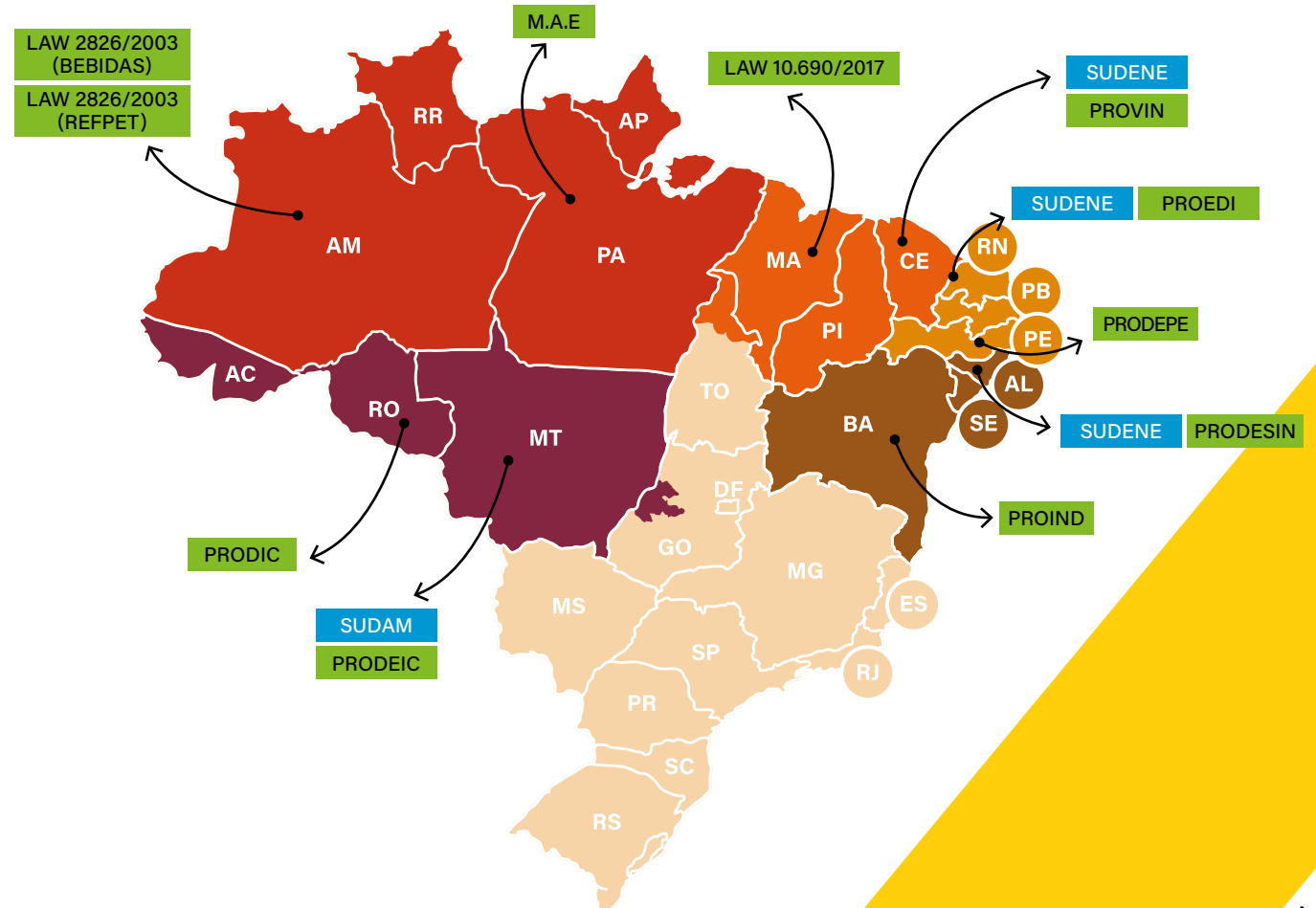
No government holds shares in the organization.



Tax incentives and credits



■ Federal Incentive
■ State Incentive



Annex

[GRI 2-29]

Public	Form of communication and engagement
Shareholders	Board of Directors Meetings.
The Coca-Cola Company (TCCC)	Reports are sent by various departments of Solar throughout the year. TCCC and Solar coordinate communication through an annual plan focused on brand reputation.
Customers and Consumers	Communication with our customers is carried out by the commercial team through weekly visits and phone calls, as well as through the Solar SuperApp, which was created for product sales, promotion of products and services, and handling complaints. Communication with consumers is managed through the Consumer Relationship Center (CRC).
External Providers and Technical Partners	Communication with our suppliers is conducted via email and the SAP system, which sends the purchase order directly to the partner.
Public Authorities and Entities	Communication is presented in two forms – reactive and proactive. Reactive communication occurs when the public authority contacts Solar to address a demand (fine, partnership proposal, request for donation and/or sponsorship, project support). Proactive communication is when Solar contacts the government to resolve issues, request support for projects, among other things.
Neighbors	Solar maintains a document at the entrance of each factory and Distribution Center to record any occurrences the neighborhood wishes to report. We also build relationships by responding to official letters requesting mainly product donations.
Employees	Communication with our employees is conducted through internal social networks, such as Conecta, Olha o ZAP, our YouTube channel, and LinkedIn. We have bulletin boards in all units, Solar radio, and the magazine Solar pra Você.
Non-Governmental Organizations	We partner with social projects. Solar collaborates with NGOs in programs like Coletivo Jovem and Água+Acesso; cooperatives in the Reciclar pelo Brasil project; associations, and other institutions to meet demands for product donations and/or basic food baskets.

GRI Content Summary



GRI Standard	Content	Title of Content	Page	Comments
GRI 2: General Disclosures 2021	2-1	Organization details	5, 11	Solar Bebidas S.A. is a publicly traded corporation headquartered in Fortaleza (CE), at Avenida Washington Soares, No. 55, Room 915.
GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability report	163	Companies included in this Report: - Solar Bebidas S.A. - Norsa Refrigerantes S.A. - Refrescos Guararapes Ltda. - Solar Energia Ltda. - Tocantins Refrigerantes Ltda. - Solarpay Instituição de Pagamentos S.A. * - Brasil Norte Bebidas S.A. - Benevides Águas S.A. * - Compar – Companhia Paraense de Refrigerantes * Solarpay and Benevides have minority interests of 21.5% and 8.33%, respectively. These are highlighted in the equity line of the Corporate Balance Sheet, representing 0.095% of the consolidated equity balance.
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency, and contact point	5	
GRI 2: General Disclosures 2021	2-4	Restatements of information	N/A	There were no restatements of information published in previous reports.

GRI Standard	Content	Title of Content	Page	Comments
GRI 2: General Disclosures 2021	2-5	External assurance	Summary	External assurance is expected to be completed in the second half of 2024. Upon completion, a new version of the 2023 Management and Sustainability Report PDF will be available for download, along with the verifier's report.
GRI 2: General Disclosures 2021	2-6	Activities, value chain, and other business relationships	11, 15, 19, 20, 93	
GRI 2: General Disclosures 2021	2-7	Employees	44, 47, 48, 49	2-7c: Total employees recorded in the personnel management system as of 12/31/2023
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	44, 50	
GRI 2: General Disclosures 2021	2-9	Governance structure and its composition	141, 143, 148, 155, 157	
GRI 2: General Disclosures 2021	2-10	Nomination and selection for the highest governance body	148	
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	148	2-1.b: Not applicable
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	149	
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	36	
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	148	
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	160	
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	162	
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	Summary	Currently, there is no institutionalized process for this. Each board member must seek to develop their knowledge, skills, and experience individually.
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	Summary	The Company currently does not have a performance evaluation mechanism for the Board of Directors and its advisory committees.

GRI Standard	Content	Title of Content	Page	Comments
GRI 2: General Disclosures 2021	2-19	Remuneration policies	70	
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	70	
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	Confidentiality restrictions	Confidentiality restrictions. a: Disclosure of information regarding executive remuneration follows all CVM guidelines, without the obligation to disclose this specific information. b: We do not use clawback clauses. In our long-term incentive program, to safeguard ESG and sustainability strategies, we include malus clauses.
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	7	
GRI 2: General Disclosures 2021	2-23	Policy commitments	15, 159, 160, 161	
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	159, 161	All delegation processes at Solar are based on the role and exposure of each professional, taking into account their position and function.
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	155	
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	159, 160, 161, 162	
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	87, 90	No significant cases of non-compliance with environmental laws and regulations were identified in 2023, either with the application of fines or non-monetary sanctions.
GRI 2: General Disclosures 2021	2-28	Membership associations	32	
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	171	
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	69	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	39	
GRI 3: Material Topics 2021	3-2	List of material topics	40	

GRI Standard	Content	Title of Content	Page	Comments
GRI 3: Material Topics 2021	3-3	Management of material topics	30, 63, 73, 77, 93, 95, 110, 118, 136, 159	Management approaches for material topics are distributed throughout the report.
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	99, 100, 163, 165	
GRI 201: Economic Performance 2016	201-4	Financial assistance received from the government	169	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	93, 94	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	162	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	124, 125, 126	
GRI 301: Materials 2016	301-2	Recycled input materials used	124, 125, 126	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	133, 134, 135	
GRI 302: Energy 2016	302-4	Reduction of energy consumption	133, 135	
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	110, 111, 112	
GRI 303: Water and Effluents 2018	303-4	Water discharge	116, 117	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	136, 137	
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	136, 137	
GRI 305: Emissions 2016	305-4	GHG emissions intensity	136, 137	
GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	136	
GRI 306: Waste 2020	306-3	Waste generated	118, 120, 121, 123	
GRI 306: Waste 2020	306-4	Waste diverted from disposal	118, 122	
GRI 306: Waste 2020	306-5	Waste directed to disposal	118, 121, 122	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	57, 58, 60, 61	
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	52, 62	

GRI Standard	Content	Title of Content	Page	Comments
GRI 401: Employment 2016	401-3	Parental leave	77, 79	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	84	
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	84	
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	81	
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	84, 87, 88	
GRI 403: Occupational Health and Safety 2018	403-5	Promotion of worker health	63	
GRI 403: Occupational Health and Safety 2018	403-6	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	77, 82	
GRI 403: Occupational Health and Safety 2018	403-7	Worker training on occupational health and safety	84	
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	77, 84, 86	
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	84, 87, 88, 90	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	63, 67, 68	
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	63, 67	Currently, Solar invests in outplacement processes for some leadership positions for employees who are dismissed without cause.
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	69	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	52, 58, 59, 71, 72	There are 13 members of governance bodies in total: 12 men and one woman. Three are between 30 and 50 years old, including the woman. The others are over 50 years old.
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	102, 104	

GRI Standard	Content	Title of Content	Page	Comments
GRI 414: Social Supplier Assessment 2016	414-1	New suppliers that were screened using social criteria	93, 94	The percentage of new suppliers selected based on social criteria was 0% in 2023.
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	95	
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	95	
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	20, 26	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	30, 31	
GRI G4: Sector Disclosures for Food Processing	G4-FP2	Sourcing practices	98	
GRI G4: Sector Disclosures for Food Processing	G4-FP5	Volume produced at certified sites	95, 97	

Scope changes:

- Removed FP6 and FP7 indicators - these were reported by Coca-Cola Brazil and we only referenced them in the summary. Since they no longer have the Brazil report, we decided to remove the indicator.
- Included new health and safety indicators.

Credits

EXECUTIVE BOARD

Chief Executive Officer: André Salles

Chief Financial Officer: Aderson Uchoa

Chief Strategy & Marketing Officer: Juvenal Fonseca

Chief Supply Chain Officer: Orlando Fiorenzano

Chief External Relations Officer: Fabio Acerbi

Chief Operations Officer: Nilson Tagliari

Chief Human Resources Officer: Emiliana Albanaz

Chief Digital Transformation Officer: Davi Costa Viana

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GRI 2-3

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