



Lab
Global

Mobyan

Disclosure Report

Date Submitted: November 10th, 2025



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☐	☒
Fossil fuels Gambling	☐	☒
Genetically Modified Organisms	☐	☒
Illegal Products or Subject to Phase Out	☐	☒
Industries at Risk of Human Rights Violations	☐	☒
Monoculture Agriculture	☐	☒
Nuclear Power or Hazardous Materials	☐	☒
Payday, Short Term, or High Interest Lending	☐	☒
Water Intensive Industries	☐	☒
Tax Advisory Services	☐	☒

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
Company has filed for bankruptcy	☐	☒
Consumer Protection	☐	☒
Financial Reporting, Taxes, Investments, or Loans	☐	☒
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	☐	☒
Labor Issues	☐	☒
Large Scale Land Conversion, Acquisition, or Relocation	☐	☒
Litigation or Arbitration	☒	☐
On-Site Fatality	☒	☐
Penalties Assessed For Environmental Issues	☐	☒
Political Contributions or International Affairs	☐	☒
Recalls	☐	☒
Significant Layoffs	☐	☒
Violation of Indigenous Peoples Rights	☐	☒
Other	☐	☒



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
Company prohibits freedom of association/collective bargaining	☐	☒
Company workers are prisoners	☐	☒
Conduct Business in Conflict Zones	☐	☒
Confirmation of Right to Work	☐	☒
Does not transparently report corporate financials to government	☐	☒
Employs Individuals on Zero-Hour Contracts	☐	☒
Facilities located in sensitive ecosystems	☐	☒
ID Cards Withheld or Penalties for Resignation	☐	☒
No formal Registration Under Domestic Regulations	☐	☒
No signed employment contracts for all workers	☐	☒
Overtime For Hourly Workers Is Compulsory	☐	☒
Payslips not provided to show wage calculation and deductions	☐	☒

	Yes	No
Sale of Data	☐	☒
Tax Reduction Through Corporate Shells	☐	☒
Workers cannot leave site during non-working hours	☐	☒
Workers not Provided Clean Drinking Water or Toilets	☐	☒
Workers paid below minimum wage	☐	☒
Workers Under Bond	☐	☒
Other	☐	☒

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☒
Child or Forced Labor	☐	☒
Negative Environmental Impact	☐	☒
Negative Social Impact	☐	☒
Other	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration, and/or Penalties

Issue Date	2020 - 2025
Topic	Litigation and Penalties related to labor, suppliers, and tax
Summary of Issue	Mobyan is involved in pending litigation cases in the following topics: • Labor issues: The cases are related to overtime and wrongful termination. • Contract dispute: Cases on the occasion when a supplier has its contract terminated. • Tax issues related to the amount of taxes collected.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	Scope described by category: • Labor issues: 60 pending cases resulting in the potential loss of R\$2.184.325; • Suppliers: 4 pending cases resulting in the potential loss of R\$19.284; • Tax issues: 2 pending cases resulting in the potential loss of R\$4.000.000
Impact on Stakeholders	The stakeholders impacted include: employees, suppliers, and government administrative agencies
Resolution	Every case mentioned is still pending.
Management Practices	Practices implemented include: • Due diligence/background check analyses conducted by the Compliance and Purchasing teams for service providers, regularly monitored by the Risk Committee governance (monthly recurrence); • Actions to control compensatory time off, with direct and recurring monitoring by Managers and application of a consequence matrix in the event of violations of working hours (such as intra-day, sub-day, and more than one hour of overtime per day); • An accounting audit process for tax and accounting practices is conducted by the parent company. • Governance and control mechanisms that ensure all employee-related charges and contributions are duly collected and reported;

	• Annual audits performed by the parent company focused on assessing the company's governance mechanisms and, based on ISO methodology, ensuring continuous improvement and alignment with best practices. • Ongoing preparation and development of managers through mandatory training sessions, adherence to the Mobyan Management System (SGM), and biweekly meetings with the company's leadership to reinforce key management and compliance topics; • A broader corporate governance framework that promotes both direct and indirect discussions on these matters across different forums and levels of the organization.
Report	Learn more about our sustainability initiatives and ESG journey on our webpage: https://www.mobyan.com.br/sustentabilidade
Management Comments	The quantified data on legal proceedings and financial values are dynamic and reflect the company's situation as of October 2025. The company's governance has been continuously evolving since the acquisition, and year after year, we have been reducing and addressing vulnerabilities through the ongoing professionalization of the business. This journey also includes the preparation and development of our managers, who are increasingly equipped to lead people, as well as the strengthening of our procurement processes to ensure better assessment of our partners. We are committed to our people and partners, which reflects our corporate values and business priorities.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: On-Site Fatality

Mobyan has had one on-site fatality in the last five years. The company is responsible for ensuring they have enough practices and policies in place to prevent similar incidents from happening again. Certified B Corps are required to make transparent when such incidents have occurred.

For more information about the company's practices regarding this topic, please visit the company's webpage/ sustainability report, accessible [here](#).