



2023
**SUSTAINABILITY
REPORT**

GGPS
B3 LISTED NM

*Towards an
inclusive future and
a more sustainable
global society.*



INDEX

INTRODUCTION

- 05 - Message from Executive Management
- 06 - Timeline
- 07 - About GPS Group
- 09 - Core Brands
- 11 - Materiality
- 13 - Our Journey Towards Sustainability
- 15 - Commitment to Transparency and Responsibility
- 16 - Governance
- 19 - Highlights 2023

ENVIRONMENTAL

- 22 - Sustainability: A Joint Commitment for the Future
- 23 - Commitment to Sustainability
- 25 - GPSvista
- 26 - GPSvc
- 28 - Sustainable Management of Electronic Waste
- 29 - Impact of Operational Drones
- 31 - Commitment to a Safe Climate Future
- 33 - Commitment to Natural Resources
- 34 - Efficiency, Safety and Lower Emissions
- 35 - Commitment to Water Resources
- 36 - Circularity - Treatment of textile waste

INCLUSIVE GROWTH

- 39 - Development for everyone
- 40 - Commitment to equality
- 41 - Diversity, equality and inclusion
- 43 - DEI Indexs
- 46 - Caring with people
- 47 - Digital Solutions and Professional Development
- 51 - Ethical Commitment
- 52 - Social investment in Early Childhood Education
- 54 - Promoting Development
- 56 - Reception and Well-being
- 58 - Culture in Action

RESPONSIBLE PRACTICES

- 63 - Commitment and Integrity
- 64 - Committed to Quality, Safety, Health and Environment - QSHE
- 66 - Health and Accident Management in the Workplace
- 67 - Labor Practices
- 68 - Commitment to Union Relations
- 69 - Risk Management Program
- 70 - Risk Management and Occupational Safety
- 71 - Emergency Plan
- 72 - Privacy and Data Protection Program
- 73 - Supply Management
- 75 - Our commitment to Human Rights
- 77 - Ethics and Compliance

REPORTING APPROACH

- 82 - Strategic Engagement with Stakeholders
- 84 - This is how we generate value
- 85 - Our Impact
- 86 - GRI content index
- 91 - SASB Index- Sustainability Accounting Standards Board
- 94 - TCFD Index - Task Force on Climate-related Financial Disclosures



INTRODUCTION

In this chapter, we present our management's strategic vision, the essence of the Company, our commitment to ESG practices, and the significant advances achieved in 2023.

IN THIS CHAPTER:

- 05 - Message from Executive Management
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- 15 - Commitment to Transparency and Responsibility
- 16 - Governance
- 19 - Highlights 2023



MESSAGE FROM EXECUTIVE MANAGEMENT

We present our 2023 Sustainability Report. This document aims to share our advances in contributing to Brazil's social, environmental, governance, and economic development.

Throughout the year, we faced the impact of several events on both global and local scales, such as conflicts between countries, climate change, supply chain crises, and inflationary pressures, which served to reinforce our conviction about the strategic importance of improving our practices and management systems, and working closely with Customers, trade payables, and communities to effectively contribute to sustainable and inclusive development.

In 2023, we formalized the Sustainability Committee, integrating leaders and senior management to ensure that the concept of sustainability is at the heart of our strategy and decision-making. Our leadership across the country was actively engaged in the use of clean technologies with a lower environmental impact, which contributed to

better health and safety conditions for our employees. We drove innovation in our Customers' operations, driving labor creation, generating economic value, and fostering inclusive growth. We implemented circularity measures, such as the management of electronic waste and uniforms, reducing the consumption of natural resources.

We are committed to establishing strategic partnerships with non-governmental organizations and other stakeholders, looking to share knowledge and sustainable practices to achieve effective and lasting solutions for society.

We thank you for the trust placed in our Company, reiterating the GPS Group's commitment to creating value for all its stakeholders, with the incessant pursuit of improving its practices and building a better Brazil.



Gustavo Vianna Otto
Chief Operating Officer



TIMELINE

1962

Foundation of the Predial Limpeza e Higienização in Salvador, Bahia

1988

Expansion with the creation of GPS Serviços de Segurança. Moving headquarters to São Paulo and operating in Rio de Janeiro.

2008

Creation of GPS S.A., a holding Company, with the integration of In-Haus, Ecopolo and Planem, expanding services in logistics, utility engineering and electronic security.

2015

Milestone of 30,000 employees, integration with Mopp, Top Service, Conserbens, Engeseg, Proevi and Proguarda groups. Offer of industrial services and expansion in the Northeast, Central-West, Southeast and South.

2016

Integration with Semper and Magnum, reinforcing presence in the Southeast.

2020

Acquisitions of Conbras, Luandre, Gol, Sunset Group and BC2.

2019

Milestone of 85 thousand employees, the highest number of integrations in history, with 8 integrated companies. Expansion in the Northern region and services to more than 2,400 Customers.

2018

Integration of RZF, highway conservation. Reinforcement in the South region with Poliservice and Onseg.

2017

Milestone of 50 thousand employees, largest integration in history with Graber Segurança. Expansion of the multiservice offer with LC Restaurantes, reinforcement in the South region with the integration of Fortaleza.

2021

Entry into the capital market with the Company's IPO (GGPS3), integration of 6 companies: Loghis, Global, Vivante, Allis, Unica Corp and Rudder.

2022

Announcement of acquisition of nine companies and completion of systems integration of seven companies: Comau, Force, Ormec, Sulzer, Motus, E-Vertical and Global Servicos.

2023

We surpassed the mark of 147 thousand employees with the integration of the systems of Engie Servicos e Facilities, Compart, TLSV and Campseg, the last two of which were integrated in January 2024. We began the integration of Trademark, scheduled to be completed in the second quarter of 2024.

GRUPO
GPS



ABOUT GPS GROUP

We offer outsourced solutions and services nationwide in several essential areas. We continue our solid expansion process, driven by a dedication to service, an agile business model and robust business management principles. We actively promote implementing best practices in ESG, using our social impact to strengthen our corporate culture and attract new Customers.

EXPANDING FRONTIERS, CONNECTING TALENTS

The GPS Group is present throughout Brazil, promoting collaboration for sustainable advancement. We operate as a national entity with regional offices, representing a diversity of talent. Our projects involve distributed teams to deliver innovative and efficient solutions across the country.

EQUALITY AND DEVELOPMENT, OUR COMMITMENT

Reflecting the essence of each location in which we are present. We value potential and promote equitable growth, reflecting the country's diversity in our team, based on skills and achievements.

TOWARDS SUSTAINABILITY AND RESILIENCE

We use cutting-edge practices in outsourced services to promote sustainability and resilience by investing in accountability, compliance, and internal legal and risk management functions.



1962

Foundation of the **Predial de Limpeza e Higienização** in Salvador

Present throughout the **NATIONAL TERRITORY**

4,345

Customers Group

R\$ 10,631 BILLION

In annual net revenue

147K

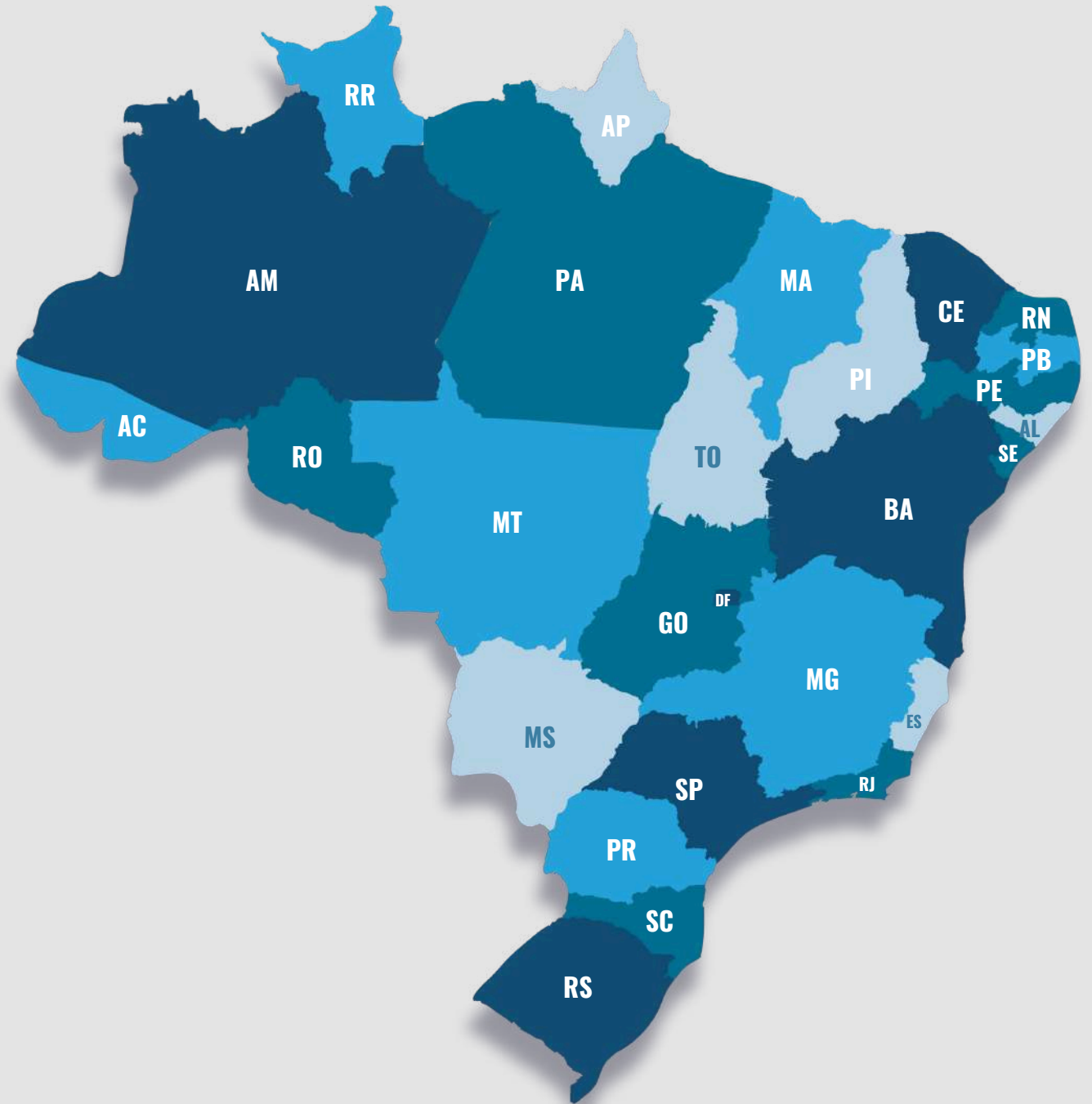
Employees across the country

NATIONWIDE YOUR PARTNER IN ANY REGION

We extend our presence throughout Brazil, focused on offering services that promote sustainability with our Customers.

With a comprehensive portfolio, we provide solutions in Facilities, Security, Indoor Logistics, Utilities Engineering, Industrial Services, Food Services, Temporary Labor, Field Marketing, and Infrastructure across the country.

Our operations cover the national territory through our regional offices, with administrative headquarter at Avenue Miguel Frias e Vasconcelos, 1,205, 2nd floor, Jaguaré, Sao Paulo - SP. Represented by GPS Participações e Empreendimentos S.A., we are a publicly traded corporation on the Novo Mercado of B3 S.A. – Brazil, Bolsa, Balcão.





CORE BRANDS





FUNDAMENTAL PRINCIPLES

MISSION

Everyone serving with pride and dedication to making us essential to our Customers.

VISION

Becoming a reference in Brazil's indoor services, respected for offering innovative solutions, quality in deliveries, and the capacity to provide the best cost-benefit tradeoff to its Customers.

VALUES

- Spirit to serve
- Teamwork
- Discipline
- Self-development
- Commitment
- Entrepreneurship



Find out more about our purpose, mission and values on our website: <https://www.gpssa.com.br/quem-somos/>



MATERIALITY ASSESSMENT

ESG Strategies for the Sustainable Future

Our business landscape continually evolves, requiring an agile approach to our impacts that is aligned with our vision, mission, and values. We carry out regular materiality assessments to identify and prioritize the most relevant ESG (Environmental, Social, and Governance) themes for our stakeholders, considering both their importance and the potential for positive impact. These results guide our ESG strategies and reporting. In 2022, we conducted a comprehensive assessment to enhance our understanding of our internal and external stakeholders' expectations of the Company, aiming to drive significant advances in our ESG priorities.

We maintain annual materiality updates to ensure we remain aligned with our stakeholders' ever-changing expectation. In 2022, we carried out an internal survey to identify the most relevant ESG topics for our employees. The survey results were instrumental in informing the content of this report. Below is an overview of our materiality assessment process.

IDENTIFICATION OF THEMES

» We carry out regular materiality assessments to identify and prioritize the most relevant ESG themes for our stakeholders.

ENGAGEMENT

» We conduct interviews with internal and external stakeholders to understand their expectations and perspectives.

» These interactions help us understand how ESG issues can evolve and define our boundaries on these issues.

PRIORITIZATION

» We identified ten material themes that guide our strategy and management, including employee health and safety, diversity, climate change, governance, among others.

» We define the weighting of these themes based on the perspectives of different groups of stakeholders.

REVISION

» We reviewed our "Materiality Matrix" in 2022, with the following analysis scheduled for 2025.

» *This review allows us to keep our priorities aligned with the ever-changing expectations of our stakeholders.*



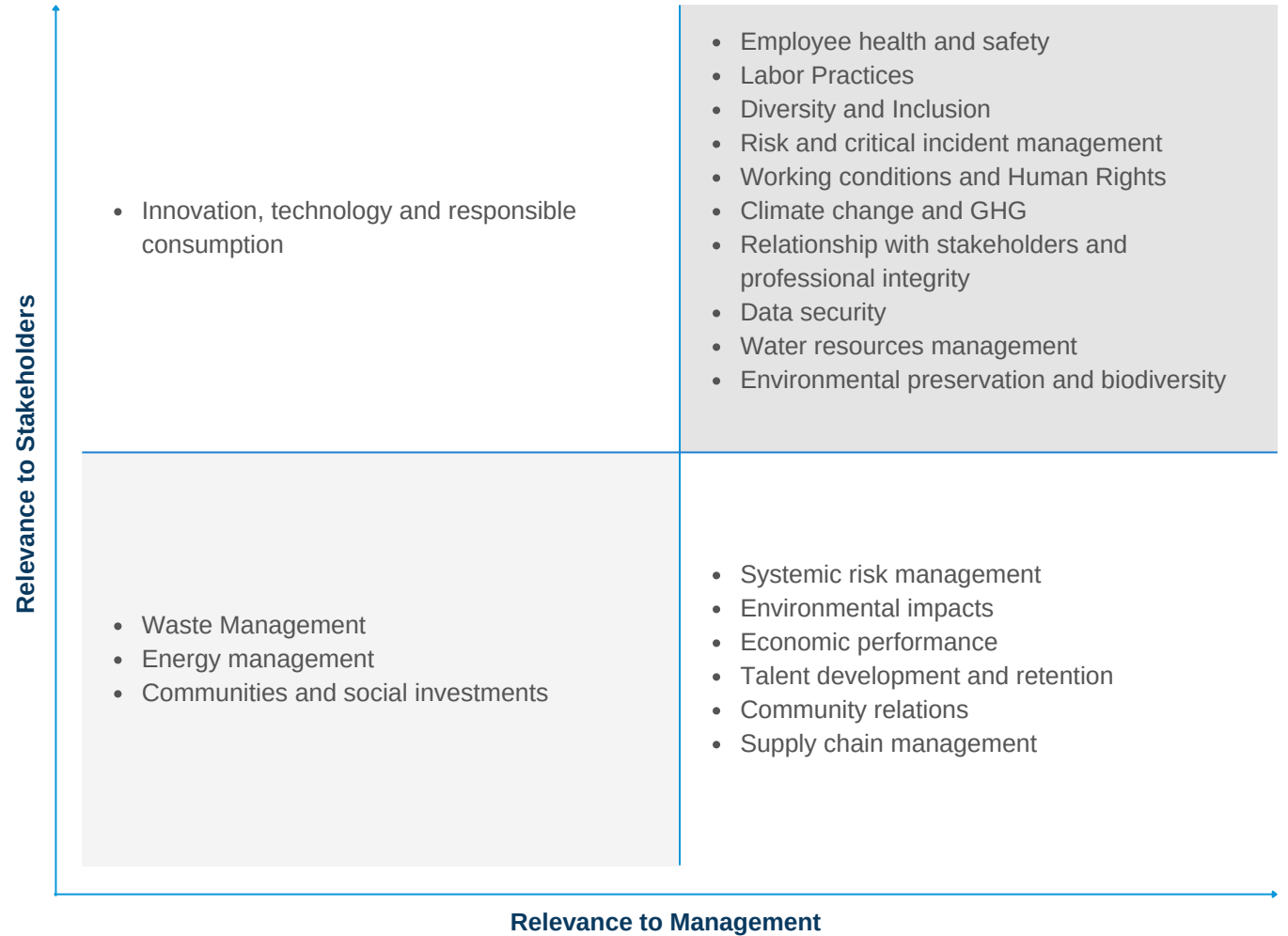
MATERIALITY

It is essential to highlight that we reviewed our "Materiality Matrix" in 2022, with the following analysis scheduled for 2025. This matrix highlights essential topics in sustainability for our stakeholders, reinforcing our commitment to contributing to the United Nations Sustainable Development Goals (SDGs).

The external consultancy SAIS Sustentabilidade assisted in preparing the matrix, considering environmental, social, governance, and market information. The process involved interviews with interested parties, online materiality research, analysis of business documents, benchmarks, and sector reports.

Through surveys with shareholders, employees, and Customers, we identified ten material themes. These themes guide our strategy and management, prioritizing employee health and safety, diversity, working conditions, human rights, relationship and integrity with stakeholders, innovation and technology, data security, climate change and GHG, governance, ethics, compliance, and labor practices.

These aspects highlight our responsibility for the impacts of our activities and reinforce our ongoing commitment to sustainable development, consolidating us as partners with our Customers in the face of global challenges.





JOURNEY TOWARDS SUSTAINABILITY

Our approach to impact

We provide comprehensive solutions to promote business growth and sustainability, adapting our strategy to meet the specific needs of our Customers. We focus on customized solutions that reduce environmental impact and increase operational efficiency.

We promote sustainable practices and improve operational performance by integrating advanced technologies developed at GPS HUB, our innovation and technology center. Our Strategic Engagement cultivates essential skills and competencies while enhancing employee wellbeing, environmental sustainability, and community engagement.

We are committed to driving the sustainable success of your company, harmonizing innovation and transformation in all our initiatives.

STRATEGY

We identify the strategy that will shape the future. Together, we explore new opportunities for growth, implementing strategies and actions that not only drive performance, but also significantly reduce the impact of our operations and the operations of our Customers.

TECHNOLOGY

We promote transformation through technology. We incorporate technological advances to reduce greenhouse gas (GHG) emissions and encourage development, through the implementation of training programs and the simplification of internal and external management processes.

INNOVATION

At GPS HUB, our intelligence and technology center, we innovate towards sustainable standards, reducing the consumption of natural resources, optimizing management, and promoting sustainable business and investments with advanced climate technologies.

DEVELOPMENT

We encourage the development of skills and competencies throughout the organization. Working side by side with our Customers from conception to execution, we help build teams, skills, systems and an organizational culture that promotes prosperity in a sustainable environment.



OUR APPROACH

Towards responsible and integrative development

We are committed to promoting a more sustainable and equitable future, guiding and directing our Environmental, Social, and Governance agenda.

Our ESG strategy is at the heart of our corporate commitment, guiding the integration of sustainable priorities directly into our business strategy. Our conduct is based on ethical and responsible business practices, reflecting our commitment to providing benefits to Customers and extending our positive impact to the communities where we operate. In this way, we ensure that our actions continue to enrich our legacy of commitment to social equality and corporate integrity.

OUR PROPOSALS FOR A POSITIVE IMPACT

ENVIRONMENTAL

Sustainability: Our objective is to be the private sector's main ally in sustainable development, working in cooperation with our Customers.

SOCIAL

Promoting Equitable Development: We seek to promote equitable development, building inclusive work teams that represent the full diversity of our present communities.

GOVERNANCE

Responsible Conduct: We are committed to acting with integrity and setting the standard for responsibility and compliance in our industry.

HOW IT WORKS IN PRACTICE

PARTNERS

We work side by side with our Customers to drive sustainable and inclusive advancement, applying strategies to mitigate impacts beyond management boundaries that occur at their sites.

EXPERTISE

Our technology area provides research and insights to reduce environmental impacts and resource consumption, optimize processes and reduce greenhouse gas (GHG) emissions.

INITIATIVES

We employ best practices and strategies, working in partnership with our Customers and employees, to conduct our company responsibly and meet our commitments.

COMMUNITY SUPPORT

We support high-impact organizations through philanthropic services, participation in incentivized projects, volunteering, capacity building and donations.

COMMITMENT TO TRANSPARENCY AND RESPONSIBILITY

Committed to constantly improving our relationships and integrity with Customers, colleagues, and interested parties.

We participate in CDP's environmental impact measurement program and receive annual assessments from EcoVadis. Our environmental reports follow the TCFD Limited Disclosures Recommendations and Accounting for Sustainability guidelines.

CONTRIBUTION TO THE SDGS

We are committed to contributing to achieving the UN Sustainable Development Goals (SDGs). Our contribution to the SDGs focuses on areas that align with our expertise, ensuring that our initiatives align with global sustainability goals and reflect our business commitment to sustainable practices and the pursuit of meaningful transformations. We strengthen partnerships with communities and Customers, collaborating to achieve these goals, which amplifies our positive impact and reaffirms our dedication to mutually beneficial sustainable progress.

ALIGNMENT WITH THE SDGS

MATERIAL THEME

IMPACT AND RELEVANCE

CORRELATION WITH SDGS

Health, Safety and Wellbeing

It directly affects the well-being of employees, productivity and the company's reputation, being essential for employee satisfaction and positive image before investors and communities.



Diversity and Inclusion

It positively influences the work environment, promoting diverse teams, improving the organizational climate and benefiting the relationship with Customers.



Working Conditions and Human Rights

It influences the quality of life at work, impacting employees, the organizational environment and the company's image. Correct practices elevate the vision of Customers and investors and strengthen the company's social responsibility.



Climate Change and GHG

Managing climate change and GHG emissions is vital for sustainability, impacting employee well-being and business efficiency. It is crucial for the Company to reduce environmental impacts, follow standards and promote energy efficiency.



Ethics and Transparency

Ethics and transparency in business impact the organizational climate, stakeholder trust and the Company's reputation. It is essential to maintain sound practices for corporate sustainability, mitigating operational and legal risks, and fostering innovation.



Technology and Responsible Consumption

The responsible use of technology increases efficiency, service quality, reduces costs and benefits the environment, making it essential for the Company to promote sustainable innovation and environmental responsibility.



GPS GROUP GOVERNANCE

We operate as a unified entity, made up of several companies, all aligned with our mission, vision and values.

LEARN MORE ABOUT OUR MANAGEMENT

Our Board of Directors, predominantly made up of independent members, is fundamental in guiding business strategies, focusing on the impacts that the Company's activities have on society and the environment, with a constant eye on sustainability and the generation of lasting value. This body is also responsible for regularly reviewing the company's exposure to risks and the effectiveness of risk management, internal controls, and compliance mechanisms.

Several specialized internal committees address essential topics such as finance, infrastructure, business model, risks, auditing, and corporate governance. Our operational team, made up of directors and leaders from different sectors and regions, is intensely dedicated to implementing the defined strategies and promoting the effective execution of our plans.

OUR MANAGERS

6

Statutory Directors

9

Board of Directors

6

Fiscal Council

3

Audit Committee

4

People and Organization Committee

8

Finance and Strategy Committee

14

Sustainability Committee

4

Technical Directors

6

Administrative Directors

28

Regional Directors

508

Contract Managers

* The numbers of employees, Customers and Agreement Managers do not consider the companies TLSV, Campseg, Trademark, Lyon, Invictus, Control and Marfood



CORPORATE GOVERNANCE STRUCTURE

The Sustainability Committee of the Company, composed of senior leaders from various areas, including Investor Relations, Marketing, Controllershship, Human Resources, Commercial, Operations, Information Technology, Procurement, and Legal, coordinates our ESG agenda.

This committee establishes our priorities, directs our actions, and monitors our progress.

Throughout 2023, the Sustainability Committee met regularly to monitor progress and developments regarding our ESG commitments and initiatives, approving the Sustainability, Human Rights, DE&I (Diversity, Equality, and Inclusion), and Procurement Policies.

The members of the Sustainability Committee are responsible for promoting, providing, creating, and suggesting sustainability strategies and guidelines, integrating social, environmental, and governance dimensions into our corporate practices.

CORPORATE GOVERNANCE STRUCTURE AND SPECIALIZED COMMITTEES

EXECUTIVE MANAGEMENT

6 Members

The Executive Management is responsible for the Company's day-to-day management, implementing the policies and guidelines defined by the Board of Directors, aiming to achieve the established strategic and operational objectives. The directors perform their duties in compliance with applicable laws, the Company's Bylaws, and the Code of Conduct.

BOARD OF DIRECTORS

9 Members

Establishes the general orientation and strategic direction of the Company's business and its controlled entities, approving guidelines, business policies, and basic objectives.

FISCAL COUNCIL

6 Members

Supervises the actions of the administrators and ensures compliance with their legal and statutory duties. Provides opinions on the annual management report, annual and quarterly financial statements of the Company, and on the proposals of the administrative bodies to be submitted to the General Meeting in accordance with the Law

AUDIT COMMITTEE

3 Members

Advises the Board of Directors by contributing to the integrity, accuracy, and completeness of the Company's financial statements, supervises the work carried out by the Internal and External Audits, and ensures the processes of internal controls and risk management inherent to the activities of the Company and its subsidiaries.

PEOPLE AND ORGANIZATION COMMITTEE

4 Members

Advises the Board of Directors on policies, the Code of Ethics and Conduct, and practices of the Company's culture and organizational structure, overseeing the Company's Remuneration Policy, the execution of the Company's Stock Option Purchase Plan and its Programs, the performance of the Company's senior leadership employees, and the annual variable compensation within the scope of the Company's Profit and Results Sharing Program.

FINANCE AND STRATEGY COMMITTEE

8 Members

Advises the Board of Directors, analyzing the Company's Business Plan and monitoring its progress, provides opinions on company acquisition opportunities, monitors the preparation of the Company's quarterly and annual management reports on financial statements, and the corporate reorganizations of the Company's controlled and affiliated companies.

SUSTAINABILITY COMMITTEE

14 Members

Advises the Executive Management on sustainability issues, approving policies, projects, and strategies for managing social and environmental indicators.



BOARD OF DIRECTORS

- José Caetano Paula de Lacerda
Chairman
- Luiz Chrysostomo de Oliveira Filho
Vice Chairman
- Marcos Luiz Abreu de Lima
Member
- Piero Paolo Picchioni Minardi
Independent Member
- Otavio Yazbek
Independent Member
- Pedro Franco Sales
Independent Member
- Roberto Lopes Pontes Simões
Independent Member
- Luis Carlos Martínez Romero
Substitute Member
- Fernanda Didier Nascimento Pedreira
Substitute Member

FISCAL COUNCIL

- Livia Xavier de Mello
Coordinator
- Helena Turola de Araújo Penna
Member
- Edson Neves de Souza
Member
- Daniel Abraham Loria
Substitute Member
- Richard Blanchet
Substitute Member
- Warley de Oliveira Dias
Substitute Member

EXECUTIVE MANAGEMENT

- Luis Carlos Martínez Romero
Chief Executive Officer
- Marcelo Niemeyer Hampshire
Chief Corporate Officer
- Gustavo Vianna Otto
Chief Operating Officer
- Cláudio Petruz
Chief Legal Officer
- Guilherme Nascimento Robortella
Chief Financial Officer
- Maria Elsa Alba Bernhoeft
Investor Relations Officer

AUDIT COMMITTEE

- Carlos Roberto Ascitti
Coordinator
- Pedro Franco Sales
Member
- Daniel Abraham Loria
Member

PEOPLE AND ORGANIZATION COMMITTEE

- José Caetano Paula de Lacerda
Coordinator
- Fernanda Didier Nascimento Pedreira
Member
- Piero Paolo Picchioni Minardi
Member
- Luiz Chrysostomo de Oliveira Filho
Member

FINANCE AND STRATEGY COMMITTEE

- Roberto Lopes Pontes Simões
Coordinator
- Pedro Franco Sales
Member
- Luis Carlos Martínez Romero
Member
- Fernanda Didier Nascimento Pedreira
Member
- Guilherme Nascimento Robortella
Member
- Maria Elsa Alba Bernhoeft
Member
- Anderson Nunes da Silva
Member
- Karla Maranhão
Member

SUSTAINABILITY COMMITTEE

- Alessandro Avila
Director of Corporate Support
- Alexandre Gushiken
Commercial Director
- Anderson Nunes da Silva
Controllershship Director
- Cassiano José Gonçalves Vianna
People & Organization Director
- Cesar Luís Nunes Moraes
Supply Director
- Clemliton Lima
Contract Manager
- Daniel Barreto Negri
Legal Manager
- Edilaine Siena
Specialist Business Director
- Gustavo Vianna Otto
Chief Operating Officer
- Marcelo Ricardo Rosa
ESG Manager
- Maria Elsa Alba Bernhoeft
Investor Relations Officer
- Talita Vitoriano da Silva
Business Development Director
- Tatiana Aparecida Vieira
Accounting Manager
- Thiago Nunes Costa
IT Director



HIGHLIGHTS 2023

STRATEGIC ACTION

Present throughout the

NATIONAL TERRITORY

5

Companies in the M&A program in 2023.

4,345

Groups of Customers.

HUMAN CAPITAL

147K

Direct employees Dec/23.

+5 million

Training carried out with certified employees.

86%

Of our workforce in the Company's development program.

100%

Of our workforce covered by collective agreement.

SUSTAINABILITY IN PRACTICE

3,212,728

m³/year of treated effluents.

2,711,760

m³/year of water treatment for human or industrial consumption.

1,793,052

m³/year of sanitary or industrial sewage treatment for reuse.

6,614

trees spared.

+463,000

kg of CO² emissions avoided.

+33 million

of liters in water savings.

ECONOMIC PERFORMANCE

15%

of net revenue, higher than 2022.

20.1%

ROIC - Return on Invested Capital.

R\$10,631

billions of Net Revenue

In 2023, the Company stood out for its commitment to sustainability and innovation, achieving 15% growth compared to the previous year in net revenue, with a focus on the development of human capital and operational efficiency.

The solid financial performance, with an ROIC of 20,1%, demonstrates the Company's effectiveness in the sector, its strategy and its commitment to excellence.



ENVIRONMENTAL

In this chapter, we highlight our efforts in sustainability, how we collaborate with Customers, our conscious approach, future perspectives, implemented actions and the path outlined for the future.

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SUSTAINABILITY: A JOINT COMMITMENT TO THE FUTURE

Our commitment is robust to environmental preservation and we are dedicated to promoting practices that respect the environment.

We understand the importance of addressing climate issues seriously and effectively, which is why our approach is collaborative and innovative.

Together with our Customers, we follow a path of continuous evolution in the face of the challenges posed by climate change. Through strategic partnerships and open dialogue, we offer consultancy and implement solutions that not only minimize environmental impact, but also promote sustainable growth.

Our actions are not isolated; They are part of a global movement committed to the well-being of future generations. We are dedicated to reducing our carbon footprint, investing in clean technologies and developing eco-efficient products and services. By teaming up with our Customers, we provide them with the tools they need to make the positive change we so want to see in the world.

WE ARE BUILDING A LEGACY OF RESPECT AND CARE FOR OUR PLANET.



COMMITMENT TO SUSTAINABILITY

Leadership and Innovation in the Sector

With discipline we are improving our services and sustainable practices.

We constantly expand our portfolio, meeting market needs, offering support to Customers throughout Brazil, and contributing to a climate-safe future.

We recognize the challenge of improving conditions on the planet. Therefore, we seek strategies to minimize the impact of our operations related to climate change. We believe in innovation and our ability to promote sustainability efficiently, strengthening our commitment to the planet through local actions with a global impact.

Our corporate culture is evolving to include a specific Environmental Policy, complementing our current Quality, Safety, Health, and Environment Policy and the environmental guidelines present in our Code of Ethics and Conduct.

This new policy, which aims to reinforce our commitment to sustainability, is scheduled to be completed and made official in 2024. With this, we will be intensifying our efforts to address global environmental challenges, ensuring that these initiatives are integrated across all of our operations to promote sustainable development.

Our sustainability vision is focused on clear objectives. We face the challenges of GHG emissions with advanced technologies, minimizing the impact of our operations and the consumption of natural resources. Furthermore, we are promoting circularity in our waste management.

MAIN HIGHLIGHTS



Treatment of textile waste resulting from changing uniforms.



Implementation of circularity in electronic waste generated in our operations throughout the national territory.



Increased impact achieved by the GPS Vista program.



APPROACH

We create strategic partnerships to boost sustainability and reduce environmental impact.

Faced with the growing demand for sustainability in the market, we take on the role of facilitators alongside our Customers, offering services and equipment with less environmental impact and reduced consumption of natural resources. This approach establishes a solid partnership relationship, where we seek to align market needs with the expectations and concerns of our Customers.

Internally, we implement measures to reduce our own emissions, optimize the consumption of natural resources and promote a corporate culture focused on sustainability. Externally, we collaborate with our Customers to develop customized solutions

that meet your specific needs, while promoting sustainable practices in your operations.

We believe that the most effective answer lies in creating strategies that reconcile market demands with reducing environmental impact. By adopting proactive approaches both internally and externally, we are paving a safe path not only for our company, but also for society as a whole.

This approach not only meets the needs of our Customers in their quest for corporate longevity, but also promotes a more sustainable and prosperous future for everyone involved.

GPS VISTA

We integrate resources, people and processes to meet the specific needs of Customers

We offer complete visibility, intelligence and assertiveness in projects, ensuring effectiveness in comparing what was planned and what was accomplished.



The implementation of the GPS Vista system between 2022 and 2023 was a significant transformation in mitigating environmental impact, highlighting its essential role in corporate sustainability.

We contribute to sustainability by reducing greenhouse gas emissions and the use of fossil fuels, also promoting cost reduction through efficiency analysis and the digitalization of processes.

GPS Vista allows operations to be managed remotely and in real time, ensuring visibility, control and improvement of the performance and quality of our services. Available on the web and on iOS and Android devices.

The number of digitalized work orders increased from 1,008,333 in 2022 to 13,800,738 in 2023, showing greater engagement of operations in transforming physical processes to digital. The reduction in CO2 emissions was also considerable, going from 1,51 tons in 2022 to 20,986 tons in 2023, reflecting more efficient resource

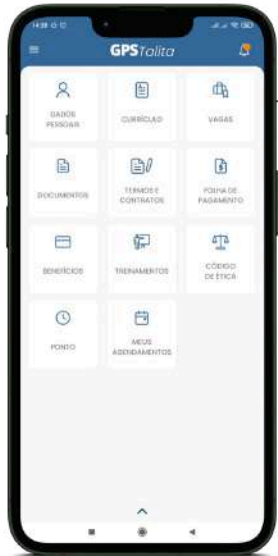
management and a significant reduction in the carbon footprint. The digitization of management reports increased from 6,251 in 2022 to 105,180 in 2023, enhancing administration and significantly reducing the use of paper.

The technological advancement of GPS Vista also resulted in water savings from 108,440 liters in 2022 to 1,499,002 liters in 2023, and an increase in the number of trees saved, from 22 in 2022 to 300 in 2023.

	2022	2023
Digitized work orders	1,008,333	13,800,738
Economia CO2	1,518	20,986
Digitized management reports	6,251	105,180
Water saved (L)	108,440	1,499,002
Trees spared	22	300



GPSvc



GPSvc plays a crucial role in our strategy to combat climate change. It establishes a direct and effective connection between the company and its employees through mobile devices.

With the GPSvc system, we go beyond traditional HR management, offering personalized training that develops professional skills and emphasizes sustainability and corporate responsibility. The digitalization of HR processes contributes to the reduction of greenhouse gas emissions, aligning our corporate values with environmentally responsible practices.

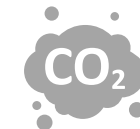
The system reflects our fundamental values, offering technical and behavioral training adapted to the needs of both employees and the company. The assurance that governance, social responsibility, and environmental sustainability are pillars of our corporate culture is present in all aspects of training.

The implementation of GPSvc reinforces our commitment to operational excellence and generating positive impacts, positioning us as pioneers in solutions that incorporate environmental and social considerations. This approach not only promotes long-term sustainability but also encourages a culture of responsibility among our employees.

	AMOUNT	AVERAGE PAGES	TOTAL FOLHAS	SPARED TREES (1 tree = 10k leaves)
AGREEMENTS	1,857,372	2	3,714,744	371
RESUMES	1,196,272	2	2,392,544	239
TIME SHEET	2,927,829	2	5,855,658	586
DOCUMENTS	9,325,353	1	9,325,353	933
TRAININGS	7,444,065	3	44,854,548	4,485



66,142,847
Total sheets saved



463,000
Amount of CO2 (KG) we stop emitting



6,614
Number of trees saved



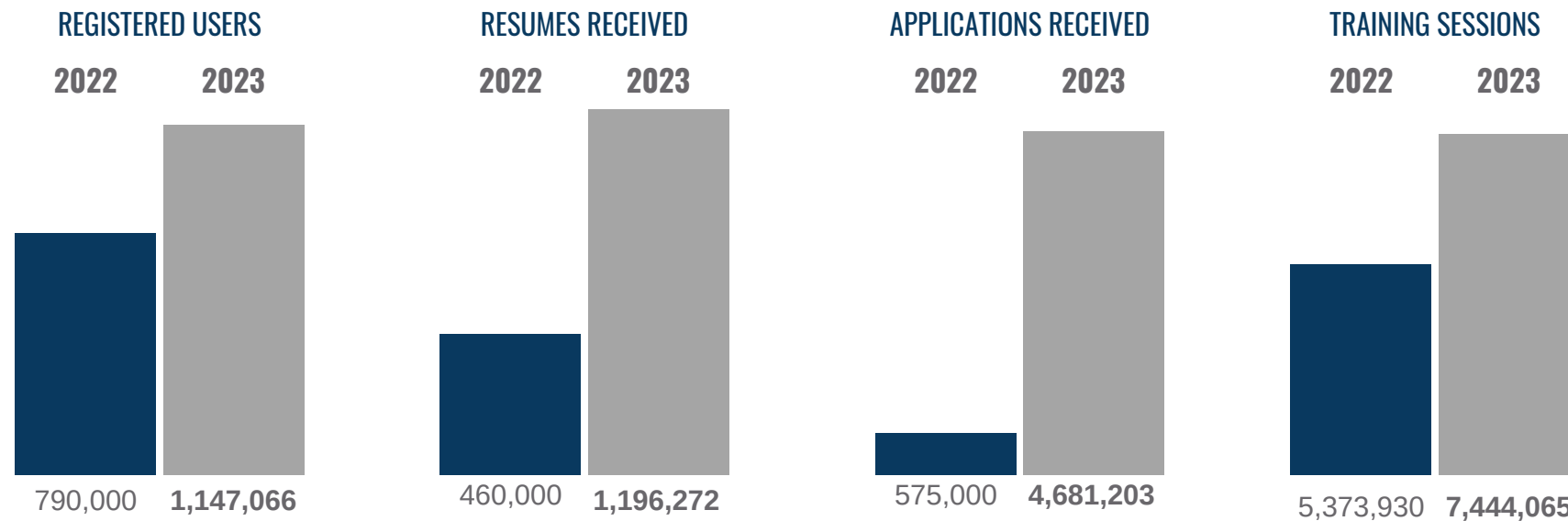
33,071,424
Amount of water (L) saved



COMPARISON OF RESULTS

The GPSvc system has demonstrated significant growth in its indicators, reflecting the success and acceptance of the platform by both users and HR management. See the comparative numbers between 2022 and 2023:

MAIN HIGHLIGHTS



	2022	2023
Downloads on Android and iOS platforms	1,000,000+	1,691,000
Opportunities shared via app	30,000	139,963
Agreements issued	948,000	1,857,372
Agreements signed via app	844,000+	1,712,818
Approved documents	3,000,000+	5,332,701
Generated timesheets	-	2,927,829
Signed time sheets	-	2,903,953
Documents received	-	9,325,353
News and appointments sent via app	-	19,849
Schedule and news views	-	4,394,645

SUSTAINABLE MANAGEMENT OF ELECTRONIC WASTE

Our electronic waste disposal process highlights our environmental commitment.

Under the management of Corporate/Regional IT, we implement advanced practices for the collection and disposal of electronic equipment, ensuring compliance with legislation and ecological practices. We choose partners certified by official bodies for the sustainable treatment of electronic waste, ensuring environmental protection and waste recovery, with the issuance of Ecological Disposal Certificates within 30 days.

Corporate IT stores all certificates and are available for Customers' requests or internal sustainability projects. We ensure information security by removing data before collection and cataloging items for efficient disposal. This strategy reinforces our managers in sustainable practices and contributes to the reduction of emissions and environmental damage.

RECYCLING CYCLE

REDUCE

Reduce the impact on nature by reusing recyclable raw materials.

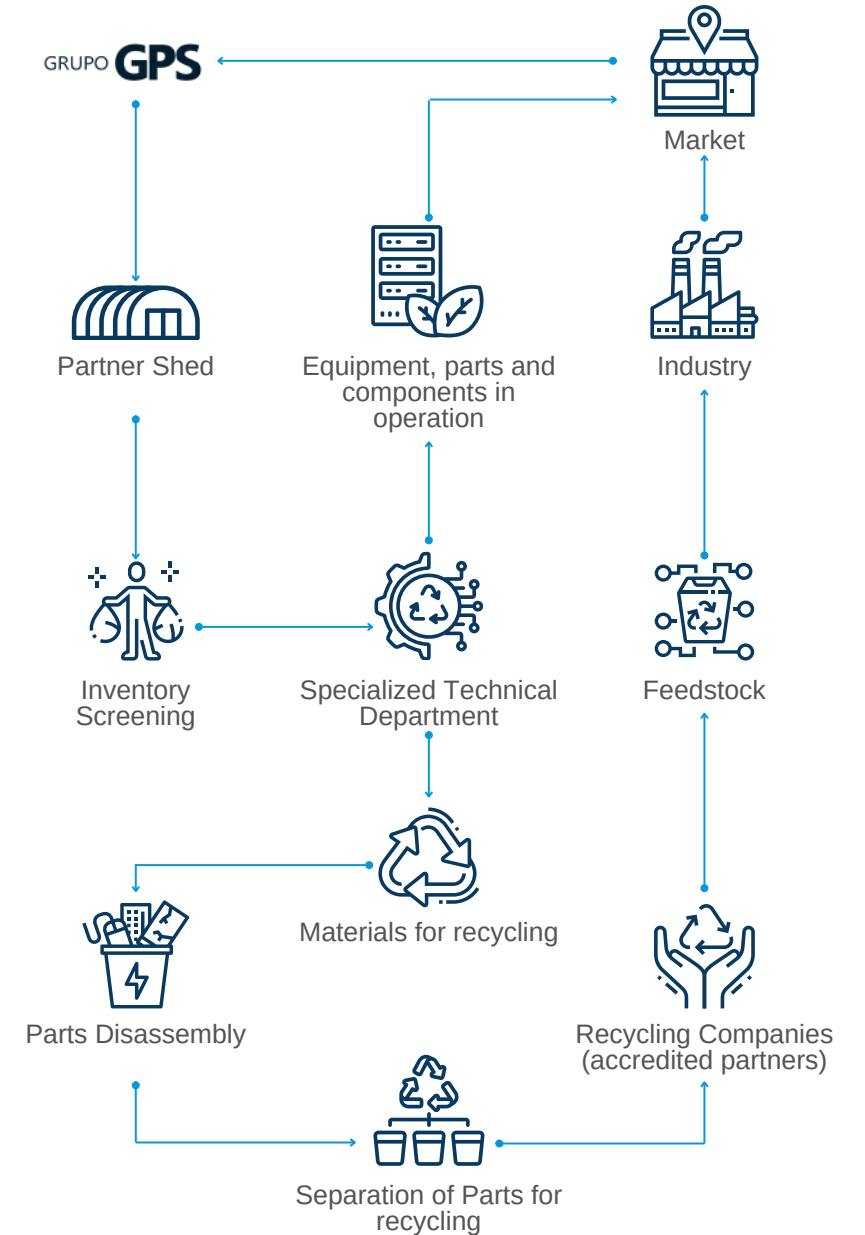
REUSE

Reuse the greatest number of equipment, parts and components already on the market.

RECYCLE

Recycle electronic waste in a sustainable way, ensuring the viability of the production process with less impact on the environment.

ELECTRONIC WASTE CIRCULARITY FLOWCHART



IMPACT OF OPERATIONAL DRONES

Urban air mobility, especially through the use of drones, is an efficient strategy adopted by the Company. It represents a significant advance in addressing environmental and operational challenges. This technological advancement demonstrates our commitment to innovation and sustainability, drastically reducing greenhouse gas (GHG) emissions.

In terms of security, the integration of drones has revolutionized the efficiency and agility of our processes, providing a detailed view of operations in real time without the need for carbon-intensive land travel. This improves incident response and continuous monitoring, contributing to the reduction of fossil fuel consumption and aligning with our objectives of minimizing the carbon footprint.

The adoption of urban air mobility with drones demonstrates our pursuit of operational excellence and leadership in responsible and sustainable business practices, reaffirming our commitment to promoting a cleaner and more sustainable future around the world by integrating technological progress with environmental responsibility.

232,477

(Km) traveled using drones in 2023.

EFFICIENCY AND SUSTAINABILITY

Implementation of highly energy-efficient equipment and use of materials with reduced environmental impact, aiming to minimize the consumption of natural resources and the emission of pollutants.

TRANSITION TO RENEWABLE ENERGY

Replacement of fossil fuel-powered devices with electrical alternatives in essential operations, aligning ourselves with climate change mitigation strategies through the adoption of clean energy sources.

INNOVATION IN SECURITY WITH DRONES

Application of drones to optimize security operations, providing greater effectiveness and agility, while contributing to reducing the consumption of fossil fuels and greenhouse gas emissions.

ADVANCED TECHNOLOGY IN SYSTEMS AND SOFTWARE

Used to improve management efficiency, minimizing resource consumption and optimizing processes.



GRUPO GPS
INSTRUMENTACIÓN Y SISTEMAS

COMMITMENT TO A SECURE CLIMATE FUTURE

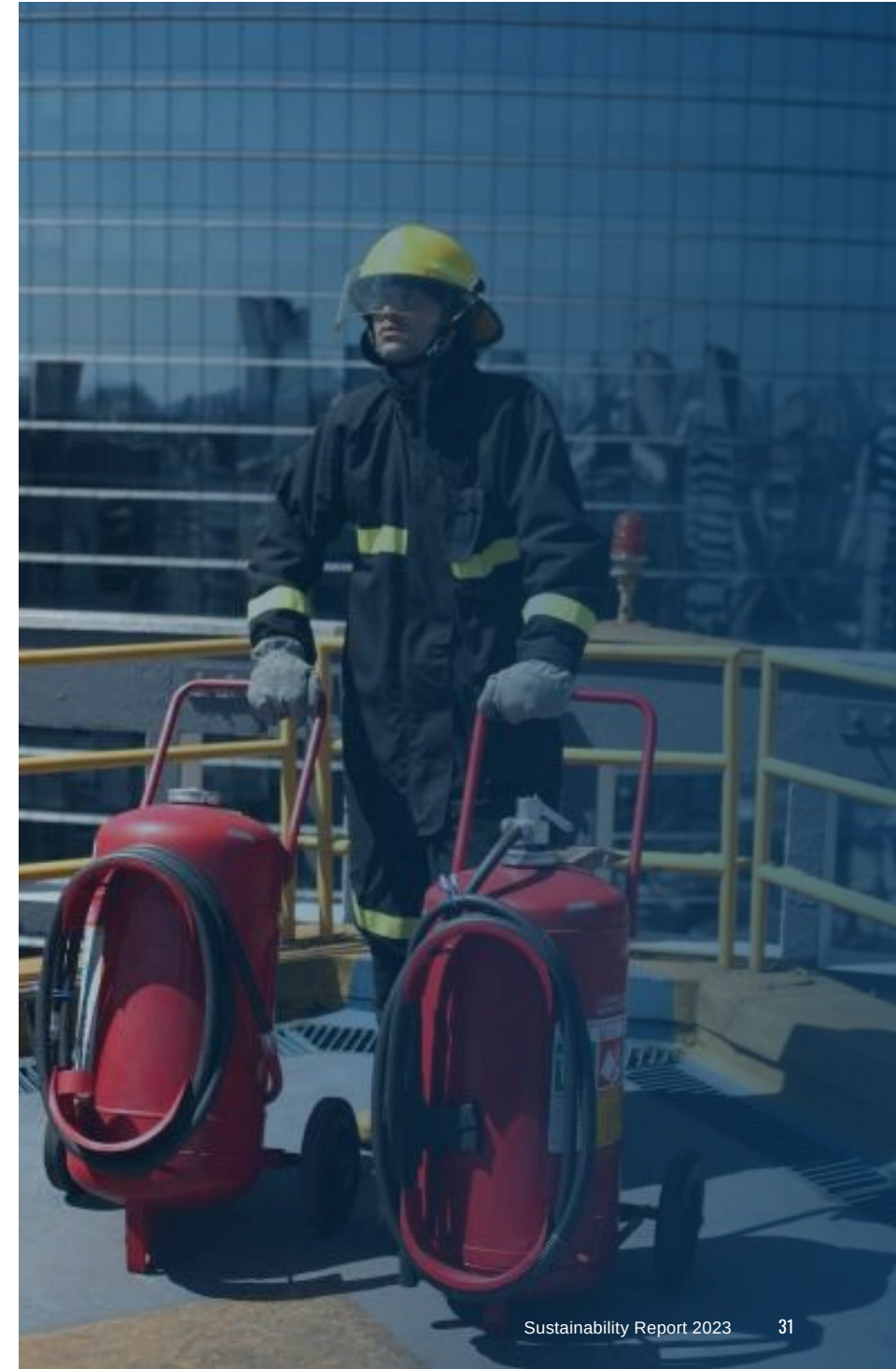
Resilient and prosperous societies are driven by an environmentally healthy ecosystem. We are committed to reducing our own emissions and helping our Customers on this journey.

Our approach to working closely with Customers, helping to reduce emissions, starts with our own actions. Our focus on reducing climate impact is grounded in our own initiatives and acumen, and is built on three pillars:

1 Our goal is to reduce our own emissions, aligning with the goal of limiting global temperature increases by reducing Scope 1, 2 and 3 emissions.

2 We are committed to minimizing the consumption of natural resources and fossil fuels, especially in our Customers' operations, to mitigate emissions that exceed our management area.

3 In close partnership with our Customers, suppliers and partners, we seek to drive immediate climate actions, promoting environmental preservation and the adoption of new technologies. As an outsourced services company, the Company plays a fundamental role in reducing environmental impacts.





Our commitment to minimizing environmental impact is evidenced by our inventory of greenhouse gas (GHG) emissions.

DIRECT EMISSIONS
(Scope 1)

We had a 47% increase in direct emissions in Scope 1, due to the expansion of operations with new agreements and corporate integration.

INDIRECT AND GHG EMISSIONS
(Scope 2)

There was a reduction in Scope 2, a significant drop of 16%, in line with the regionalized management of the Company's operations.

OTHER INDIRECT EMISSIONS
(Scope 3)

There was a reduction in emissions, a drop of approximately 21%, indicating progress in mobility and internal logistics practices.

Committed to sustainable practices, we adopt effective strategies to reduce resource consumption and fossil fuel use. We implement sustainable urban mobility solutions, using advanced technologies and equipment with low environmental impact. We are committed to reducing our emissions, especially from mobile sources, through the use of drones and electric motorcycles in our security operations. We also encourage our Customers to adopt electrical equipment, replacing those that run on fossil fuels.

We maintain control over emissions from outsourced vehicles used to transport employees, ensuring compliance with our environmental guidelines in all regional operations. The digitalization of recruitment and document management processes in Human Resources is aligned with the objectives of the Paris Agreement, reinforcing our sustainability strategy.

YEAR	DIRECT EMISSIONS (Scope 1)	INDIRECT AND GHG EMISSIONS (Scope 2)	OTHER INDIRECT EMISSIONS (Scope 3)
2022	22,735,115 tCO ₂ e	230,268 tCO ₂ e	186,144 tCO ₂ e
2023	33,503,243 tCO ₂ e	192,996 tCO ₂ e	147,174 tCO ₂ e

We carried out a survey of our emissions, including the consumption of fossil fuels by fleet, generators, kitchens, and fugitive emissions (Scope 1), use of electrical energy (Scope 2), and indirect emissions related to airline tickets for business meetings and vehicle fuel of employees on their journeys from home to work (Scope 3).

Between 2022 and 2023, we witnessed a significant integration of new companies, which resulted in an increase in the number of employees, bringing our workforce to 147,000 people. This growth also had a direct impact on our emissions, especially in Scope 1. In 2022, we recorded our direct emissions at 22,735,115 tCO₂e. However, due to the Company's dynamism and continuous expansion, this figure reached 33,503,243 tCO₂e in 2023. Indirect emissions associated with energy consumption in Scope 2 decreased from 230,268 tCO₂e to 192,996 tCO₂e, reflecting an improvement of around 16% in energy efficiency and the adoption of sustainable sources. We also observed a reduction in Scope 3 emissions, from 186,144 tCO₂e to 147,174 tCO₂e, indicating improvements in mobility and internal logistics practices, which represents a reduction of approximately 21%.

This inventory, following the methodology of the Brazilian GHG Protocol 2023 Program, reaffirms our commitment to minimizing environmental impact and aligning our operations with global sustainability standards.

COMMITMENT TO NATURAL RESOURCES

Energy consumption refers to the electricity used in regional administrative offices distributed throughout the country.

YEAR	ENERGY CONSUMPTION (MWh)
2022	5,545
2023	5,012

These numbers represent the total electrical energy consumed in our operational units and regional offices of the Company.

Consumption management is carried out on a regional basis, with managers in each of our operational regions.

The analysis between the years 2022 and 2023 reveals a reduction in electricity consumption of approximately 9.6%. This decrease is the result of energy efficiency initiatives, investments in more efficient technologies, and adjustments in operational practices to reduce energy consumption.

Our operations are diversified, and energy consumption can occur at Customers' sites, which encourages us to adopt strategies such as battery packs and the installation of photovoltaic panels to reduce this impact.

This joint action not only demonstrates our commitment to sustainability but also illustrates our ability to collaborate within the sector.



9.6%
reduction in electrical energy consumption

EFFICIENCY, SAFETY AND FEWER EMISSIONS

The synergy between solar energy and drones in the Company.

In partnership with our Customers, we are integrating photovoltaic energy systems with drones into our operations. This synergy not only reinforces our commitment to efficiency, safety, and sustainability but also highlights our capacity for innovation in addressing environmental and operational challenges.

By combining solar energy generation with the strategic use of drones, we are considerably reducing our carbon footprint, minimizing dependence on conventional energy sources, and optimizing our operations. This strategy not only drives tangible improvements in our processes but also contributes to building a cleaner, more sustainable future for everyone.



ANNUAL PERFORMANCE OF PHOTOVOLTAIC GENERATION

	WH/DAY	WH/MONTH	WH/YEAR
Total	5,547	166,410	1,996,920



COMMITMENT TO WATER RESOURCES

We recognize the importance of effective water resource management to ensure the resilience and sustainability of our activities. Although our operations are not heavily dependent on water resources, we fully understand the need for responsible water management.

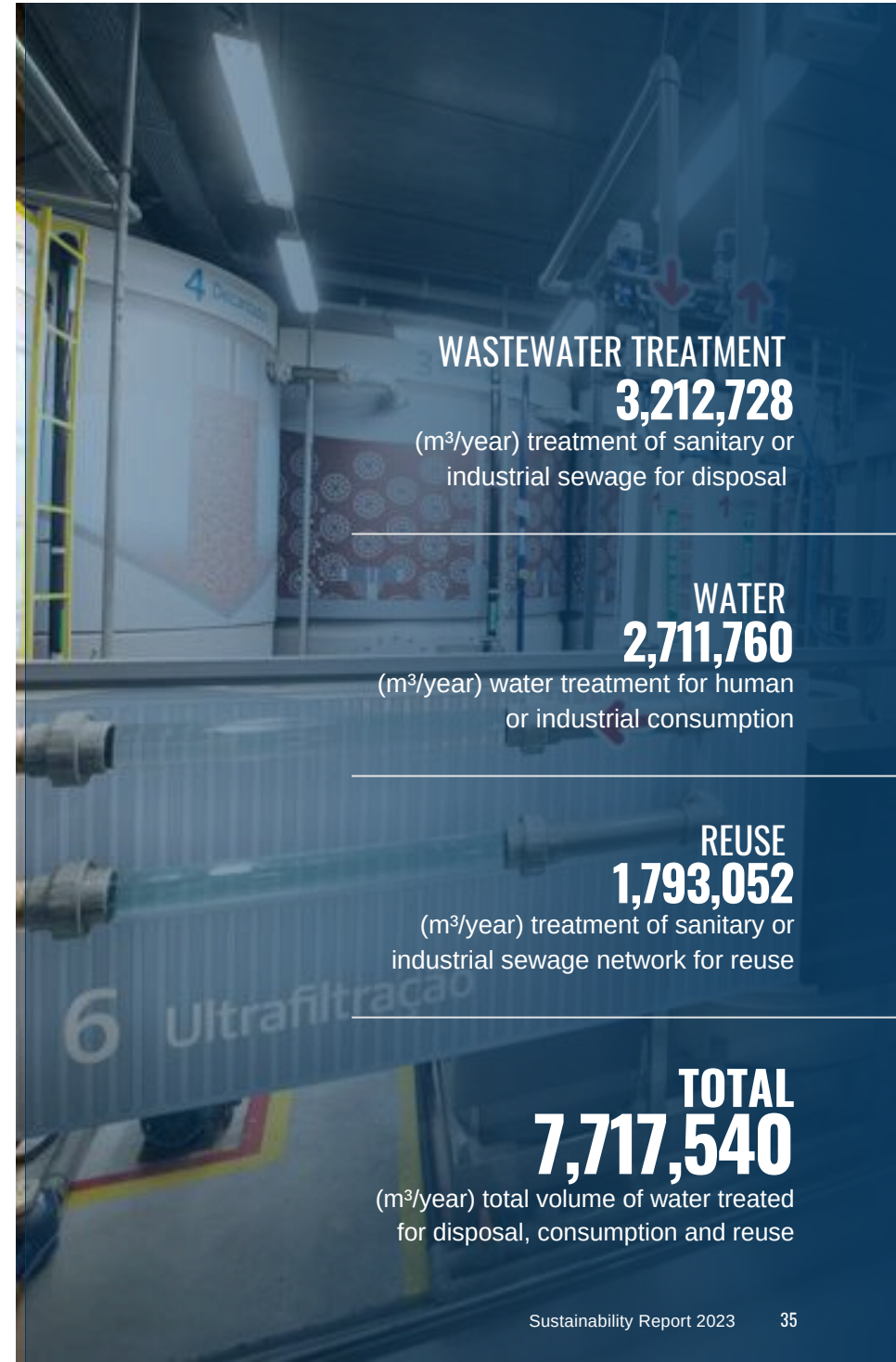
Fresh water is a fundamental resource, especially in our administrative offices, where it is essential for the well-being and health of our employees. In 2023, we recorded a total consumption of 37,130 megaliters. To ensure effective and sustainable management of this resource, we adopt a decentralized approach, with each unit reporting its consumption to the central office. There, the information is compiled and analyzed in detail.

Furthermore, we recognize the transformative power of environmental education and value its importance in our company. For this reason, we offer specific training for our more than 147,000 employees, with the aim of not only providing knowledge but also raising awareness about environmental issues. We are committed to promoting a culture of sustainability that permeates all our operations.

We integrate water resource management into our business model through Ecopolo, our specialized company in effluent treatment. This segment offers innovative solutions in water management, from the supply of drinking and industrial water to the treatment and reuse of sanitary and industrial effluents.

This initiative addresses the issue of water scarcity and contributes to mitigating the effects of climate change. Through the efficient reuse of effluents, we reduce the need to extract new water resources, thereby reducing the environmental impact associated with water use in industry and promoting a more circular economy.

Our approach to water management demonstrates a detailed understanding of the connection between sustainable resource use, environmental health, and corporate responsibility. By adopting technologies and processes that promote the effective reuse of water in our industrial operations, we highlight our role in efforts to combat global climate pressures and preserve the environment for future generations.



WASTEWATER TREATMENT
3,212,728
(m³/year) treatment of sanitary or industrial sewage for disposal

WATER
2,711,760
(m³/year) water treatment for human or industrial consumption

REUSE
1,793,052
(m³/year) treatment of sanitary or industrial sewage network for reuse

TOTAL
7,717,540
(m³/year) total volume of water treated for disposal, consumption and reuse



CIRCULARITY

Textile waste treatment

Seeking to reduce the impact of our operations on the environment and reinforce our commitment to sustainability and environmental responsibility, we implemented a solution for the treatment of discarded uniforms through a strategic partnership with a specialized company. In this process, discarded uniforms undergo a decharacterization process and are transformed into refills for mops, used in our cleaning and conservation segment.

This approach demonstrates our commitment to the principles of the circular economy by promoting the reuse of materials and resources, avoiding premature disposal and waste. We aim to significantly reduce the environmental impact associated with the production of new materials, thereby minimizing the need for natural resources and energy.

We are currently cataloging essential data and information to highlight project details and progress as we move through its implementation. It is important to note that this project was developed by our Supply and New Business departments, demonstrating our ongoing commitment to innovation and sustainability in all areas of our company.

IMPACTS AND BENEFITS OF SUSTAINABLE TEXTILE WASTE MANAGEMENT

1

MINIMIZING DISPOSAL

The initiative reduces the amount of textile waste sent to landfills, reducing the environmental impact associated with the treatment and final disposal of these materials.

2

EFFICIENCY IN THE USE OF RESOURCES

By reusing discarded textile materials, the project conserves natural resources, such as water and energy, that would be needed to produce new materials, contributing to environmental sustainability.

3

REDUCTION OF GHG EMISSIONS

By avoiding the production of new materials and the treatment of waste in landfills, the project helps to reduce greenhouse gas emissions associated with these processes, helping to mitigate climate change.

4

IMPLEMENTATION OF THE CIRCULAR ECONOMY

The transformation of textile waste into new products promotes the transition to a circular economy model, where resources are reused and recycled, reducing dependence on virgin raw materials and minimizing waste.

5

ENVIRONMENTAL EDUCATION AND ENGAGEMENT

In addition to the direct environmental benefits, the project also promotes awareness about waste management and the importance of responsible consumption, engaging the community and organizations in adopting more sustainable practices.



INCLUSIVE GROWTH

In this chapter, we emphasize our commitment to fostering the inclusive growth of our employees, reflecting Brazilian diversity and cultural richness in our activities. Our objective is to offer opportunities for development and improvement to everyone, in line with the principles of equality and inclusion that guide our work.

IN THIS CHAPTER:

- 39 - Development for everyone
- 40 - Commitment to equality
- 41 - Diversity, equality and inclusion
- 43 - DEI Index
- 46 - Caring with people
- 47 - Digital Solutions and Professional Development
- 51 - Ethical Commitment
- 52 - Social investment in Early Childhood Education
- 54 - Promoting Development
- 56 - Reception and Well-being
- 58 - Culture in Action





We are an authentic reflection of the varied communities in which we are present throughout Brazil. We deeply value the richness of diversity, driving innovation and creativity through inclusive work environments. We cultivate a sense of belonging, and promote a culture that celebrates plurality in all its forms.

DEVELOPMENT FOR EVERYONE



When providing services, we achieve our best performance by promoting inclusion.

We encourage autonomy, challenging our employees to reach their maximum potential in an environment of equality and mutual support.

We create opportunities by encouraging our colleagues to reach their highest potential in a meritocratic environment.

We recognize that our responsibility has the potential to drive inclusion, which is a fundamental component of sustainable growth.

By engaging individuals from all backgrounds, we ensure access to exceptional talent, that reflects the diversity of our communities.

As a service organization, we strive to foster an inclusive and diverse work environment, valuing the unique skills of each individual.

147K

direct employees
Dec/23

+6K

work stations

86%

employees received
feedback from the
company's development
program

+5 million

training carried out and
certified

COMMITMENT TO EQUALITY

Human Rights and Diversity Policies

In 2023, we consolidated and made official our human rights, diversity, equality, and inclusion policies, marking an important step in our corporate commitment. These guidelines clarify how we seek to effect significant changes within the Company.

Applicable to all entities under our corporate scope, these policies cover employees, service providers, suppliers, shareholders, and all stakeholders who interact with our Company.

Using our main areas of expertise, we promote and disseminate our principles and guidelines through training programs. We are proud to stand alongside our leaders and business communities in efforts to foster a more just, inclusive, and equitable society.





 PEOPLE

 DATA

 EMPATHY

 INCLUSION

DIVERSITY EQUALITY INCLUSION

Respect and non-discrimination are essential for us, ensuring that each decision is permeated by fair treatment.

We prioritize equality of opportunities, developing processes that underline our commitment to integration and the defense of human rights.

We establish a work environment that is both fair and adaptable, where we celebrate the freedom and equality of all our employees. In 2023, our Human Rights and Diversity, Equality, and Inclusion policies were approved by the Board, culminating in the execution of over 5 million training courses throughout the Company. We value different contributions, convinced that a welcoming culture boosts talent, efficiency, innovation, and well-being.



PROMOTING DEI

We are committed to promoting diversity, equality, and inclusion (DEI) both internally and across society. This commitment is fundamental to attracting, developing, and motivating exceptional talent and is crucial to our Customers' service strategy.

PROGRESS AND DETERMINATION

Satisfied with the path we have taken so far, we remain committed to continuing our trajectory, improving and consolidating our corporate policies to achieve our diversity, equality, and inclusion objectives.

SERVICES BOOSTED BY DIVERSITY

The diversity in our team enriches the provision of services, bringing a wide range of perspectives and innovative solutions that enhance the quality and efficiency of our service to Customers.

IMPACT ON BUSINESS

We recognize that diversity and inclusion are linked to business performance and talent retention. Advancing DEI requires long-term dedication, and progress can be gradual.

MERITOCRATIC AND INCLUSIVE CULTURE

We defend a meritocratic and inclusive culture, where our employees feel valued and empowered. Our goal is to create an environment that fosters purpose, collaboration, and professional development opportunities for colleagues from diverse backgrounds and perspectives.

PARTNERSHIPS AND SOCIAL TRANSFORMATION

We work with stakeholders to drive the DEI agenda, developing capabilities together with the communities in which we operate in Brazil. We seek to play a significant role in social transformation, leading DEI initiatives and establishing partnerships that add value, contributing to a fairer and more equitable society.



DEI INDEXES

DIVERSITY OF POSITIONS (Nº - %)

Non-managers Positions **144,750 (98.65%)**

Managers Positions **1,980 (1.35%)**

○ Coordinators **1,295 (0.88%)**

○ Managers **558 (0.38%)**

○ Directors **127 (0.09%)**

GENDER DIVERSITY (Nº - %)

Men **100,554 (68.37%)**

Women **46,176 (31.63%)**

TYPE OF AGREEMENT (Nº - %)

Determined Time **9,990 (6.80%)**

Undetermined time **136,740 (93.20%)**

BY PERIOD

Comprehensive Period **135,441 (92.30%)**

Part time **11,289 (7.70%)**

DISTRIBUTION BY AGE GROUP (Nº - %)

Under 30 years old: **36,781 (25.07%)**

Between 30 and 50 years old: **85,440 (58.23%)**

Over 50 years old: **24,509 (16.70%)**

HIRING

HIRING BY GENDER (%)

Men **56.92%**

Women **43.08%**

HIRING BY AGE GROUP (%)

Under 30 years old: **38.33%**

Between 30 and 50 years old: **52.00%**

Over 50 years old: **9.67%**

147K

Total Employees

FEMALE PRESENCE

31.47%

of employees are women, highlighting gender diversity in the company.

ETHNIC DIVERSITY

59.02%

of employees in a Non-Leadership position are Black or Brown.

TURNOVER IN 2023

5.12%



PERCENTAGE OF EMPLOYEES BY GENDER AND POSITION

EMPLOYEES BY GENDER	WOMEN	MEN
Employees in non-managers positions	98.59%	98.68%
Employees in managers positions	1.41%	1.32%
○ Coordinators	0.98%	0.84%
○ Managers	0.40%	0.37%
○ Directors	0.03%	0.11%

DISTRIBUTION OF EMPLOYEES BY AGE GROUP AND FUNCTIONAL CATEGORY

EMPLOYEES BY AGE GROUP	UNDER 30 YEARS OLD (%)	BETWEEN 30 AND 50 YEARS OLD (%)	OVER 50 YEARS OLD (%)
Total employees in non-managers positions (teams)	99.67%	98.15%	98.87%
Total employees in managers positions	0.33%	1.85%	1.13%
○ Coordinators	0.30%	1.20%	0.65%
○ Managers	0.03%	0.55%	0.33%
○ Directors	0.00%	0.11%	0.15%



ETHNIC-RACIAL DISTRIBUTION IN NON-MANAGER POSITIONS AND MANAGER POSITIONS

EMPLOYEES BY RACE/COLOR	TOTAL NUMBER OF EMPLOYEES IN NON-MANAGER POSITIONS (NUMBER - %)	TOTAL NUMBER OF EMPLOYEES IN MANAGER POSITIONS (NUMBER - %)
Yellows	585 (0.40%)	16 (0.81%)
Whites	26,953 (18.62%)	738 (37.27%)
Blacks	7,031 (4.86%)	57 (2.88%)
Brown	78,406 (54.17%)	819 (41.36%)
Natives	763 (0.53%)	33 (1.67%)
Others	31,012 (21.42%)	317 (16.01%)
Total (Nº)	144,750	1,980

MATERNITY/PATERNITY LEAVE

Total number of employees who were entitled to benefit from	1,515
Total number of employees who took leave	1,515
Total number of employees who returned to work after leave	1,491
Total employees who returned and were still employed 12 months after returning	922



CARE FOR PEOPLE

We value equality, diversity, and inclusion in all aspects of our work.

At our corporate core, we embrace transparency in hiring, merit-based promotion, equitable wage practices and a firm commitment to equal opportunity. We reinforce these principles through supportive policies, ensuring that all operations are strictly aligned with applicable laws. Registered in our internal procedures, this position is a tangible testimony of our commitment to equality.

We cultivate an environment that values diversity, vigorously rejecting any form of discrimination. Committed to creating and maintaining an inclusive workspace, respecting each candidate and employee.

ACCESSIBLE AND SUSTAINABLE TRAINING

HUMAN DEVELOPMENT

We are committed to the professional development of our team through the Performance Program, where we invest in training and provide equitable opportunities in all our areas of activity. This initiative reflects our dedication to ensuring the continuous growth and career progression of our employees. Additionally, they receive regular reviews of development-related programs to ensure their effectiveness and relevance.

TECHNOLOGY FOR EVERYONE

Our commitment to professional development is not just limited to its scope but also its accessibility. Through technological advances, we make our training programs available remotely, accessible to all employees directly on their mobile devices. This approach not only promotes convenience, allowing employees to access content wherever they are, but also contributes to reducing emissions by minimizing the need for physical travel.

TRAINING PROGRAM

We recognize the fundamental importance of training for the professional development of our team. Through the Training Program, we provide practical and agile opportunities to develop essential skills. We invest in training programs that cover all our areas of activity, ensuring equal opportunities for all employees.



DIGITAL SOLUTIONS AND PROFESSIONAL DEVELOPMENT

We develop and implement advanced digital solutions, driven by analytics and enabling programs, that promote inclusive and safe growth for GPS Group employees.

Always prioritizing the well-being of our team, we pay special attention to the health and management of these indicators ensuring that they are aligned with our commitments and organizational goals. Concrete examples of these solutions include:

PROFESSIONAL DEVELOPMENT THROUGH TRAINING PROGRAM

We recognize the importance of training for professional improvement. Our Training Program offers practical opportunities to develop essential skills, covering all areas of activity and ensuring equal opportunities for all employees.

TRAINING AND ORGANIZATIONAL TRANSFORMATION

Our capability development programs unlock potential at all levels of the organization, supporting comprehensive transformation efforts.

PROMOTION OF EMPLOYEE HEALTH AND WELL-BEING

We prioritize the health and well-being of our employees, offering preventive training to ensure safety and reduce health risks. We also address mental health issues, promoting a healthy and welcoming work environment.

EQUITABLE ACCESS TO DIGITAL TRAINING

Our Digital Training Platform allows all employees to access training and communication with the company, ensuring an equitable experience across the country.





PROFESSIONAL DEVELOPMENT AND ORGANIZATIONAL EDUCATION

An Integrated Approach

GPSvc offers a complete Personal Development (PD) and Human Resources (HR) ecosystem focused on employee well-being during training. Our organizational education covers online, in-person, and legislative modalities, providing national scalability for 147,000 employees. All our programs are accessible to all employees, with modules that include videos, theoretical content, assessments, and certificates.

We cover a wide range of training categories, from institutional to technical and environmental, ensuring that employees receive training in crucial areas. For effective monitoring, we provide a dashboard via the portal that offers complete analyses and a view of employee records, ensuring traceability and reliability in assessment results.

Annually, we establish a corporate matrix to meet legal requirements, allowing each contract to customize its own matrix based on this template. This approach ensures that our employees receive the training necessary to meet the specific demands of their roles and agreements.

Our commitment to professional development includes a comprehensive approach focused on essential topics, especially those related to sustainability and human safety, aligned with the board and the specific needs of each business unit.

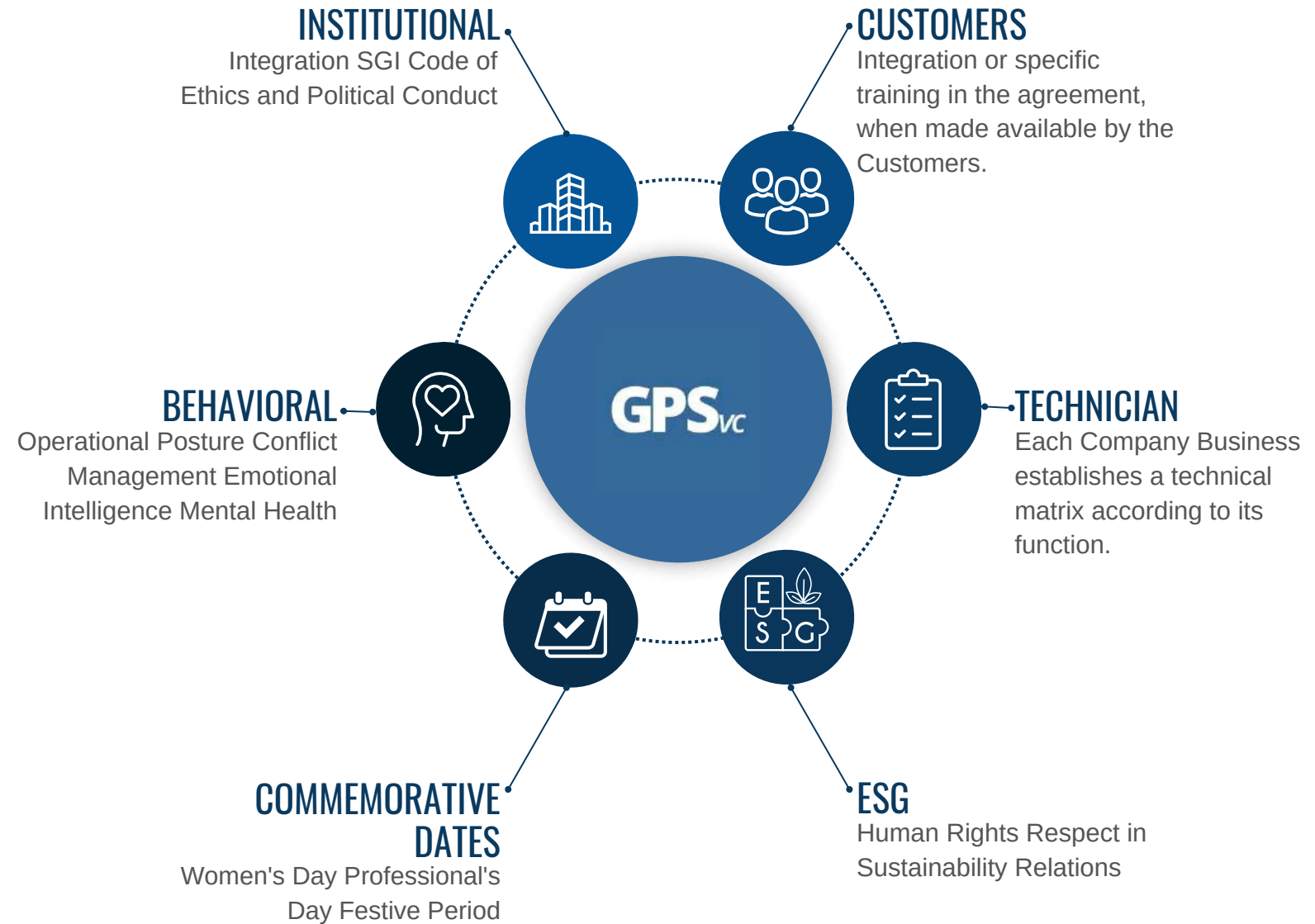
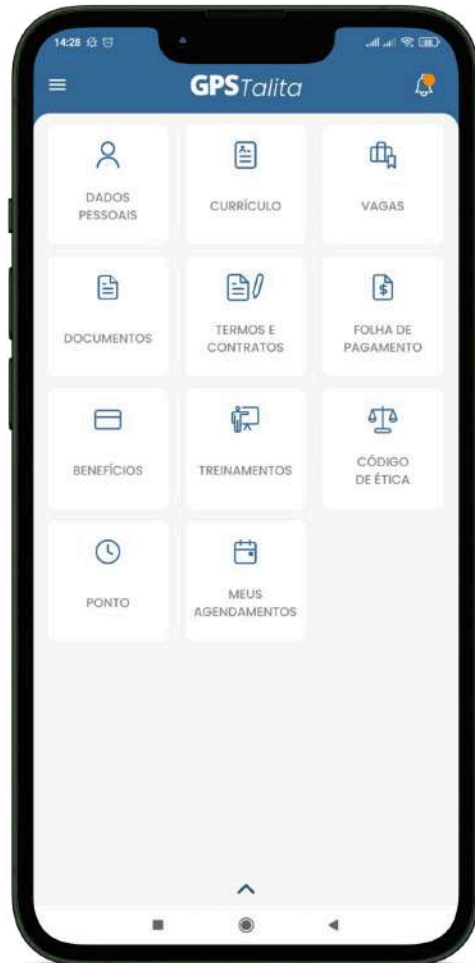
To ensure the effectiveness and relevance of the training offered, we carefully select technical topics crucial for employees in different areas of activity. Within the scope of the human security business, we focus on essential topics such as the passing and receiving of weapons, preventive security techniques, and protocols for effective incident communication. These trainings are designed to equip professionals with specific skills and knowledge, thus improving their ability to respond in critical situations.

For employees who work as drivers, we offer training modules focused on conscious driving and detailed procedures for vehicle inspection, aiming to promote greater safety and efficiency in daily operations.

In the Facilities segment, we cover topics such as the use of PPE/EPC, dilution of chemical products, and cleaning essentials. Furthermore, we consider important aspects related to Customers service, food handling, and personal presentation.

These topics are available through learning paths, both online and in-person, adapted to the needs of each region and business. It is worth mentioning that the training matrix presented serves as a base, complemented by specific Customer themes, regulations, and other demands relevant to the segment of activity.

ANNUAL TRAINING MATRIX





ANNUAL ANALYSIS OF EMPLOYEE TRAINING AND DEVELOPMENT

EMPLOYEES WHO UNDERWENT SPECIFIC TRAINING

TRAINING	2022 (Nº)	2023 (Nº)
Diversity, equality and Inclusion	71,921	500,368
Sustainability	117,428	56,053
Business Continuity	3,479,235	4,966,232
Anti-corruption (required)	73,496	234,624
Information Security (required)	-	90,286
Money Laundering Prevention (mandatory)	73,496	129,786
Data Privacy (required)	101,007	100,333
Code of Ethics and Conduct (mandatory)	73,496	129,786

AVERAGE TRAINING HOURS BY GENDER AND FUNCTIONAL CATEGORY

VARIABLE	2023 (HOURS)
AVERAGE TRAINING HOURS BY GENDER	
Men	12
Women	10

ANNUAL SUMMARY OF TRAINING AND PARTICIPATION

DESCRIPTION	2022	2023
Total number of employees who completed training	209,185	261,318
Total Training Hours per Employee	10 hours	12 hours
Number of Training Participations	3,479,235	4,966,232
Number of Trainings Available	5,373,930	7,444,065



ETHICAL COMMITMENT IN THE COMPANY

Reinforcing Professional Conduct

CODE OF ETHICS AND CONDUCT

At GPS Group, our Code of Ethics and Conduct establishes essential ethical guidelines that guide our interactions with all stakeholders. This document emphasizes the value of human dignity and respect for diversity, covering gender, race, ethnicity, age, sexual orientation, political ideology, and physical capabilities. Our commitment goes beyond words, reflected in support policies, specific training via the GPSvc application, and access to the content of the Code of Ethics and Conduct for all employees, promoting a corporate culture of ethics, inclusion, and diversity.

CORPORATE PRINCIPLES

Our corporate essence is based on transparency in hiring and merit-based promotion, fair salary practices, and equal opportunities. These principles are reinforced through policies that ensure alignment with applicable laws, demonstrating our commitment to equality.

We create a work environment that values diversity and rejects any discrimination, striving to maintain an inclusive space for everyone.

INCLUSIVE RECRUITMENT PROCESS

The recruitment process begins with the Contract Leader sharing the position profile with the Human Resources Department. This collaboration ensures that job requirements are aligned with the needs of the position and the company's ethical guidelines. We confirm the need for specific or technical tests, maintaining adherence to anti-discrimination policies and promoting the inclusion of candidates from different backgrounds. This process reflects our respect for all forms of diversity and our effort to combat any discrimination by aligning recruitment practices with our values of equality and mutual respect.



SOCIAL INVESTMENT CHILD AND YOUTH EDUCATION

The GPS Group supports and collaborates with the social projects listed in the report, and the indicators presented are the associations' achievements. We are just part of this achievement.

Our strategy in children's and youth education is anchored in strategic cooperation with partners. This approach not only optimizes our resources but also maximizes the social impact of our initiatives. By collaborating with organizations aligned with our vision, we promote access to quality education and drive community development holistically. The partnerships we establish are a clear reflection of our corporate responsibility to promote a fairer and more inclusive society. We firmly believe that every young person deserves to have access to the opportunities necessary to achieve excellence in their career. We are committed to doing our part to ensure this becomes a reality for everyone.

TRIBUTE TO THE FUTURE

It trains teenagers from the Casas Familiares do Baixo Sul da Bahia project with technical courses integrated into high school, using Alternation Pedagogy. This initiative is crucial for the development of quilombola communities. The GPS Group supports this cause as part of its corporate strategy focused on sustainable development and professional education.

SANTA FE CHARITABLE ASSOCIATION

It welcomes children and adolescents in vulnerable situations, including victims of abuse, abandonment, and sexual violence, mainly on the streets of São Paulo. In addition to direct care for children, it offers comprehensive support to their families. Throughout its activities, it has been fundamental in society, benefiting thousands of young people and contributing to a safer and more inclusive environment, promoting social and human development in a comprehensive way.

LUZ STATION

It welcomes children and adolescents in vulnerable situations, including victims of abuse, abandonment, and sexual violence, mainly on the streets of São Paulo. In addition to direct care for children, it offers comprehensive support to their families. Throughout its activities, it has been fundamental in society, benefiting thousands of young people and contributing to a safer and more inclusive environment, promoting social and human development in a comprehensive way.

EMMANUEL FRATERNITY GROUP

Focused on serving populations at risk and vulnerability, the Emmanuel Fraternity Group, founded in August 1981, operates the Child and Adolescent Reception Service in the district of Caucaia do Alto in Cotia, in the state of São Paulo. This initiative provides a complementary environment to school activities, favoring the development of sociability and the prevention of social risk situations.





IMPACT AND REACH OF INITIATIVES

554

Young people trained at CFR-PTN since 2002 in the Tribute to the Future Initiative

1,534







Families impacted by the comprehensive support offered by the Santa Fé Initiative

7,272

People served throughout the activities of the Santa Fé Initiative

300

Children, teenagers and pregnant women received soup on Saturdays from the Emmanuel Fraternity Group

INITIATIVE	IMPACT	MAIN SDGS	
Tribute to the Future	<ul style="list-style-type: none"> » 521 students graduated from the technical course in Forestry (CFAF). » 419 students benefited from the technical course in Agribusiness (CFR-I). » 554 young people trained at CFR-PTN since 2002. 	SDG 4 - Quality Education	
LUZ Station	<ul style="list-style-type: none"> » Support for 247 children and adolescents at the Professor Clodomir Teófilo Girão School (EPCTG) through the Education in Human Values Program. 	SDG 4 - Quality Education	
Santa Fe Charitable Association	<ul style="list-style-type: none"> » Reception of 1,378 children and adolescents in vulnerable situations, including victims of abuse, abandonment and sexual violence. » Impact on 1,534 families through the comprehensive support offered. » Serving 7,272 people throughout the project's operations. 	SDG 1 - Eradication of Poverty SDG 4 - Quality Education SDG 16 - Peace, Justice and Effective Institutions	  
Emmanuel Fraternity Group	<ul style="list-style-type: none"> » Carrying out cultural projects for 60 children and teenagers. » Offering coexistence and bond-strengthening services for 40 children and adolescents. » Distribution of soup on Saturdays for 300 children, teenagers and pregnant women. 	SDG 4 - Quality Education	

*The data was meticulously collected through records of activities carried out in the Tributo ao Futuro, Estação LUZ, Santa Fé and Grupo da Fraternidade Emmanuel projects, thus guaranteeing the veracity and reliability of the information presented.

* The indices result from collaborations between these institutions, other companies, in addition to the GPS Group.



PROMOTING DEVELOPMENT

The Strategic Role of Sport in Social Transformation

Our sporting actions reflect our commitment to social responsibility, promoting development and social integration. By serving thousands of children and young people, we provide socio-emotional support and access to educational opportunities, reducing social vulnerability and generating a positive impact on their lives and communities.

NEXT GENERATION INSTITUTE

The Próxima Geração Institute prioritizes reducing social vulnerability, using sport as a tool to create a safe and positive environment for children and young people. The institute promotes awareness of the importance of sport, offering professional training opportunities and access to scholarships, both in Brazil and abroad.

REAÇÃO INSTITUTE

Human Development and Social Integration Through Judo

The Reação Institute, founded by Olympic medalist Flávio Canto, his former coach Geraldo Bernardes and friends, uses judo to promote human development and social integration. Serving around 4,500 children, adolescents and young people in 12 centers, the institute aims to accompany them to their first job, using sport as an educational and social transformation tool, based on the principles of building, conquering and sharing.

VILA REMO FOOTBALL AND SAMBA SPORTS ASSOCIATION

Inserting children and adolescents in an educational sporting environment to promote collective, cognitive and technical development. The activities consist of football practice workshops, encouraging a healthy lifestyle and multidisciplinary socialization. The project offers comprehensive support and assistance, including uniforms, trained technical staff and all necessary material for the activities.

ESPORTE CLUBE PINHEIROS

Excellence and Innovation in Sport

Recognized as a trainer and supporter of high-level athletes, Esporte Clube Pinheiros seeks excellence through Incentive Projects aimed at training and preparing its athletes. As the largest multi-sport club in Latin America and prominent in several sports, it contributes significantly to Brazil's Olympic achievements.



IMPACT AND SCOPE OF INITIATIVES

800

Beneficiaries of food reinforcement at Instituto Próxima Geração

20,000

Transformation through judo at Instituto Reação

+3,000

Medals earned by Instituto Reação in the last 5 years.

100

Children and adolescents participating in football activities with Agremiação Esportiva Vila Remo Futebol.

INITIATIVE	IMPACT	PRIMARY SUSTAINABLE DEVELOPMENT GOALS
Próxima Geração Institute	Caring for over 200 children and adolescents in a secure setting. Food provision for approximately 800 recipients. Socio-emotional support was provided to over 200 participants.	SDG 3: Health and Wellbeing SDG 2: Zero Hunger and Sustainable Agriculture SDG 4: Quality Education   
Reação Institute	Transformation of over 20,000 lives through judo. Approximately 4,000 students are served at different centers. Awarding scholarships to 313 students. Earning over 3,000 medals in the past 5 years.	SDG 3: Health and Wellbeing SDG 4: Quality Education SDG 10: Reducing Inequalities   
Vila Remo Football and Samba Sports Association	Participation of 100 children and teenagers in football sports activities. Conducting 2 weekly meetings for sports practices.	SDG 3: Health and Wellbeing SDG 11: Sustainable Cities and Communities  
Pinheiros Sports Club	Over 600 athletes were supported.	SDG 3: Health and Wellbeing SDG 8: Decent Work and Economic Growth. SDG 17 - Collaborations and Implementation Methods   

The data presented was extracted from official reports of the projects "Instituto Próxima Geração," "Instituto Reação," and "Agremiação Esportiva Vila Remo Futebol," guaranteeing their accuracy and reliability.

The indices stem from partnerships among these institutions, other firms, and the GPS Group.

HOSPITALITY AND WELL-BEING

We focus on local well-being and quality of life. By investing in projects in the health sector, assistance for people with multiple disabilities and programs for the elderly, we aim to immediately improve the community's living conditions.

LOVE HOSPITAL

manager in Oncology and Social Commitment

Hospital de Amor, formerly Barretos Cancer Hospital, located in the city of Barretos - SP. It is a philanthropic institution specializing in cancer treatment and prevention. With free service, it receives patients from all over Brazil and offers high-quality services and cutting-edge technology.

WATER STATION PROJECT

Supporting Healthy Aging

Through socio-educational projects, the Estação das Águas Project's primary objective is to improve the quality of life of vulnerable elderly people in the municipality of Eusébio - CE and the surrounding region. Activities such as water aerobics, hydrotherapy, and education programs in human values aim to promote the physical and emotional well-being of these individuals. All activities are provided free of charge, with no fees or costs for beneficiaries.

LITTLE COTOLENGO IN PARANÁ

Specialized Reception

Focused on providing housing and comprehensive assistance to people with multiple disabilities in Paraná, this project seeks to promote their physical, emotional, and social well-being, guaranteeing them a dignified life. Through specialized education, it enables these individuals to achieve greater autonomy and inclusion in society. The commitment is to positively impact their lives, demonstrating social responsibility and care for others.



IMPACT AND REACH OF INITIATIVES

1,250,639

Procedures performed by Hospital de Amor

48,609

Chemotherapy sessions at Hospital de Amor

306,168

Multidisciplinary care by the Pequeno Cotelengo Project in Paraná

2,500

Meals per day by the Pequeno Cotelengo Project in Paraná

INITIATIVE	IMPACT	MAIN SDGS	
Love Hospital	» 126,967 patients over 60 years old » 1,250,639 procedures performed » 48,609 chemotherapy sessions » 66,266 outpatient medical consultations	SDG 3 - Health and Well-Being	
Water Station Project	» 80 elderly people served	SDG 3 - Health and Well-Being	
Little Cotelengo in Paraná	» 306,168 multidisciplinary consultations » 7,000 medical consultations » 2,500 meals per day	SDG 3 - Health and Well-Being	

*The data presented was obtained through detailed records of the activities carried out at Hospital de Amor, Pequeno Cotelengo in Paraná and Projeto Aquático para Idosos (Estação das Águas), ensuring the accuracy and veracity of the information provided.

* The indices result from collaborations between these institutions, other companies, in addition to the GPS Group. Collaborations with resources through the Incentives Law.



CULTURE IN ACTION

Promoting Community Development

Investing in culture is investing in the development of communities. Through events, exhibitions and educational programs, we strengthen social bonds, celebrate diversity and preserve our history. By putting culture at the forefront, we drive progress and well-being for everyone.

IBERÊ CAMARGO FOUNDATION

Support for Culture

The GPS Group supports the Iberê Camargo Foundation, promoting the preservation and dissemination of the artist's work. We contribute to exhibitions, seminars and courses, enriching community culture.

TRANSCENDENTAL THEATER PROJECT

Support for Art

We collaborate with the Mostra Brasileira de Teatro Transcendental, a project of Associação Estação Luz. An annual event that offers free shows in several states, promoting well-being and personal development through art and culture.

PIERRE VERGER FOUNDATION

Diversity, Memory and Legacy

We collaborate with the Pierre Verger Foundation to promote diversity through art. We support exhibitions such as "ALL THE SAME, ALL DIFFERENT?", spreading the culture and legacy of Pierre Verger.

STIMULU BRAZIL INSTITUTE

Training for the Future

In partnership with Galpão Aplauso, we offer professional courses and humanistic training workshops for young people from low-income communities, preparing them for a promising future.



TERRITORIES AWARD - INSTITUTO TOMIE OHTAKE

Education and Culture

By supporting the Territories Award, we aim to promote inclusive and quality education nationwide. The Tomie Ohtake Institute, renowned for its exhibitions in fine arts, architecture, and design, initiated this project as part of its dedication to education. The award invites public schools from across Brazil to submit pedagogical strategies aligned with compassionate ethics and the principles of Integral Education.

SONS DA FLORESTA PROJECT

Celebrating the Riches of Brazil

The Canções da Floresta project celebrates Brazilian classical music alongside striking images of the Amazon, highlighting its importance. The partnership between Leo Gandelman, a renowned Brazilian instrumentalist dedicated to researching national music, and the Barra Mansa Symphony Orchestra unites musical research and education, strengthening our mission of valuing national culture, promoting educational development and raising awareness about environmental preservation.

LYGIA SHOW

Promoting Gender Equality at the Inclusartiz Cultural Center

This initiative aims to promote gender equality by presenting a new season of the show "LYGIA" at the Inclusartiz Cultural Center in September 2023, featuring a technical team composed of 51% women. Alongside the show, an exhibition with replicas of artist Lygia Clark's works will be launched under the same name, accompanied by free educational activities inspired by her art. This approach underscores the commitment to inclusion and diversity, enriching the cultural scene and offering equal opportunities for women in the arts.

MUSIC PROJECT IN MILITARY COLLEGES

Cultivating Talents

Contributing to the educational and citizen development of young people aged 10 to 18, the Music at the Military Colleges project held instrumental music workshops for students from the PMGO Military Colleges Ayrton Senna, Miriam Benchimol Ferreira and Waldemar Mundim, in Goiânia/GO. Through music, the project seeks to enrich culture, promote socialization and expand the creative, cognitive and motor potential of teenagers.



IMPACT AND REACH OF INITIATIVES

41

Iberê Camargo Foundation
Workshops and Mediations

5,600

(L) of water donated by Teatro
Transcendental

+17,000

Young people benefiting
from Galpão Aplauso

42,000

MARGS-RS visitors by the
Pierre Verger Foundation

INITIATIVE	IMPACT	MAIN SDGS
Iberê Camargo Foundation	» 3,968 people Education and Culture » 41 Workshops and Mediations	SDG 4 - Quality Education SDG 10 - Reducing Inequalities SDG 3 - Health and Well-Being
Teatro Transcendental	» 420,400 Spectators of different ages » 177 tons of food collected » 5,600 (L) of water donated	SDG 4 - Quality Education SDG 10 - Reducing Inequalities SDG 3 - Health and Well-Being
Pierre Verger Foundation	» +3,000 Books » 15,000 Visitors MAR-RJ » 42,000 Visitors MARGS-RS	SDG 11 - Sustainable Cities and Communities SDG 16 - Peace, Justice and Effective Institutions
Galpão Aplauso - Stimulu Brasil Institute	» +17 thousand young people benefited » +30 artistic workshops and technical courses » 80% employability after completing the courses	SDG 4 - Quality Education SDG 8 - Decent Work and Economic Growth

The data presented was obtained through accurate records of the activities carried out by the Iberê Camargo Foundation, Canções da Floresta Project and Pierre Verger Foundation, guaranteeing the veracity and reliability of the information provided.

* The indices result from collaborations between these institutions, other companies, in addition to the GPS Group.



+1,000

Students impacted by the Music Project in Military Colleges

10









Award-winning schools in 9 states, including an Indigenous one by the Tomie Ohtake Institute

+100

Works at the Inclusartiz Cultural Center

1,500

Copies of the album Canções da Floresta

INITIATIVE	IMPACT	MAIN SDGS
Tomie Ohtake Institute	» 300 Exhibitions held » 365 Registrations for the Tomie Ohtake Territories Award » 10 Schools awarded in 9 states, including an Indigenous one	SDG 4 - Quality Education SDG 10 - Reducing Inequalities  
Sons da Floresta Project	» 1,500 copies of the album Canções da Floresta	SDG 15 - Life on Earth SDG 13 - Action Against Global Climate Change  
Lygia - Inclusartiz Cultural Center	» +100 Works » 51% of women in the technical file » +900 People directly impacted	SDG 5 - Gender Equality SDG 11 - Sustainable Cities and Communities  
Music Project in Military Colleges	» +1,000 students impacted	SDG 4 - Quality Education SDG 10 - Reducing Inequalities  

The data presented was collected from impact reports provided by Instituto Tomie Ohtake, Projeto Canções da Floresta, Lygia - Centro Cultural Inclusartiz and Projeto Música nos Colégios Militares, guaranteeing the veracity and reliability of the information provided. * The indices result from collaborations between these institutions, other companies, in addition to the GPS Group.



RESPONSIBLE PRACTICES

In this segment, we emphasize our commitment to governance excellence and highlight our efforts to establish new benchmarks for responsibility and adherence to professional standards.

IN THIS CHAPTER:

- 63 - Commitment and Integrity
- 64 - Committed to QSSMA
- 66 - Health and Accident Management in the Workplace
- 67 - Labor Practices
- 68 - Commitment to Union Relations
- 69 - Risk Management Program
- 70 - Risk Management and Occupational Safety
- 71 - Emergency Plan
- 72 - Privacy and Data Protection Program
- 73 - Supply Management
- 75 - Our commitment to Human Rights
- 77 - Ethics and Compliance

COMMITMENT AND INTEGRITY

We are committed to leading with integrity and establishing a benchmark of responsibility and compliance across every industry in which we operate. This commitment ensures our reliability as a partner to our Customers.

To achieve this goal, we actively foster a culture of responsible practices rooted in our values, guiding our decisions and actions. This includes assessing risks, safeguarding data privacy, selecting suppliers, and adopting practices that positively impact our entire value chain.

We have developed an ethical business model that integrates best practices with the Company's high professional standards. This encompasses ongoing improvements to our processes, policies, and organizational culture.

We prioritize the health and safety of our team by investing in a secure and supportive work environment. Our practices aim to strike a balance between personal and professional life, fostering the physical and mental well-being of our employees.

Proactively managing risks and critical incidents is integral to our approach, ensuring the safety of our employees and assets. We uphold working conditions that respect human rights, promote equality, and foster inclusion across all our operations.

Furthermore, we allocate substantial resources to ensure data security and protect confidential employee and company information. We maintain transparent and ethical relationships with our stakeholders, promoting mutual trust and advancing common benefits.





COMMITTED TO QSSMA

Quality, Safety, Health and Environment

ADOPTING A COMPREHENSIVE QSSMA POLICY

QSSMA Policy Implementation: We have begun implementing a comprehensive Quality, Safety, Health and Environment (QSSMA) policy across our company. This policy applies to all employees and subcontractors in all of our operations in Brazil, with the primary objective of ensuring the protection of the team and the preservation of the environment.

INVESTING IN SPECIALIZED TRAINING

Specific QSSMA Training: We prioritize investments in specialized training in Quality, Safety, Health and Environment (QSSMA) for all employees. These trainings aim to enable our team to deal with QSSMA-related issues effectively and proactively.

SETTING OBJECTIVES AND EVALUATING RESULTS

Establishment of Measurable Goals: We define measurable goals and objectives related to Quality, Safety, Health and Environment (QSSMA). We regularly evaluate the results achieved in relation to these goals and objectives, seeking to identify areas for improvement and implementing corrective actions when necessary.

PROMOTING ENVIRONMENTAL SUSTAINABILITY

Minimizing Environmental Impact: We are committed to minimizing the environmental impact of our operations, reducing the consumption of natural resources and promoting sustainable practices, such as waste recycling and pollution prevention.

STANDARDIZING PRACTICES ACROSS THE COMPANY

Standardization of QSSMA Practices: We implement standardized Quality, Safety, Health and Environmental (QSSMA) practices throughout the company. This ensures consistency and compliance with our standards and policies across all operations.

TRANSPARENT COMMUNICATION AND PERFORMANCE RECOGNITION

Effective Communication: We maintain open and transparent communication with all interested parties, ensuring they fully understand our policy, programs, and procedures regarding QSSMA. Additionally, we recognize and reward excellent QSSMA performance to encourage continuous improvement.

SEEKING CONTINUOUS IMPROVEMENT WITH SGI

Use of the Integrated Management System (SGI): We adopted the Integrated Management System (SGI) as a strategic tool to promote continuous improvement in Quality, Safety, Health and Environment (QSSMA). We follow the PDCA cycle guidelines (Plan, Do, Check and Act) to plan, execute, verify and act to implement necessary improvements in our QSSMA processes and practices.

QSSMA: PDCA CYCLE



PLAN (PLAN)

» We establish specific goals aligned with organizational objectives.

» We identify all possible dangers, risks and environmental impacts.

» We map processes and identify areas for improvement.



EXECUTE (DO)

» We develop standard operating procedures (SOP).

» We implement management tools for monitoring.

» We offer training and awareness programs.



TO CHECK (CHECK)

» We carry out regular audits and analyses to assess the effectiveness of our processes.

» We implement improvements based on analysis results.



AGIR (ACT)

» We take immediate corrective action to address any issues identified.





HEALTH AND ACCIDENT MANAGEMENT IN THE WORKPLACE

Where care is paramount

Health and accident management involves thorough monitoring of absences due to illness or workplace accidents among all employees, whether permanent or temporary. The collection and analysis of this data are crucial for effective management, allowing us to identify patterns, trends, and areas of higher risk.

By understanding the root causes of absences, we develop targeted strategies to mitigate risks and implement preventive and corrective measures. These efforts aim to reduce absences and promote a safer, healthier work environment for everyone.

We make significant investments in training and emphasize the proper use of Personal Protective Equipment (PPE) and Collective Protection Equipment (EPC). Integrated into our accident prevention programs, these measures include an average of 12 hours of training per employee, complemented by robust internal communication campaigns. This approach ensures comprehensive knowledge of potential risks and control measures, encompassing environmental, organizational, and individual protections.

This proactive stance reflects our organizational culture, underscoring our dedication to team well-being and excellence in occupational health and safety management.

WORK ACCIDENTS

DESCRIPTION	2023
Number of hours worked(1)	240,000,000
Frequency Rate (CAF)(2)	2,52
Severity Rate (CAF)(3)	26,65

Grades:

(1) HHT: based on the workforce of 146,730 employees on 12/31/2023, totaling 240,000,000 hours worked.

(2) Frequency Rate: $Tf = n \times 1,000,000 / \text{HHT}$ where "n" is the absolute number of accidents;

(3) Severity Rate: $Tg = \text{number of days lost} \times 1,000,000 / \text{HHT}$ where number of days lost = (CAF absence).

LABOR PRACTICES

Labor practices are essential for creating a fair, safe, and inclusive work environment for all employees.

At the Company, we prioritize strict adherence to labor laws and foster an organizational culture that respects the rights and dignity of our workforce.

Our initiatives span compliance with legal standards and the promotion of professional development, emphasizing the well-being and continuous advancement of our team.

We recognize that clear and direct communication is crucial to keeping employees informed, motivated, and prepared for success.

OUR EMPLOYMENT PRACTICES INCLUDE:

LEGAL COMPLIANCE

We commit to strictly complying with the Consolidation of Labor Laws (CLT) and its subsequent amendments, as well as respecting current conventions and collective agreements.

EQUAL OPPORTUNITIES

We promote equal opportunities in the workplace, basing decisions related to employment on the merit and skills of employees, without discrimination based on race, gender, age, sexual orientation, religion, ethnic origin or any other personal characteristic.

OCCUPATIONAL HEALTH AND SAFETY

Safety is a non-negotiable value and our priority is the well-being and protection of employees, to this end, we ensure a safe and healthy working environment. We implement preventive measures against accidents, promote occupational safety training and cultivate a safety culture throughout the Company.

PROFESSIONAL DEVELOPMENT

We invest in our employees' professional development, offering training, qualification, and skills development opportunities. We believe in continuous growth and support our employees on their learning journey and career advancement.

FREEDOM OF TRADE UNION MEMBERSHIP

We respect employees' right to join unions and participate in union activities as established by labor legislation and ensure that they can exercise these rights without discrimination or reprisal.

TRANSPARENT COMMUNICATION

In our company, we prioritize clear and accessible communication, using channels such as meetings, emails, bulletin boards, intranet and messaging applications. We promote an open environment so that employees can express ideas and concerns, strengthening engagement and collaboration between teams.



COMMITMENT TO UNION RELATIONS

Union coverage by segment is a crucial part of our company's labor structure. It reflects our commitment to dialogue and representation of employees' interests in different areas of activity. By having 100% of our employees unionized, we demonstrate our dedication to respecting labor rights and freedom of association.

We observed a wide diversity of segments represented by unions, from infrastructure to engineering and logistics, among others. This variety highlights our comprehensive presence in various sectors of the economy, meeting the needs of a wide range of Customers and industries throughout the national territory.

The partnership with 596 unions nationwide strengthens our presence and our commitment to a healthy and collaborative relationship with union entities. We continually work to ensure a fair, safe and respectful work environment for all employees, in compliance with current legislation and the highest ethical standards.



STATE	QTD UNIONS	ACTIVE	%
São Paulo	174	49025	33.4%
Rio de Janeiro	55	26886	18.3%
Minas Gerais	76	13082	8.9%
Rio Grande do Sul	42	11020	7.5%
Paraná	43	7408	5.0%
Bahia	19	7008	4.8%
Federal District	13	4502	3.1%
Espírito Santo	10	3579	2.4%
Pernambuco	13	3377	2.3%
Goiás	16	3046	2.1%
Ceará	9	2867	2.0%
Pará	11	2514	1.7%
Santa Catarina	31	2213	1.5%
Amazonia	9	2092	1.4%
Alagoas	5	1568	1.1%
Maranhão	10	1393	0.9%
large northern river	7	1377	0.9%
Mato Grosso	10	1097	0.7%
Mato Grosso do Sul	11	905	0.6%
Piauí	6	703	0.5%
Paraíba	8	388	0.3%
Sergipe	5	313	0.2%
Tocantins	2	169	0.1%
Rondônia	4	107	0.1%
Amapá	3	63	0.0%
Acre	2	15	0.0%
Roraima	2	13	0.0%
Total	596	146730	100.00%



RISK MANAGEMENT PROGRAM

Excellence in Safety and Quality

Our primary commitment is to safeguard the health and well-being of our employees while also preserving the environment and natural resources. Through our Risk Management Program, we proactively anticipate, identify, assess, and mitigate occupational risks, thereby ensuring a safe and healthy work environment across all our operations.

Our goal is to continuously enhance occupational health and safety management by systematizing every aspect, from identifying to controlling risks in our employees' work environments. This ensures not only the excellence of our services but also full compliance with our Customers' requirements, as well as all labor, social security, and tax obligations.

We maintain our strong track record of success built upon a highly qualified workforce, the adoption of cutting-edge technology, and the use of high-quality products. We are prepared to serve a wide variety of sectors, ranging from chemical and petrochemical industries to hospitals, hotels, schools, and shopping malls. Our focus extends beyond achieving high productivity; we also aim to reduce operational costs and preserve our Customers' physical assets.



RISK MANAGEMENT AND OCCUPATIONAL SAFETY

Corporate Commitment

The GPS Group adopts the Risk Control Hierarchy to protect our workforce, focusing on eliminating risks at source, collective protection and personal security measures. This practice is a demonstration of our unwavering commitment to the health and safety of employees.

The Company's Occupational Risk Inventory is an essential tool for employee safety, covering the identification and management of risks of different natures. This document details and classifies occupational risks, providing a solid basis for preventive actions and maintaining well-being in the workplace. The Occupational Risk Inventory includes the following essential information, in a clear and technical manner:



OPERATIONAL DIAGNOSIS

Detailed characterization of processes and work environments.



ACTIVITY RECORD

Detailed description of the activities carried out.



HAZARD ANALYSIS

Accurate identification of hazards, with a detailed analysis of the associated risks and the preventive measures adopted to mitigate them.



EXPOSURE MONITORING

Results of preliminary analysis or monitoring of exposures to physical, chemical and biological agents, including ergonomic assessment as required by NR-17.



DECISION METHODOLOGY

Transparent criteria used to assess risks and make decisions.



RISK ASSESSMENT

Classification and assessment of risks, guiding the preparation of the action plan.

EMERGENCY PLAN

Prioritizing Operational Security



Our operational security is an absolute priority. We develop and implement highly detailed emergency response procedures, meticulously adapted to the particularities of each activity we carry out.

Operational security is our top priority. We develop and implement highly detailed emergency response procedures tailored to the specific requirements of each activity we undertake. These protocols ensure the availability of essential first aid resources and include specific guidelines for guiding victims and executing evacuation protocols.

When operating at our Customers' facilities, we adhere strictly to their emergency plans, ensuring full compliance with established agreements. Our operations are focused solely on the precise execution of protocols mandated by the Customer, demonstrating our unwavering commitment to safety across all operational areas.

We conduct regular emergency drills to keep our team consistently prepared and capable of handling any potential adverse scenarios that may arise. These simulations are essential for maintaining readiness and responsiveness at all times.

MAIN TOPICS

1. Adapted Procedures: Procedures adapted to the risks and specific characteristics of each activity.

2. Essential Resources: Guarantee of resources for initial emergency care, directing victims and implementing evacuation protocols.

3. Emergency Prevention: Implementing preventative measures to deal with large-scale emergency scenarios as necessary.

4. Contractual Commitment: Commitment to follow Customers' emergency plans at their facilities, in accordance with contractual requirements.

5. Regular Drills: Carrying out regular emergency drills at the Company's facilities to ensure team preparation.

6. Shared Responsibility: Responsibility for emergency management is shared with the Customers' senior management.



COMPANY'S PRIVACY AND DATA PROTECTION PROGRAM

We establish, through this Program, our firm commitment to the security and integrity of personal data, aligning our practices with the requirements of the General Personal Data Protection Law (LGPD). This Program outlines principles and actions governing the processing of personal data, reflecting our dedication to adhering to data protection and privacy standards.

Our Privacy and Personal Data Protection Governance Program is crucial for maintaining trusted relationships with suppliers, service providers, and employees. It integrates with our agreements, reinforcing our commitment to data protection. As Controllers and Operators, we implement stringent procedures to ensure the legality, transparency, and security of data. This includes detailed technical and administrative measures to prevent unauthorized access and ensure compliance with industry standards.

We are committed to ongoing vigilance and improving our information security practices to uphold the integrity and confidentiality of personal data under our management.

STRUCTURING THE COMPANY'S PRIVACY AND PERSONAL DATA PROTECTION COMMITTEE

We established the Privacy and Personal Data Protection Committee at GPS Group to oversee our Privacy and Personal Data Protection Governance Program. This committee implements measures to ensure the confidentiality, integrity, and availability of personal data, following regulations that detail its composition and functions, including the appointment of the Data Protection Officer (DPO).

Our goal is to enhance data subject trust by aligning our practices with the needs of our operational volume and ensuring swift response to incidents. Appointed by our Chief Executive Officer, committee members are tasked with ensuring LGPD compliance, conducting risk assessments, overseeing training, and keeping our data protection processes aligned with best practices and legal requirements. They hold regular meetings to continuously review and update our protocols.

101,414

Signed Trainings.

HIGHLIGHTS 2023

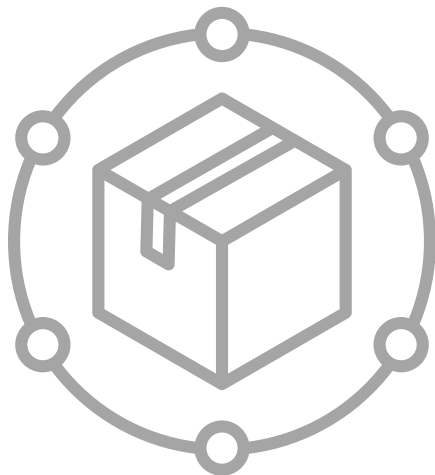
- » Zero complaints of breaches/data leaks involving cybersecurity.
- » Zero financial losses due to legal proceedings related to user data privacy.
- » There were no business impacts or reports of cybersecurity data breaches, leaks, thefts or losses.
- » There was no impact on confidential company, Customers or personally identifiable information.



SUPPLY MANAGEMENT

Our commitment to mitigating socio-environmental impact is evident in our continuous pursuit of innovations, service development, and strategic partnerships. We prioritize national suppliers, aligning our purchasing strategy to bolster the domestic market, particularly in the regions where we operate.

In 2023, we reinforced this strategy by exclusively opting for inputs and services from national suppliers, thereby strengthening our operations and regional offices across Brazil.



This choice underscores our dedication to local development and minimizing our ecological footprint, ensuring sustainability and benefiting communities.

Opting for local suppliers goes beyond logistics; it signifies a strategic commitment to responsible business practices, bolstering local economies and communities while reducing transportation costs and impacts. This approach fosters a resilient supply chain, capable of adapting to market dynamics and sustainability requirements.

Thus, by emphasizing the acquisition of local suppliers and maintaining regionalized operations, the GPS Group solidifies its commitment to sustainability, supporting local economic growth and promoting conscious and responsible corporate action.

GPS GROUP SUSTAINABILITY AND SUPPLY STRATEGY

1. Commitment to Sustainability

- » Continuous innovation, product development and strategic partnerships.
- » Focus on local suppliers aligned with our national geographic vision.

2. Conscious Acquisition Strategy

- » Strategic choice of 100% national suppliers in 2023.
- » Strengthening regional operations and offices with a positive impact on the local economy and the environment.

3. Strategic Impact of Local Suppliers

- » The importance of strategic choices beyond logistics.
- » Contributions to local economies, communities and reduced environmental impact.

4. Reaffirmation of the Sustainable Commitment

- » Prioritization of national suppliers and focus on regionalized operations.
- » Promotion of local economic development, environmental and social responsibility.



SUPPLIES GUIDELINES

Commitment to Sustainability

The GPS Group's Purchasing Policy is firmly based on corporate responsibility, fully incorporating social and environmental principles that promote the safety and sustainability of the business. This approach is a concrete manifestation of our commitment to operating ethically, sustainably and responsibly, ensuring that our purchasing practices are aligned with our corporate values and contribute to a broader positive impact.

PURCHASING POLICY

Our policy, which promotes sustainability and business ethics, is aligned with global initiatives and recognized principles, including the Ten Universal Principles of the United Nations Global Compact and the Sustainable Development Goals (SDGs). These guidelines are incorporated into our Code of Ethics and Conduct, Sustainability Policy, Risk Management Policy, and Quality, Safety, Health, and Environment Policy.

CORPORATE RESPONSIBILITY

Our corporate responsibility is reflected in our selection of suppliers who share our ethical, social, and environmental values. We promote business practices that prioritize not only economic efficiency but also community wellbeing and environmental preservation. By choosing local and national suppliers, we strengthen regional economies, support local communities, and minimize environmental impacts associated with logistics and transportation.

SCOPE OF THE POLICY

This Policy governs the activities and relationships involved in the GPS Group's purchasing process of products and services. It applies to our administrators, partners, employees, suppliers, Customers, and third parties, ensuring that our entire supply chain adheres to our high standards of social and environmental responsibility.



OUR COMMITMENT TO HUMAN RIGHTS

Acculturation forms the foundation of the entire Company, fully integrating human rights into its culture and operations, following policies approved in 2023.

We assertively take action to ensure that our principles are clearly communicated to our employees and partners through regular training, emphasizing adherence to these values in all activities.

Our initiatives also extend to engaging suppliers, Customers, and shareholders in adopting high human rights standards, thereby promoting an ethical and responsible business environment.

Policy Fundamentals	Anchored in international and national documents such as the Universal Declaration of Human Rights, the ILO Declaration, the Principles of the Global Compact, and the Brazilian Constitution, the Company's Code of Ethics and Conduct, in addition to internal policies relating to Privacy and Data Protection Personnel and Quality, Safety, Health and Environment.
Goals	It aims to cultivate and reinforce an organizational culture that respects and promotes individual rights and freedoms, aligning the company's daily practices with these fundamental principles.
Applicability	Targeted at all levels of the organization, including administrators, employees, partners, suppliers, service providers, Customers and shareholders, encompassing any entity related to the GPS Group.
Company Commitments	Commitment to ensuring human rights, avoiding discrimination, eliminating forms of forced labor or torture, ensuring fair working conditions, respecting freedom of association and labor rights, and promoting a safe and respectful work environment, in compliance with all applicable laws .
Implementation in Daily Routine	The policy is implemented in all of the company's operations and relationships, guaranteeing equality, remuneration consistent with positions and functions, observance of labor and union rights, and prohibiting unfair labor practices, reflecting the commitment to ethics and integrity in all corporate activities.
Diversity, Equality and Inclusion	It emphasizes the importance of a work environment that values diversity and promotes inclusion, establishing a corporate space that respects individual differences and fosters a sense of equality, aligned with the Company's values.

GPS GROUP REPORTING CHANNEL

Commitment to Ethics and Transparency

We maintain a Reporting Channel structured with complete independence, autonomy, and impartiality, adhering to guidelines set by management and endorsed by the board of directors. This channel operates independently and impartially, guaranteeing anonymity to all users while facilitating investigations and corrective actions swiftly and effectively. The service is managed by a third-party provider with proven expertise, ensuring the integrity and confidentiality of all processes.

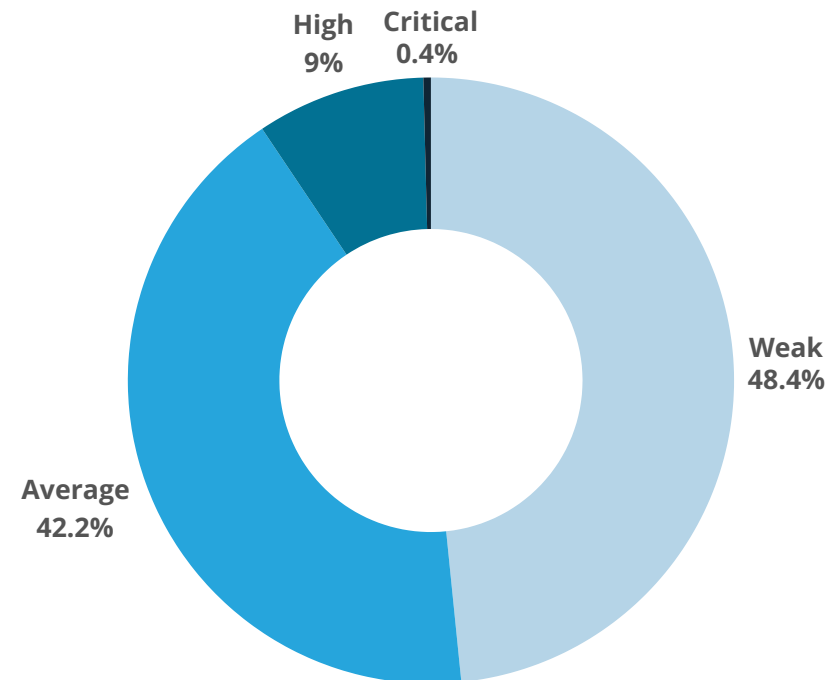
This channel serves as the Company's exclusive avenue for secure and confidential communication, permitting anonymity when necessary. It is designed for reporting conduct perceived as unethical or that violates our ethical principles, standards of conduct, or applicable laws. All information received is handled by an independent and specialized firm, ICTS, which guarantees absolute confidentiality and appropriate response by the Company's senior management.

Reports can be made by calling 0800 049 4200, available Monday through Friday, from 8am to 8pm. The Company's Ethics Channel is accessible to employees, service providers, third parties, and the general public. It provides a secure, confidential, and anonymous means for communications, accessible online at www.canaldeetica.com.br/grupogps. Our aim is to ensure a framework where complaints regarding illegal or illicit activities that breach the Company's rules, regulations, policies, and procedures are adequately addressed and resolved.

IMPACT TWO STORIES

During 2022 and 2023, we observed consistent employee engagement in using our Company's reporting channel, affirming the effectiveness of our training and awareness initiatives. Despite a 5% increase in employee numbers, from 140,000 in 2022 to 147,000 in 2023, the volume of complaints remained stable with 998 reports in 2022 and 1,247 in 2023. This data does not necessarily indicate an uptick in inappropriate conduct but rather an increased awareness and trust in the reporting process.

The stability in complaint numbers, even with the employee increase, suggests that our efforts to emphasize the importance of reporting any irregularity are effective. This consistency also underscores the Company's ongoing commitment to sustaining an ethical and transparent work environment, highlighting the reporting channel as a safe and reliable resource for all employees.





ETHICS AND COMPLIANCE IN THE COMPANY

The GPS Group is steadfastly committed to the values that underpin our leading position in the services sector. Our goal is to uphold an Ethics and Compliance program that enhances and broadens the trust we receive from our Customers, employees, and society at large. We believe that the trust we foster is crucial for generating positive impacts for both our Customers and the communities we serve.

We continue to invest in a culture that values education and supports our employees, encouraging them to embrace ethical behaviors and share a commitment to ethics, integrity, and professionalism.

GOVERNANCE AND SUPERVISION

Preserving a culture of integrity is a responsibility shared by all members of the Company. Responsibility for ethics and compliance permeates the entire organization, ensuring:

» *Fostering a corporate environment that values ethics and integrity.*

» *The identification, analysis and effective management of legal and regulatory risks.*

» *Implementing robust controls and governance to mitigate these risks.*

» *The development and offering of training focused on analyzing risks, carried out together with experts in the field.*

» *Constant monitoring of policies and controls, aiming for continuous improvement.*

Our efforts to promote a culture of compliance are comprehensive and integrated, involving close collaboration with key stakeholders across the Company. Oversight of these initiatives is carried out at the management level by the Audit Committee, reflecting our commitment to operational excellence and corporate integrity.

To reinforce our governance structure, we maintain a network of specialized professionals responsible for managing and evaluating issues related to personal conduct, ensuring continued adherence to our high standards of professional conduct.



We strategically manage our corporate governance to uphold our high standards of ethics and compliance. The Board of Directors is central to this structure, tasked with defining and overseeing the execution of corporate strategy to ensure alignment with our guidelines and core values. Concurrently, the Audit Committee safeguards the integrity of our financial processes by actively supervising independent auditors and enhancing our internal practices. Additionally, the Sustainability Committee champions the adoption of sustainable practices, underscoring our commitment to integrating social and environmental considerations into our business operations. The People and Organization (P&O) Committee provides crucial guidance on talent management, focusing on human resources policies that foster an ethical and productive work environment. Simultaneously, the Finance and Strategy Committee monitors the implementation of our strategies, ensuring that the Company remains committed to its strategic goals and objectives, thereby reinforcing our commitment to excellence and corporate responsibility.

STRATEGIC RISK MANAGEMENT AT THE GPS GROUP

Strengthening Organizational Resilience



At the GPS Group, we employ a strategic approach to risk management, which is pivotal for the sustainability and operational stability of our organization. As per our Risk Management Policy, approved by the Board of Directors on December 16, 2020, we have established a framework to identify, evaluate, anticipate, and continuously monitor risks, adhering to industry-recommended practices.

The Board of Directors plays a critical role by setting the general guidelines for our management strategy, approving the strategic risk matrix, and defining the limits for the Company's exposure to risks. Additionally, it oversees the implementation of management

strategies carried out by the Board and is responsible for reviewing and updating the policy as necessary.

The Board, in turn, is responsible for fostering an organizational culture that prioritizes the management of this topic, implementing an effective system that aligns with business objectives and operational goals. It also proposes the level of risk tolerance and conducts annual assessments of the policy's effectiveness and the management systems, reporting the results back to the Board. With the creation of the Sustainability Committee, we have strengthened our governance, applying the standards and objectives established in the Sustainability

Policy, which was approved by the Council. This committee serves as a cornerstone in integrating sustainable practices into our business model.

Our risk management systems and internal controls are rigorously assessed regularly through internal and external audits, aimed at effectively mitigating identified risks. This integrated approach ensures that the GPS Group maintains efficient management, proactively adapting to market dynamics and regulatory requirements, thereby reaffirming our commitment to integrity and corporate responsibility.



REPORTING APPROACH

In this section, we explain the strategy used by the GPS Group to prepare the report, which encompasses engagement with stakeholders and the consequent generation of Value.

IN THIS CHAPTER:

- 82 - Strategic Engagement with Stakeholders
- 84 - This is how we generate value
- 85 - Our Impact
- 86 - GRI content index
- 91 - SASB Index- Sustainability Accounting Standards Board
- 94 - TCFD Index



REPORTING APPROACH

The Company's ESG (Environmental, Social, and Corporate Governance) Report for 2023 was prepared in accordance with the Global Reporting Initiative (GRI) Standards. It also incorporates disclosures based on the World Economic Forum International Business Council (WEF IBC) Stakeholder Capitalism metrics and adheres to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), reflecting our commitment to transparency and corporate responsibility.

Additionally, the report conforms to the Sustainability Accounting Standards Board (SASB) standards, which are recognized for clarifying the impact of business activities on sustainability. These guidelines are crucial for effectively communicating our progress and the challenges we encounter in sustainability.

Committed to clarity, we transparently report our initiatives and responsibilities concerning the impacts of our business operations. The report details data for 2023, focusing on Greenhouse Gas (GHG) emissions, in line with the GHG Protocol, and economic performance across all Company entities. The annual publication of this report reaffirms our dedication to fostering a more sustainable and equitable future.

For questions or suggestions, please contact esg@gpsa.com.br.





STRATEGIC ENGAGEMENT OF THE COMPANY WITH STAKEHOLDERS

We adopt a strategic and structured approach to our relationships with stakeholders, prioritizing transparency and responsibility in all our interactions. This method aims to align the Company's corporate ambitions with the expectations and needs of our stakeholders, which include employees, Customers, partners, suppliers, shareholders, and the community.

By aligning our business strategies with these groups, we ensure effective collaboration that supports our long-term goals and reinforces our commitment to ethical and sustainable practices.

Employees

We value our team, offering an environment that promotes organizational culture, career development and Sustainability initiatives, with a focus on training and recognition.

Customers and Partners

We strengthen ties through ongoing communications and events, highlighting our commitment to sustainable growth and mutual trust.

Suppliers

Our relationship is based on compliance and ethics, ensuring business practices aligned with our standards.

Shareholders and Investors

We guarantee transparency and constant dialogue, providing detailed reports and keeping communication channels open.

Community

We are committed to community well-being, supporting local initiatives and promoting social development.



PURPOSE AND ENGAGEMENT

PURPOSE	INVOLVED PARTY	ENGAGEMENT MANNER
Culture and Values	Employees, Customers, partners, community	QSSMA, governance, webinars, ethics, corporate events
Reward and Recognition	Employees	Promotions, individual feedback, performance incentives
Professional development	Employees	Training, talent management, mentoring, specialization
Desktop	Internal and external stakeholders	Digital communication, code of ethics and conduct, support groups, interactions with investors
Institutional Communication	Internal and external stakeholders	Notifications, social media, webinars, online communication
Sustainable Growth	Internal and external stakeholders	Results, shareholder meetings, presentations, industry events
Regulatory Compliance	Employees, suppliers, community	Code of ethics and conduct, audits, policy updates, compliance
Environmental management	Employees	Sustainable practices, communication about sustainability, environmental programs
Community Engagement	Employees	Support for education, health and sport initiatives



THIS IS HOW WE GENERATE VALUE

PURPOSE

Serving with excellence, being indispensable partners

We seek to generate value by promoting a socially equitable and environmentally sustainable future through the provision of outsourced services to Customers across various industry sectors throughout Brazil. With a team of 146,730 employees, we ground our operations in sustainable and inclusive practices that contribute to the development of fair communities and the preservation of the environment.

We utilize our expertise and advanced resources to deliver efficient and innovative solutions, meeting the diverse needs of Customers in various sectors. We collaborate extensively with organizations in the public, private, and social sectors, aiming to address complex challenges and drive positive change for all stakeholders involved.

AIM

Become the national reference in service provision, standing out for innovation and quality

Additionally, we are committed to fostering innovation and sustainability by employing advanced technologies that minimize the environmental impact of our operations and developing solutions that enhance social and economic progress, protect natural resources, and promote sustainability in all our activities.

We invest in developing and retaining exceptional talent, providing opportunities for growth and enhancement for our team. We also support local communities and consistently prioritize the well-being and satisfaction of our employees. Guided by our values of integrity and responsibility, we uphold a high standard of ethical conduct and compliance in all our activities. We are committed to leading by example and being an agent of positive change in our industry and in society as a whole.

ASPIRATION

Lead the service provision sector, promoting excellence and Sustainability

CUSTOMERS SERVICES AND RELATIONSHIP

Personalization, Efficiency, Satisfaction

» Perceptions and Experience:

Insights, Innovation, Experience.

» External Relationships and Technological Assets:

Strategic Partnerships, Advanced Technology, Optimization.

» Partnership Model:

Collaboration, Exceptional Results.

OUR IMPACT

• CUSTOMERS

Our commitment is to surpass our Customers' expectations by delivering integrated solutions that excel in efficiency and innovation. We aim to go beyond mere satisfaction by deeply understanding the specific needs of each Customer, providing added value and enriching experiences. We continuously adapt to their demands and the ever-changing market dynamics.

• EMPLOYEES

We highly value each member of our team, dedicating ourselves to fostering their continuous development and wellbeing. Our goal is to create an environment that stimulates both personal and professional growth. Supported by a culture of meritocracy, we recognize and value diversity as a fundamental pillar for our collective success.



• COMMUNITY

Our robust engagement with communities is underscored by our support for initiatives that promote social inclusion and sustainable development. This commitment is a testament to our dedication to social responsibility, which aims to positively impact and significantly enhance the quality of life in the regions where we operate.

• CLIMATE

Our commitment to environmental preservation is demonstrated through our adoption of sustainable practices. We are dedicated to reducing our environmental impact by implementing strategies that not only promote sustainability and resource conservation but also reduce our carbon footprint, thereby securing a safer future for coming generations.



GRI CONTENT INDEX

The GPS Group reported in accordance with the GRI Standards, an essential option, for the period from January 1, 2023 to December 31, 2023.

DISCLOSURE NO.	DISCLOSURE TOPIC	LOCATION OF COMPANY RESPONSE
GRI 1	Foundation 2021	
GRI 2	General disclosures 2021	
2-1	Organizational Details	About the GPS group
2-2	Entities included in the organization's Sustainability report	Reporting approach
2-3	Reporting period, frequency and point of contact	Reporting approach
2-5	External guarantee	External assurance of sustainability reports is foreseen as one of the group's future actions, according to discussions by the sustainability committee.
2-6	Activities, value chain and other commercial relationships	About the GPS Group Supply Management Responsible practices
2-7	Employees	Commitment to equality DEI Indices
2-8	Workers who are not employees	Not reported due to confidentiality restrictions.
2-9	Governance structure and composition	GPS Group Governance Corporate Governance Structure Corporate Governance Structure
2-10	Appointment and selection of the highest governance body	https://www.rad.cvm.gov.br/ENET/frmExibirCodigoGovernancaExt.aspx?NumeroSequencialDocumento=129316&CodigoInstituicao=1
2-11	President of the highest governance body	https://ri.gpssa.com.br/governanca-corporativa/diretoria-conselho-e-comites/Corporate Governance Structure
2-12	Role of the highest governance body in supervising impact management	Corporate Governance Structure
2-14	Role of the highest governance body in disclosing Sustainability	Corporate Governance Structure



DISCLOSURE NO.	DISCLOSURE TOPIC	LOCATION OF COMPANY RESPONSE
2-15	Interest conflicts	https://api.mziq.com/mzfilemanager/v2/d/a35cc248-b835-4157-944e-86f7561fa441/df4c058e-3dd3-f729-3220-566cbebc471a?origin=1
2-16	Communication of critical concerns	Strategic Risk Management at the GPS Group
2-17	Collective knowledge of the highest governance body	Commitment to Sustainability
2-18	Assessment of the performance of the highest governance body	https://www.rad.cvm.gov.br/ENET/fmExibirCodigoGovernancaExt.aspx?NumeroSequencialDocumento=129316&CodigoInstituicao=1
2-19	Compensation policies	GPS Group Remuneration Policy
2-22	Declaration on sustainable development strategy	Message from Executive manager Journey Towards Sustainability Our Approach
2-23	Policy commitments	Code of Ethics and Conduct Sustainability Policy https://ri.gpssa.com.br/governanca-corporativa/estatuto-codigos-e-politicas/
2-24	Incorporation of policy commitments	The report details the incorporation of our commitments into relevant material topics.
2-25	Processes to remedy negative impacts	Commitment and Integrity Risk Management Program Our commitment to Human Rights
2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics and Conduct Sustainability Policy Internal Regulations of the Supervisory Board
2-29	Approach to stakeholder engagement	Strategic Engagement of the Company with Stakeholders Purpose and Engagement
2-30	Collective bargaining agreements	Commitment to Union Relations
GRAY 3		
3-1	Material Topics 2021	Materiality Assessment
3-2	Process for determining material topics	Materiality
GRI 201		
3-3	List of material topics	About the GPS Group



DISCLOSURE NO.	DISCLOSURE TOPIC	LOCATION OF COMPANY RESPONSE
GRI 205		
3-3	Material topic management	Ethics and Compliance in the Company
205-1	Financial implications and other risks and opportunities due to climate change	TCFD Index
205-2	Anti-Corruption 2016	Ethics and Compliance in the Company
GRI 302		
Energy		
GRI 302		
3-3	Management of material themes	Commitment to Sustainability
302-1	Energy consumption within the organization	Our Commitment to Natural Resources
GRI 303		
Water		
3-3	Management of material themes	Our Commitment to Water Resources
303-1	Interactions with water as a shared resource	Our Commitment to Water Resources
GRI 305		
Emissions		
3-3	Management of material themes	Commitment to a Secure Climate Future
305-1	Direct (Scope 1) GHG emissions	GHG Emissions and Operational Efficiency
305-2	Indirect energy (Scope 2) GHG emissions	GHG Emissions and Operational Efficiency
305-3	Other indirect GHG emissions (Scope 3)	GHG Emissions and Operational Efficiency
GRI 306		
Waste		
3-3	Management of material themes	Approach
306-2	Management of significant impacts related to waste	Sustainable Management of Electronic Waste Treatment of textile waste



DISCLOSURE NO.	DISCLOSURE TOPIC	LOCATION OF COMPANY RESPONSE
GRI 308	Environmental Assessment of Suppliers	
3-3	Management of material themes	Supplies Guidelines
GRI 401	Job	
3-3	Management of material themes	Inclusive Growth Development for All Diversity, Equality and Inclusion
401-1	New hires and employee turnover	DEI Indices
401-3	Parental leave	DEI Indices
GRI 403	Occupational Health and Safety	
3-3	Management of material themes	Committed to QSSMA QSSMA: PDCA Cycle
403-1	Occupational health and safety management system	Health and accident management in the Workplace
403-6	Promotion of worker health	Health and accident management in the Workplace
GRI 404	Training and Education 2016	
3-3	Management of material themes	Digital Solutions and Professional Development Professional Development and Organizational Education
404-1	Average hours of training per year per employee	Annual Analysis of Employee Training and Development
404-3	Percentage of employees who receive regular performance and development reviews	Development for All



DISCLOSURE NO.	DISCLOSURE TOPIC	LOCATION OF COMPANY RESPONSE
GRI 405	Diversity and Equal Opportunities 2016	
3-3	Management of material themes	Commitment to equality Diversity, equality and inclusion
405-1	Diversity of governing bodies and employees	DEI Indices DEI Indices
GRI 412	Human Rights Assessment 2016	
3-3	Management of material themes	Our commitment to Human Rights
412-2	Training employees on human rights policies or procedures	Our commitment to Human Rights Annual Analysis of Training and Employee Development
GRI 413	Local Communities 2016	
3-3	Management of material themes	Social Investment
413-1	Operations with engagement, impact assessment and community development programs	Social Investment Child and Youth Education The Strategic Role of Sport in Social Transformation Welcoming and Wellbeing Culture in Action Culture in Action
GRI 414	Social Supplier Assessment 2016	
3-3	Management of material themes	Supply Management
GRI 418	Customer Privacy 2016	
3-3	Management of material themes	Company's Privacy and Data Protection Program
418-1	Substantiated complaints about violations of Customer privacy and loss of data	Company's Privacy and Data Protection Program



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB):

Sector Indicators

TOPIC	RESPONSE	CODE	UNIT OF MEASUREMENT	CATEGORY	ACCOUNTING METRICS
Data security	Our Privacy and Personal Data Protection Committee is responsible for overseeing the Privacy and Data Protection Governance Program. This group is made up of five members from the following areas: Corporate Legal, Human Resources, Information Technology, Internal Audit and Data Protection (Data Protection Officer - DPO). The committee is dedicated to continuous evolution in this area and is also responsible for identifying, examining and managing risks associated with data security.	SV-PS-230a.1	n/a	Discussion and Analysis	Description of the approach to identify and address data security risks
	The Personal Data Protection and Privacy Committee implements policies and standards that apply to employees, subcontractors, joint venture employees and Customers. It includes provisions on administrative, technical and physical devices and measures designed to guarantee and protect the confidentiality, integrity and availability of personal data processed by the GPS Group. This encompasses policies, controls and procedures related to the collection, use and retention of this information.	SV-PS-230a.2	n/a	Discussion and Analysis	Description of policies and practices relating to the collection, use and retention of Customers information
	(1)(2)(3) We do not file cybersecurity complaints from third parties, including the regulatory agency. There were no financial losses due to litigation related to user data privacy. Additionally, no business impacts were observed and no cases of cybersecurity data breaches such as data leaks, thefts or losses were reported. There was also no damage to the company's or Customers' confidential commercial information, nor to personally identifiable information.	SV-PS-230a.3	Number, Percentage (%)	Quantity	(1) Number of data breaches, (2) percentage involving sensitive business information (CBI) or personally identifiable information (PII) of Customers, (3) number of Customers affected



SECTOR INDICATORS

TOPIC	ACCOUNTING METRICS	CATEGORY	UNIT OF MEASUREMENT	CODE	RESPONSE
Workforce diversity and engagement	Percent representation of gender and racial/ethnic groups for (1) executive management and (2) all other employees	Quantity	Percentage (%)	SV-PS-330a.1	(1) pages 44 - 45 (2) pages 44 - 45
	(1) Voluntary and (2) involuntary employee turnover rate	Quantity	Percentage (%)	SV-PS-330a.2	(1) and (2) page 43.
	Employee engagement as a percentage	Quantity	Percentage (%)	SV-PS-330a.3	N.D.

Professional Integrity	Description of the approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	Pages 63-77
	Total amount of monetary losses resulting from legal proceedings associated with professional integrity	Quantity	Reporting currency	SV-PS-510a.2	N.D.

Activity metrics

UNIT OF MEASUREMENT	CATEGORY	ACTIVITY METRICS	CODE
Number	Quantity	Number of employees by: (1) full-time and part-time, (2) temporary and (3) contract	SV-PS-000.A
Hours, Percentage (%)	Quantity	Hours worked by employee, billable percentage	SV-PS-000.B



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB):

Gender representation of global employees (%)

	MASCULINE	FEMININE	N/D*
Executive management	1.32%	1.41%	
All other employees - non-contingent	98.68%	98.59%	
All other employees - contingent	N/D	N/D	

Representation of racial/ethnic groups of employees (%)

	BLACK AND BROWN	WHITE	NATIVES	ASIAN	N/D*
Executive management	44.83%	37.27%	1.69%	0.81%	16.01%
All other employees - non-contingent	59.03%	18.62%	0.53%	0.40%	21.42%
All other employees - contingent	N/D	N/D	N/D	N/D	N/D

* N/A = not available or not disclosed



TCFD INDEX

The guidelines established by the Task Force on Climate-related Financial Disclosures (TCFD) aim to assist organizations in disclosing data on the challenges and opportunities arising from climate change. Divided into fundamental elements - governance, strategy, risk management, metrics and goals - these guidelines allow a company to demonstrate its approach to climate change and the robustness of its strategies to face it. The data presented below is extracted from the Company's 2023 CDP Climate Report. (submitted in 2023).

CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
Governance		
C1.1a, C1.1b	Describe the board's oversight of climate-related risks and opportunities	The Company's Sustainability Committee plays a fundamental role in managing climate-related risks and opportunities, reporting directly to the Executive Board, made up of executive and statutory directors. This committee establishes guidelines for all group companies, with a main focus on reducing greenhouse gas (GHG) emissions and promoting sustainable practices throughout the organization. To achieve these objectives, the GPS Group implemented several initiatives, such as reducing the consumption of fossil fuels and promoting urban air mobility. Furthermore, the company developed circular practices, such as the project to transform discarded uniforms into raw materials for other industries, which contributed significantly to the reduction of GHG emissions. Collaboration between different areas is evident, exemplified by the Supply Director, who developed circularity projects in partnership with suppliers, and the IT Director, who oversees the development of innovative solutions for process automation, resulting in a considerable reduction in emissions. In addition, corporate policies related to the environment are disseminated throughout the company to ensure understanding of the roles and responsibilities of all employees. Also noteworthy is the engagement with the value chain, where the GPS Group acts as a partner in the search for sustainable solutions. These practices demonstrate a comprehensive and proactive approach to managing climate-related risks and opportunities, with strong oversight by the Sustainability Committee and active involvement of the entire organization. The Board of Directors is periodically informed about initiatives such as those described above.
C1.2	Describe the role of management in assessing and managing climate-related risks and opportunities	The role of management in assessing and managing climate-related risks and opportunities is essential to ensure the effective incorporation of sustainable practices in all facets of the Company. This responsibility is exercised mainly through the definition of strategies, objectives and guidelines established by the Sustainability Committee. This committee is responsible for formulating policies and promoting initiatives aimed at reducing environmental impacts and encouraging sustainability. Furthermore, directors responsible for areas such as Procurement, Technology, Human Resources and New Projects have specific duties regarding climate issues within their areas of competence. They are charged with integrating climate considerations into their strategies, operations and procedures, collaborating closely with the Sustainability Committee to establish sustainable objectives and guidelines. In this way, management assumes a central role in leading the company towards the effective assessment and management of climate risks and opportunities, ensuring that the GPS Group is in compliance with sustainability principles and actively committed to reducing its environmental impacts, in addition to to promote sustainable practices throughout its operational scope.

GDP
REFERENCETCFD
RECOMMENDATION

DESCRIPTION

StrategyC2.1a,
C2.3, a.
C2.3a,
C2.4,
C2.4a

Describe the climate-related risks and opportunities that the organization has identified in the short, medium and long term.

We adopt a meticulous and strategic approach to establishing short (0–5 years), medium (5–25 years) and long-term (25–50 years) time horizons, drawing inspiration from advanced research methodologies, similar to those employed by INPE . This strategy allows us to proactively identify and respond to climate-related challenges and opportunities across different timescales.

Scratches:

We conduct an assessment of the risks associated with climate, addressing aspects such as current and emerging regulations, as well as legal, market, technological and reputational risks, without forgetting physical risks, both acute and chronic. We are aware of how temperature changes can directly impact our operations, negatively influencing the health and efficiency of our employees due to the heat. We commit to implementing robust risk management to mitigate these potential adverse effects. We are also attentive to the volatility of raw material prices and our exposure to weather extremes, emphasizing the need to adapt to new climate regulations and minimize financial and operational impacts.

Opportunities:

We focus on developing solutions for water and wastewater treatment, along with promoting services that highlight business sustainability. The demand for resource-effective methods and the urgency of decarbonization are defining our future strategies. We intend to expand our service offering in response to the growing interest in responsible and efficient business practices.

We are already putting into practice strategies that reflect our commitment to sustainability, as demonstrated by our proven ability to treat significant volumes of water. Our goal is to expand our capabilities through strategic partnerships, continuous innovation and highlighting our expertise in sustainability and climate adaptation.

While the exact financial impact of these opportunities is still under review, we remain optimistic about the potential for revenue growth and cost optimization. Strategically, we are aligning our resources to capitalize on these opportunities, adapting our range of services to satisfy the growing demand for climate-adaptable and sustainable solutions, consolidating the GPS Group as a pioneer in environmental innovation and sustainable practices.



CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4	Describe the impact of climate-related risks and opportunities on the organization's business, financial strategy and planning.	<p>Corporate Strategy: Products and Services: Risk 1, identified in our direct operations, is caused by chronic physical changes in climatic conditions, specifically temperature variations that substantially affect our property security and gardening activities. The continuous scenario of exposure to high heat poses risks to the health of our employees, resulting in potential increases in the costs of medical care and sick leave, in addition to compromising productivity. Such risk, with a high probability of occurring in the short term, could adversely influence our corporate reputation and cause significant financial and operational impacts.</p> <p>Supply/Value Chain: Risk 2 is related to the direct financial impact of the increase in raw material costs, a phenomenon influenced by climate change that induces instability in the prices of agricultural commodities. This volatility represents a critical challenge for our financial planning, requiring effective risk management to deal with the medium-magnitude impact expected in the short term.</p> <p>Operations: In relation to Risk 3, changes in wind patterns, particularly extratropical cyclones in the southern region of Brazil, represent a significant threat to our heritage and the continuity of our services. This risk of a chronic physical nature has a moderate probability of manifestation in the medium term, with an operational and financial impact of medium magnitude.</p> <p>Financial planning: Our strategic initiatives to address climate risks include implementing detailed contingency plans and developing robust resilience strategies, with the aim of minimizing potential adverse financial and operational impacts. We are dedicated to safeguarding our operations and ensuring business continuity by adapting our business strategies to effectively address these climate challenges. Our proactive approach underlines the Company's commitment to long-term sustainability and organizational resilience in the face of climate change.</p>



CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
C3.2, C3.2a, C3.2b	Describe the resilience of your organization's strategy, taking into account different climate-related scenarios, including a global temperature increase scenario of 2°C or less.	<p>We are updating our business strategy to encompass climate scenario analysis, focusing especially on projections that predict a global temperature increase of up to 2°C or less. This initiative is in the development phase, with the aim of integrating qualitative and quantitative assessments that allow us to be well prepared for future climate variations.</p> <p>The issue of climate change is consistently addressed by our ESG Committee, reflecting our commitment to integrating sustainable practices into our business model and aligning our operations with the principles of environmental, social and governance responsibility.</p> <p>Our focus is on forging a robust strategy that is resistant to climate change, ensuring not only the company's long-term sustainability, but also compliance with our socio-environmental commitments. This strategy is systematically revisited to ensure that we are adapted and ready to respond to emerging climate trends.</p> <p>The firmness of our strategy in the face of different climate scenarios is a priority reiterated in recurring discussions in the ESG Committee. This emphasis puts us in a proactive position regarding climate change and corresponding stakeholder expectations.</p> <p>We adopt strategies focused on climate resilience, directing efforts to reduce emissions and reduce the environmental impact of our activities. This guidance is in line with our dedication to maintaining responsible and sustainable business practices.</p> <p>We have a strategic consultancy specialized in sustainability, which guides our adherence to the most advanced market practices. This strategic collaboration is crucial to successfully maneuvering in the evolving sustainability environment, ensuring that our corporate decisions are prudent, sustainable and responsible.</p> <p>This holistic approach reflects our commitment to sustainability, equipping the GPS Group to overcome future challenges and seize the opportunities presented by climate dynamics.</p>



CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
C2.1, C2.2, C2.2a	The. Describe the organization's processes for identifying and assessing climate-related risks.	<p>We are developing a process to address climate risks and opportunities, recognizing their importance for business sustainability and resilience.</p> <p>Although we do not yet have an established system, we have already identified some inherent climate risks that have the potential to impact our company both financially and strategically. This initial awareness highlights the need to integrate climate considerations into our business strategy, risk management and operational planning.</p> <p>We are committed to developing a comprehensive process that will include identifying specific climate risks to our operations, assessing their magnitude and likelihood, and formulating strategies to mitigate potential adverse impacts. This process will aim to ensure we are prepared to face climate-related challenges, protect our assets and maintain business continuity and success.</p> <p>Implementing this process will enable the GPS Group to better understand climate risks and enable the company to make informed decisions, adapt to ongoing environmental changes and explore emerging climate-related opportunities. In doing so, we will ensure that our organization remains resilient and responsive to global climate trends, reinforcing our commitment to sustainability and corporate responsibility.</p>
C1.2, C2.1, C2.2g	B. Describe the organization's process for managing climate-related risks.	<p>We are currently in the process of developing a formalized process to identify, assess and respond to climate risks and opportunities. We recognize the strategic importance of establishing such procedures, given the growing relevance of climate issues for the sustainability and resilience of our business. We are committed to implementing a structured approach to address these climate challenges in the future.</p> <p>The Company's Sustainability Committee is responsible for integrating climate issues into the strategy, defining corporate climate goals, managing climate risks and opportunities, and promoting sustainable practices throughout the organization. Additionally, other positions, such as the Director of Supply, the Director of Technology, the Director of Human Resources and the Director of Infra Services Business Development, also have climate-related responsibilities in their respective areas of activity. These directors and the committee are responsible for promoting sustainability and reducing carbon emissions in the Company's various operations and projects, in line with the company's environmental and social objectives.</p>
	w. Describe how climate-related risk identification, assessment and management processes are integrated into the organization's overall risk management.	<p>When implemented, the climate-related risk identification, assessment and management processes will be integrated into the organization's general risk management in a manner coordinated by the GPS Group, following corporate processes within our governance. This will be carried out through a strategic approach led by the Sustainability Committee, responsible for defining strategies and guidelines to promote sustainability in all group companies. Furthermore, monitoring and supervision of the topic will be carried out by the audit committee and the board of directors, ensuring comprehensive management aligned with organizational objectives.</p>



CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
Metrics and Goals		
C4.2, C4.2a, C4.2b, C9.1	The. Disclose the metrics used by the organization to assess climate-related risks and opportunities, in accordance with its risk management strategy and process.	We provide annual updates on climate-related metrics, including Scope 1, 2 and 3 greenhouse gas (GHG) emissions, and energy and electricity consumption in our Annual Environmental, Social and Governance (ESG) Report. For detailed information on the GHG accounting methodology and a historical analysis of metrics, see the Sustainability/Our Actions section of this report.
C6.1, C6.3, C6.5, C6.5a	B. Disclose Scope 1, 2 and, if applicable, Scope 3 greenhouse gas (GHG) emissions and related risks.	Please see the Sustainability/Our Actions section of this report to see our GHG emissions disclosure. Clicking here.
C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b	w. Describe the goals used by the organization to manage climate-related risks and opportunities, as well as performance against those goals.	Given our significant growth, especially after the IPO, we faced challenges when establishing absolute emissions reduction targets, given the Company's continued annual growth. For this reason, management goals are established on a regional basis. Despite this, we have implemented measures that result in reductions in our emissions, as analyzed in our annual GHG emissions inventory. Furthermore, we develop and implement actions and strategies to reduce both our emissions and those of our Customers.



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GPS Group Collection

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2023 SUSTAINABILITY REPORT