



SUSTAINABILITY REPORT 2022

GGPS
B3 LISTED NM

Affirming our commitment to sustainable development, we present the 2022 annual report, an important action in solidifying GPS's path towards better service delivery to people and the planet.

We believe that our goal is both ambitious and achievable, and we remain committed to the desire to build a secure future for the planet and a more resilient society.





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This document has been prepared in accordance with the international guidelines established by the GRI Standards (Global Reporting Initiative Standards), Essential option, and by the SASB (Sustainability Accounting Standards Board), both globally recognized methodologies for their ability to elucidate the impact of business activities on relevant sustainability issues. Both organizations are independent and enjoy a wide reputation due to the robustness and effectiveness of their reporting strategies. In this report, we transparently present the actions taken and the responsibilities assumed by our organization regarding the impacts generated by our business activities. With the exposure of our challenges, we reiterate our commitment to contribute to building a safer future for the climate and promoting a more just global society.

In our first report, you will find information regarding 2022 and previous years, specifically related to GHG emissions and economic performance. The information contained in this document covers all controlled companies and subsidiaries of the GPS. The publication of our report will follow an annual periodicity. For any questions or suggestions about this report, please write to esg@gpssa.com.br."

GRI 2-2-b, 2-2-c-ii, 2-3-a, 2-3-c , 2-3-d



MESSAGE TO STAKEHOLDERS

Dear stakeholders,

We are pleased to present our first Sustainability Report, covering the year 2022. This document aims to share our progress and commitments to social, environmental, governance, and economic development as the leading provider of outsourcing services in Brazil.

Throughout 2022, we have advanced in aligning our operations and business strategies with sustainability principles, recognizing that our group's success is based on continuous and responsible contributions to building a better future for all. Our growth over the decades has been based on a solid management and governance model that has been improving since 2008, with the implementation of a new system and more robust management and control processes. In April 2021, with our IPO and listing on the Novo Mercado, we further evolved our governance practices and remain committed to transparency and integrity in our operations.

We are more than 140,000 direct employees who serve over 3,900 Customers across the country. We believe that our greatest asset is the people who make up our team, and with this vision, we prioritize their development, based on meritocracy and creating an inclusive and safe work environment.

Together with our Customers and suppliers, we are addressing the risks associated with climate change and its challenges. To mitigate these impacts, we have implemented actions focused on reducing the consumption of natural resources, using clean technologies, and promoting circular economy. We are committed to establishing strategic partnerships with non-governmental organizations and other stakeholders, seeking to share knowledge and sustainable practices for effective and long-lasting solutions for society.

We thank you for your trust in our Company, reaffirming the Group GPS's commitment to creating value for all stakeholders, with the continuous improvement of our practices and contributions to sustainable and prosperous development.

Sincerely,

Luis Carlos Martinez

CEO

GRI: 2-22

Dear stakeholders,

Our management and governance model plays a fundamental role in consolidating our position as a leader in the Brazilian outsourced services market. In 2022, we continued to improve our internal processes, policies, and corporate governance practices, ensuring alignment with our values and ethical standards and compliance with laws and regulations in all of our activities.

As a relevant element of our sustainable growth strategy and diversification of our service portfolio, we identified acquisition opportunities aligned with our business principles and conducted rigorous due diligence processes, ensuring compatibility of the acquired companies with our mission and strategic objectives.

We completed the acquisition of seven companies in 2022, all guided by the search for innovative and sustainable companies that contributed to strengthening our solutions and developing an increasingly ethical and responsible outsourced services market. Additionally, we invested in sharing best practices and integrating the acquired companies, generating synergies and maximizing operational efficiency and value generation.

We recognize that transparency and open communication with our stakeholders are essential elements for building strong and lasting relationships. Therefore, we maintained constant dialogue with investors, Customers, suppliers, employees, and other stakeholders, reaffirming our commitment to sustainability and excellent corporate governance.

Best regards,

Marcelo Niemeyer Hampshire

Corporate Vice President and M&A

We are pleased to publish our first Sustainability Report, which represents an important milestone in our business journey. We have encouraged sustainable practices in our operations among our more than 140,000 employees, seeking to give back to society and the environment out of our gratitude.

Investments in research and development of new technologies and processes that minimize negative environmental impacts, optimize our Customers' processes, and ensure the physical and psychological integrity of our employees are examples in this regard. Another very gratifying example is the development of the GPSvc application through our own technology, as well as its broad adherence among our leadership throughout the national territory, for training, development, and cultural assimilation of all our teams.

We understand that socio-environmental issues are complex and require coordinated actions from all involved. We see our stakeholders, without distinction, as PARTNERS in this journey to overcome TOGETHER the challenges and produce legacies for future generations.

We hope that our commitment to sustainability will allow us to contribute more and more to building a more promising future for all.

Sincerely,

Gustavo Vianna Otto

Operations Vice-President

MISSION

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



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 Clients.

VALUES

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

MATERIALITY

In this document, we communicate our "Materiality Matrix," prioritizing relevant sustainability issues for our stakeholders and our desire to contribute to the UN's Sustainable Development Goals (SDGs).

The process of developing the materiality matrix was done by the external consulting firm, SAIS Sustentabilidade, based on the gathering of environmental, social, and governance information, as well as market data in which we operate. The information was obtained through interviews with Company stakeholders, online materiality research, Company documents, benchmarks, and sector reports of our operations.

Our materiality analysis has identified key topics that have the potential to significantly impact our performance and value creation over the short, medium, and long term. Based on our analysis of stakeholder responses, we have identified 10 material topics that are particularly relevant to the public with whom Grupo GPS engages, and which guide our strategic direction and management decisions. These topics include employee health and safety, diversity, working conditions and human rights, stakeholder relationships and integrity, innovation and technology, data security, climate change and GHG (Greenhouse Gas) emissions, governance, ethics and compliance, and labor practices.

The material topics identified in this study guide our actions and declare our responsibility for the impacts of our activities, reaffirming our commitment to building sustainable development and positioning ourselves as an ally of the client in the face of global challenges.

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GPS MATERIALITY MATRIX



- 1. Health and safety of employees;
- 2. Labor practices;
- 3. Diversity and inclusion;
- 4. Management of risks and critical incidents;
- 5. Working conditions and human rights;
- 6. Climate change and GHG;
- 7. Relationship with stakeholders and professional integrity;
- 8. Data security;
- 9. Management of water resources;
- 10. Innovation, technology, and responsible consumption;
- 11. Environmental preservation and biodiversity;
- 12. Waste management;
- 13. Systemic risk management;
- 14. Environmental impacts;
- 15. Economic performance;
- 16. Energy management;
- 17. Communities and social investments;
- 18. Talent development and retention;
- 19. Community relations;
- 20. Supply chain management.

Main Topics: Environmental, Social, and Governance

We engage our stakeholders - including business leaders, corporate teams, investors, shareholders, Customers and employees - to identify the most relevant ESG topics. Listening to them is essential for our organization. The material topic goes beyond the physical management barrier in the environmental sphere, where strategies are applied to mitigate the environmental impact of our Customers. In the social sphere, we understand that the Company is an agent of social transformation, operating throughout Brazil, providing professional growth opportunities in an equitable way.















OUR SUSTAINABILITY COMMITTEE

The Sustainability Committee provides guidelines for all businesses within the GPS, mostly formed by directors. Established in 2022, the responsibilities assigned to the directors are to promote, provide, create, and suggest sustainability strategies and guidelines, integrating social, environmental, and governance dimensions. The members of the sustainability committee focus on providing more sustainable solutions to our Customers. The quality, health, safety, and environment management area encompasses certifications, legal requirements, and sustainability indicators. Relevant topics are addressed there, such as:

- Climate change
- ESG Management
- Diversity and inclusion
- Responsible consumption
- Ethics and integrity
- Training and development
- Innovation and technology
- Protection of Human Rights
- Employee engagement
- Sustainable solutions
- Risk management
- Cybersecurity and data privacy
- Supply chain management
- Community engagement

Materiality Topics Detail.

MATERIAL TOPIC.	IMPACT	RELEVANCE	CORRELATION WITH SUSTAINABLE DEVELOPMENT GOALS (SDGS).
HEALTH, SAFETY AND WELL-BEING.	This topic has a direct impact on the quality of life of employees and on the Company's productivity. In addition, the effective management of these topics also has a positive impact on the Company's image among investors and the general community.	<p>Employees are the most impacted by this topic, as health, safety, and well-being directly affect their physical and mental quality of life. In addition, issues related to these topics can indirectly affect the production, delivery, and quality of Customer demands.</p> <p>The effective management of the health, safety, and well-being topic is also important for investors, as related problems can negatively impact the Company's image and investment analysis. Furthermore, employees are part of local communities, and health, safety, and well-being issues can affect not only their quality of life but also that of their families.</p>	  <p>3.4: Reduce mortality caused by non-communicable diseases. 3.8: Achieve universal health coverage. 8.8: Protect labor rights and promote a safe and healthy working environment for all.</p>
DIVERSITY AND INCLUSION.	Diversity and inclusion directly impact the quality of life of our employees and the work environment. By valuing diversity and promoting inclusion, we create a more welcoming and respectful environment, contributing to the formation of teams.	<p>For the GPS, diversity and inclusion are essential to promoting a more welcoming and respectful work environment for all employees, regardless of their differences. Adopting inclusive and diverse practices can also contribute to improving the organizational climate, attracting and retaining talent within the Company.</p> <p>For our Customers, diversity and inclusion are also important, as valuing differences can impact the offer of products and services more suitable to their needs and desires. By promoting diversity and inclusion, we demonstrate our commitment to equal opportunities and the appreciation of differences, which can be a decisive factor in Customers' choice.</p>	   <p>55: Ensure gender equality and empower all women and girls. 8.5: Promote inclusive and sustainable employment policies. 10.2: Promote social, economic, and political inclusion of all people, regardless of their age, gender, disability, race, ethnicity, origin, religion, or economic or other status.</p>
WORKING CONDITIONS AND HUMAN RIGHTS.	The impact of promoting and protecting human rights in the GPS occurs mainly on employees, who are directly affected by the quality of life in the work environment. In addition, Customers, investors, and society as a whole can also be positively impacted by adopting practices that promote human rights by the GPS.	Promoting and protecting human rights are fundamental to us at the GPS, as we believe it contributes to building a fair and respectful work environment for all our employees, regardless of their characteristics and conditions. Adopting practices that promote human rights can improve the organizational climate, attract and retain talent, and increase productivity. Additionally, promoting and protecting human rights are important to our Customers, demonstrating our commitment to social responsibility and building a fair and equal society.	   <p>5.1: End all forms of discrimination against all women and girls everywhere. 8.8: Protect labor rights and promote safe and secure working environments for all workers. 16.3: Promote the rule of law and ensure equal access to justice for all.</p>

MATERIAL TOPIC	IMPACT	RELEVANCE	CORRELATION WITH SUSTAINABLE DEVELOPMENT GOALS (SDGS)
CLIMATE CHANGE AND GREENHOUSE GAS EMISSIONS (GHG).	Effective management of climate change and greenhouse gas emissions is crucial to the GPS, as it directly impacts the quality of life of employees and the Company's productivity, in addition to contributing to environmental preservation and a more sustainable future for all.	Climate change is a global priority, and it is essential for the GPS to contribute to mitigating its causes and effects through the management of greenhouse gas emissions, both to meet regulatory demands and to promote energy efficiency and resource conservation, directly impacting our social responsibility and the quality of life of local communities and the health of the planet.	  <p> 7.2: Increase the share of renewable energy in the energy mix. 7.3: Increase energy efficiency. 13.2: Integrate climate change measures into policies, strategies, and planning. </p>
ETHICS AND TRANSPARENCY.	The ethical and transparent management of stakeholder relationships and the promotion of professional integrity can positively impact the organizational climate, Customer satisfaction, operational risk reduction, innovation promotion, and investment analysis by GPS shareholders and investors.	At GPS, we understand that maintaining an ethical and transparent relationship with our stakeholders, including employees, Customers, suppliers, local communities, and society at large, is essential to ensuring the satisfaction and trust of these audiences and promoting corporate social responsibility. Professional integrity is essential to preserving the Company's credibility and image, avoiding losses such as lost business, legal sanctions, and reputational damage. Therefore, effective management of stakeholder relationships and professional integrity are priorities in our Company.	  <p> 88.5: Promote sustainable, inclusive, and safe labor policies. 16.5: Substantially reduce corruption and bribery in all forms. 17.16: Significantly increase access to information and technologies related to sustainability. </p>
TECHNOLOGY AND RESPONSIBLE CONSUMPTION.	The use of innovative technologies and effective management of responsible consumption can generate positive impacts on the quality of services provided by GPS, process optimization, operational efficiency, as well as cost and carbon footprint reduction.	Effective management of technological innovation and responsible consumption is crucial for GPS, contributing to the improvement of services provided, operational efficiency, and preservation of natural resources, as well as demonstrating our commitment to social and environmental responsibility and sustainability.	  <p> 9.4: Promote inclusive and sustainable industrialization. 11.6: Reduce the negative environmental impact per capita of cities. 12.2: Achieve sustainable and efficient use of natural resources. </p>

ABOUT GPS

GRI: 2-6-a

We are leaders in the Brazilian market for outsourcing services, offering a complete portfolio of solutions in Facilities, Security, Indoor Logistics, Utility Engineering, Industrial Services, Catering, Temporary Labor, Field Marketing, and Infrastructure Services. In 2022, we completed 60 years of operation and continue in a constant and robust process of growth, sustained by our vocation to serve, an agile business model, and solid principles of business management.

We encourage our Company to structure an ESG governance and use our strong social impact as a pillar to strengthen our culture and to retain and attract our team. We are more than 140,000 employees and have had our expansion accelerated through a combination of organic and inorganic growth. We serve over 3,900 Customers and invest in expanding the culture of entrepreneurship and managing safety and health at work as a pillar to retain and attract new Customers.

Our diverse workforce is present throughout the country. Our rich 60-year history converges with our spirit to serve, culture of innovation, and experience in using technology to create value. We assist our Customers in facing global challenges. For us, Sustainability is the present!

PRESENT IN EVERY CORNER OF BRAZIL

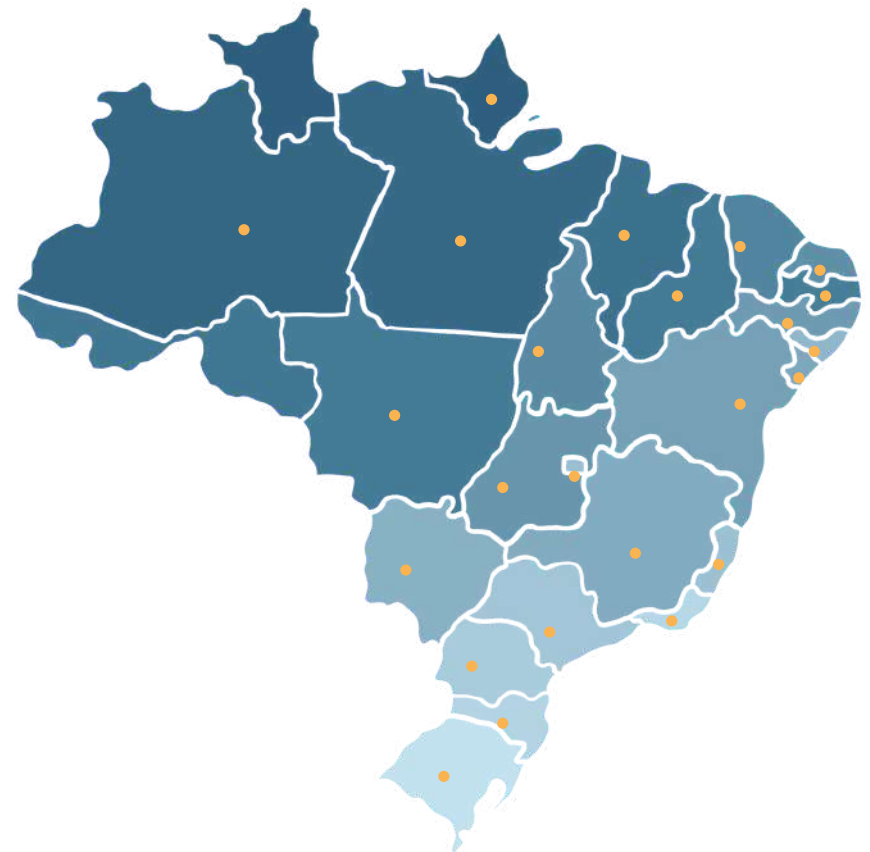
GRI: 2-1-a, 2-1-b, 2-1-c, 2-1-d, 2-6-b-i

We are committed to developing services that facilitate sustainability alongside our Clients. We are partners in building a better future for the planet.

We are present throughout the country, with a complete portfolio of solutions in Facilities, Security, Indoor Logistics, Utilities Engineering, Food Services, Temporary Labor, Field Marketing, and Infrastructure Services.

We operate throughout the national territory through our regional offices. Our administrative headquarters are located at Av. Miguel Frias e Vasconcelos, nº 1205, Jaguaré, in the city of São Paulo - SP.

The GPS is represented by its controlling entity, GPS Participações e Empreendimentos S.A., a publicly-traded Company on the Novo Mercado of B3 S.A. - Brasil, Bolsa, Balcão.



OUR TIMELINE

1962

Everything begins with the founding of Predial Limpeza e Higienização in Salvador, Bahia.



2008

In 2008, we created GPS S.A., our holding Company. We incorporate the companies in-Haus, Ecopolo, and Planer. We expand our services portfolio with Logistics, Utility Engineering, and Electronic Security.



2016

We incorporate the companies Sempre and Magnum, further reinforcing our presence in the Southeast.



We expand our operations with the creation of GPS Serviços de Segurança. Our headquarters is moved to São Paulo, and we also start operating in Rio de Janeiro.

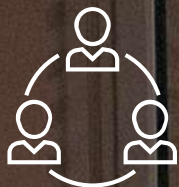


1988

Our expansion continues, reaching the mark of 30,000 employees. We incorporate the companies Mopp Group, Top Service, Conserbens, Engeseg, Proevian, and Proguarda. We begin offering industrial services and expand our footprint in the Northeast, Midwest, Southeast, and South.

2015



2017

We reach the mark of 50,000 employees and carry out our largest merger ever, of Graber Segurança. We expand our multi-service portfolio by incorporating LC Restaurantes and evolving our south operations with Fortaleza's integration.

2019

We reach 85,000 employees and carry out the most mergers ever, incorporating eight companies in a single year: Magnus, Proteg, Algar Segurança, QuattroServ, JAM, Servis, Polonorte, and Gol Segurança. We expand our operations in the North to end the year serving over 2,400 clients.

2021

We entered the capital market with the GPS's IPO process (GGPS3) and integrated 6 more companies: Loghis, Global, Vivante, Allis, Única Corp, and Rudder.

**2018**

We expanded our service portfolio with the integration of RZF, which is specialized in highway maintenance. We develop our operations in Brazil's south after incorporating Poliservice and Onseg.

**2020**

Nossas integrações só aumentaram. Adquirimos a Conbras, Luandre Iss, Gol, Grupo Sunset e BC2.

**2022**

We announced the acquisition of nine companies during the year 2022 and completed the integration of systems from seven companies - Comau, Force, Ormec, Sulzer, Motus, E-Vertical, and Global Serviços.

MAIN BRANDS.

GRI: 102-2-b



CONBRAS
Inteligência em Infraestrutura

**GRUPO
SUNSET**
SEGURANÇA E SERVIÇOS

LOGHIS
LOGÍSTICA
Soluções Inteligentes

global[®]

vivante

Luandre
soluções em recursos humanos

**UNICA
CORP**[®]



SERVIS
TECNOLOGIA EM SEGURANÇA

ORMEC
ENGENHARIA



motus
SOLUÇÕES EM MOVIMENTO

e-vertical

**GRUPO
MAGNUM**
SIS 8001-2400

Moppclean
SERVIÇOS

**GRUPO
PROTEG**

PoloNorte
SOLUÇÕES EM SEGURANÇA

QU4TTRO SERV

GLOBAL
Segurança

allis

HIGHLIGHTS 2022

OUR PERFORMANCE.



Present
throughout the
entire national
territory.



9
Companies in
the 2022 M&A
program.



3.956
Customers served



74%
Net Promoter
Score (NPS)

OUR PEOPLE



+140
Thousand
Direct employees
Dec/22



100%
of the workforce
covered by
unions



86%
of the workforce in
the Company's
development
program



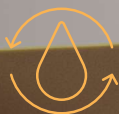
4,6 Millions
of trainings
completed.

ENVIRONMENTAL



2.909.952

m³/year of
treated effluents



2.154.384

m³/year of
treated potable
water

OUR ECONOMIC PERFORMANCE



39%

of net revenue,
higher than in
2021



BRL 9,219

Million in
revenue



19,7%

ROIC - Return
on Invested
Capital





OUR PEOPLE



OUR COMMITMENT IS TO PROVIDE EQUAL OPPORTUNITIES TO ALL EMPLOYEES.

We are committed to providing equal opportunities to all employees. We continue to retain and develop the best talents, guided by the purpose of creating a better, safer, and more sustainable world. We are aware that these objectives can only be achieved by valuing and training our personnel.

We are aware that achieving these objectives is only possible by valuing and empowering our people. In 2022, we consistently invested in training and developing our employees, putting purpose at the center of the employee experience, to consolidate our reputation as an attractive organization for employees, capable of motivating and retaining talent.

We reflect the diverse communities in which we operate throughout the national territory. We believe in the power of diversity, promoting innovation and creativity through diverse and inclusive work environments, fostering a sense of belonging.

OUR CODE OF ETHICS AND CONDUCT

Our Code of Ethics and Conduct defines the ethical principles and conduct rules that guide internal and external relations with Customers, employees, suppliers, competitors, government agencies, and the community, expressing the group's guidelines for valuing individuality and respecting diversity, as well as the physical conditions of everyone.

We emphasize the value of human dignity and respect for gender, race, ethnicity, age, sexual orientation, political views, and any physical limitation, not only expressed in the code and support policies but also in training on the Code of Ethics and a series of diversity and inclusion training programs applied to all employees through the GPSvc app, through which we verify applicability, reliability, and effectiveness. And thus, the certificate is issued to employees.

EQUAL EMPLOYMENT OPPORTUNITY

Our corporate policies reflect a commitment to transparent hiring, promotion, salary practices, and equal employment opportunities. This is reinforced by support policies that help ensure that all employment practices and operations are following applicable laws that uphold equal employment opportunities, ensuring that there is no discrimination against any candidate or employee.

DIVERSITY AND INCLUSION.

Our commitment to respect and non-discrimination is a fundamental factor, where everyone should be treated respectfully in all our decisions.

We value diversity and equal opportunities for all individuals in the Company, partner companies, suppliers, and service providers. We seek to implement processes that reinforce our commitment to diversity, inclusion, and human rights.

We recognize the transformative power of diversity, where regardless of gender, sexual orientation, religion, color, race, nationality, and any other individualities, respect for each of them is fundamental to a more just and resilient work environment. Our employees are free and equal in dignity and rights. Our position is reflected in our Human Rights and Diversity and Inclusion policies.

We understand that an environment where differences are valued promotes talent retention, higher performance levels, innovation, and the well-being of all.



Formalization of social policies.



Development of leadership and teams.



Training for all employees.



Diverse work environment.



Leadership and people management.

D&I IN NUMBERS

Our leaders are responsible for establishing and monitoring progress towards diversifying and strengthening our talent recruitment, promotion, and retention processes. Access to and visibility of data is provided through real-time updated panels on the P&O (People and Organization) dashboard, enabling daily monitoring with greater accuracy

GRI 2-7-c-i

GENDER ANALYSIS

OVERALL



EXECUTIVE MANAGEMENT AND LEADERSHIP POSITIONS

Executive management



Coordinator



Manager



Specialists



OVERALL BY REGION.

Southeast



South



Northeast



Midwest



North



ADMINISTRATIVE - EMPLOYEES IN REGIONAL OFFICES



REGION

Southeast



Northeast



South



Midwest

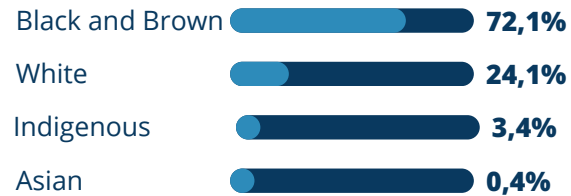


North

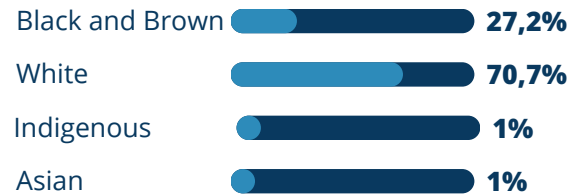


ETHNICITY

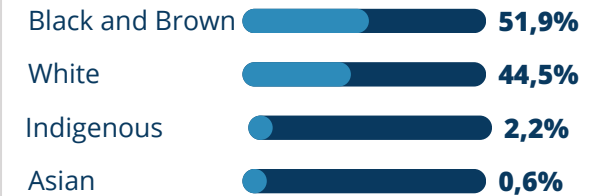
OVERALL



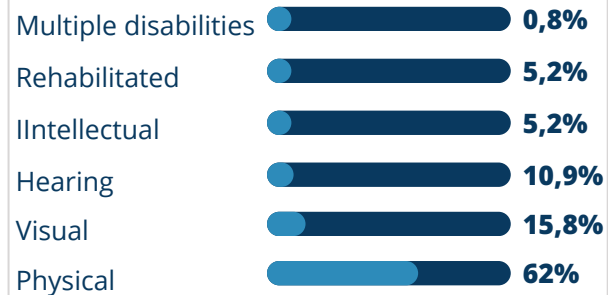
EXECUTIVE MANAGEMENT



LEADERSHIP POSITIONS

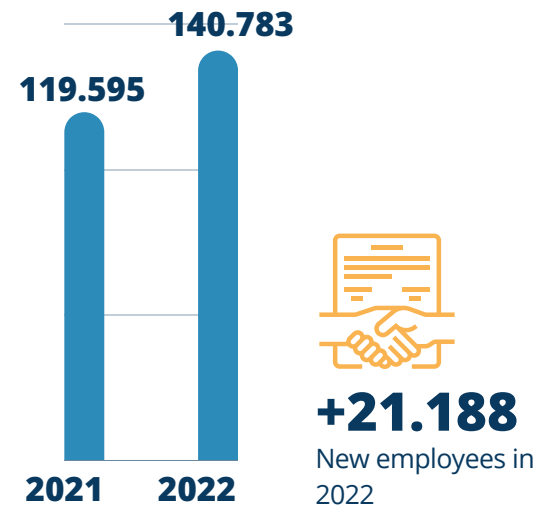


PwD



+50 Years 13,7%

NUMBER OF EMPLOYEES. 2021/2022



DIVERSITY, TRAINING AND RETENTION

72.1% Of people who self-identify as Black or Brown

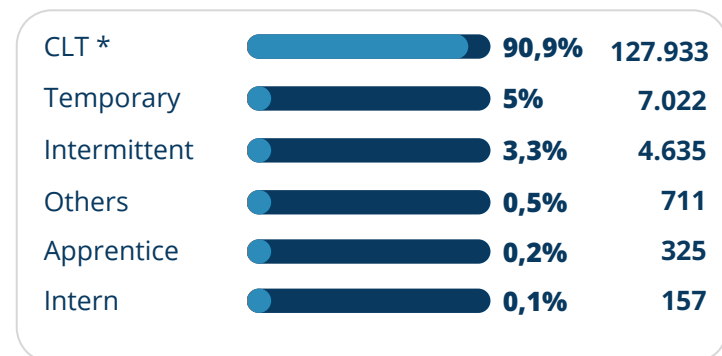
100% Of the workforce, received training on the code of ethics

5,9% Turnover rate in 2022

GRI 2-7-e, 205-2-e-2-2, 401-1-a-3-1, 401-1-b-3-2, 405-1-b-ii, 405-1-a-iii, 405-1-b-iii, 410-1-a, 412-2-b,

TYPE OF CONTRACT

SV-PS-000.A



*CLT stands for the Brazilian labor law that governs employment relationships in the country.

REASONS FOR DISMISSAL

SV-PS-330a.2 GRI401-1-b-3-1



ANALYSIS OF CONTRACT TYPE, GENDER AND REGIONAL DISTRIBUTION IN %:

REGION	MIDWEST			NORTHEAST			North			SOUTHEAST			SOUTH		
Type of contract	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Apprentice	2.77%	1,54%	4,31%	19,08%	12,62%	31.69%	0,62%	0,31%	0,92%	28,00%	19,69%	47.69%	7,08%	8,31%	15,38%
CLT	1,97%	4,80%	6,77%	2,95%	11,90%	14,84%	0,55%	2,85%	3,40%	17,74%	41,43%	59.16%	5,29%	10,53%	15,82%
Intern	0,64%	0,64%	1.27%	3,82%	1,91%	5.73%	0,64%	0,64%	1,27%	48,41%	38,85%	87,26%	2,55%	1,91%	4.46%
Intermittent	1,10%	1,81%	2,91%	3,56%	8,18%	11,74%	0,52%	1,55%	2.07%	26,45%	32,94%	59.40%	10,72%	13,16%	23.88%
Others	0,84%	0,98%	1,83%	1,69%	6,19%	7.88%	0,42%	0,42%	0,84%	21,80%	58,09%	79.89%	0,42%	9,14%	9.56%
Temporary	1,99%	1,74%	3.73%	4,69%	4,16%	8,84%	0,67%	0,56%	1,22%	43,29%	30,55%	73.84%	6,76%	5,60%	12.36%
Total	1,94%	4,52%	6.46%	3,08%	11,35%	14,44%	0,56%	267%	3,23%	19,38%	40,63%	60.01%	5,52%	10,35%	15.87%

D&I OBJECTIVES AND CHALLENGES

OUR GOALS



Reputation

Improve our external reputation to attract diverse candidates



Partnerships

Diversify candidate pools by building relationships with institutions focused on diversity



Leaders

Develop leaders by hiring and promoting diverse talent into leadership roles



Culture

Take conscious steps to develop an inclusive culture in which all employees fully participate



Training

Conducting D&I (Diversity and Inclusion) related training programs



OUR CHALLENGES



Expand data capture and monitoring of D&I (Diversity and Inclusion)



Seek partnerships to promote hiring and retention of diverse talent, including people with disabilities



Formalize the reach and partnerships with organizations that promote D&I



Promote gender equity in leadership positions



Intensify focus on employees' mental health and well-being



Increase focus on D&I within our early career population



Seek continuous development related to D&I



Increase engagement in the supply chain regarding D&I

HUMAN DEVELOPMENT

**THROUGH OUR
PERFORMANCE PROGRAM, WE
PROMOTE PROFESSIONAL
GROWTH WITH TRAINING
AND EQUAL OPPORTUNITIES,
IN WHICH 86% OF EMPLOYEES
HAVE RECEIVED REGULAR
EVALUATIONS RELATED TO
DEVELOPMENT PROGRAMS.**

We promote the professional development of our people, with training and equal opportunities. Our employees receive regular evaluations of performance-related programs and their development within the Company.

The Performance Program is applied to all our regions and is available to all employees equally, regardless of gender, background, race, or religion, as a way to promote diversity and recognize the brightest talents within our Company.

HUMAN DEVELOPMENT

GRI: 404-2-a

Performance Management

Our performance management process and regular evaluations are linked to our strategies and goals, helping employees better understand how their work aligns with our strategic vision.

The annual performance management cycle involves three key activities: goal setting, regular performance monitoring, and feedback. Combined, these activities enable our managers to assess performance and allow employees to develop and grow in their careers.

We develop talent

Our strategy is supported by development and productivity programs.

These programs are formal instruments that consolidate all the employee's priority actions and initiatives for the current year. Based on this instrument, actions will be planned, monitored, and evaluated by their respective leaders. Thus, we establish guidelines for recognition and distribution of awards based on the concept of Results Sharing. The programs serve as a basis for monitoring and developing our talents. Developing people is part of our business.

WE ARE A TRANSFORMATION HUB

Our Education Program involves universal topics such as health and safety, environmental protection, information security, and ethics, as well as personalized programs for personal development. They are monitored through the learning management system and have access to a training library, which is organized into learning journeys that aim to develop skills and performance in their roles. These include preventive safety, conflict management, leadership, organizational climate, health and safety, diversity and inclusion, LGPD, sustainability, mental health, and emotional intelligence. We combine technology with our passion for developing people, with over 4.6 million trainings conducted.



100%

Of our workforce receives
development opportunities
through training



+R\$ 9 Millions

Of investment in training



4.689.588

trainings conducted
through GPSvc

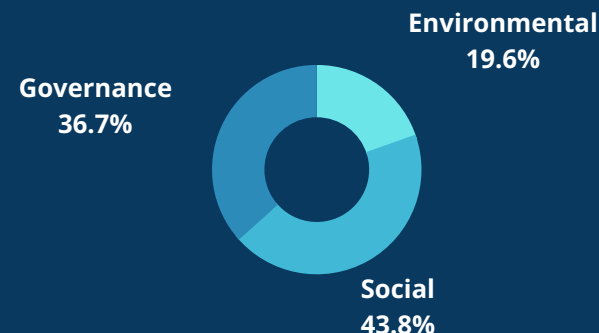
Our education program, in addition to in-person trainings, takes place through the GPSvc software, which has the ability to train, guide learning paths and track indicators. They are available on-demand, through employees' mobile devices, providing uninterrupted access to learning.

We train our employees through a training matrix that includes procedures, work routines, and other relevant information to ensure the excellence of our team in the field, promoting environmental and social awareness, and contributing to social development through knowledge.

GRI: 404-1-a-i, 404-3-a-ii

TRAINING - ESG AGENDA

Employees trained on topics related to Environmental, Social and Governance (ESG) categories.



TRAINING BY CATEGORY



Trainings categorized and constantly changing due to the inclusion of new topics in the training library.

HEALTH, PROTECTION AND SAFETY.

GRI 403-6-b

COMMITMENT TO THE HEALTH AND SAFETY OF OUR PEOPLE.

Our main goal, when it comes to our employees, Customers, and partners, is to ensure that everyone goes home safely at the end of each day. We are committed to health, safety, and protection. Our commitment is the foundation of our Zero Harm culture – we believe that each of us has the responsibility to do the right thing and make relevant decisions to protect our people, Customers, and the communities where we live and work.

MENTAL HEALTH AND WELL-BEING

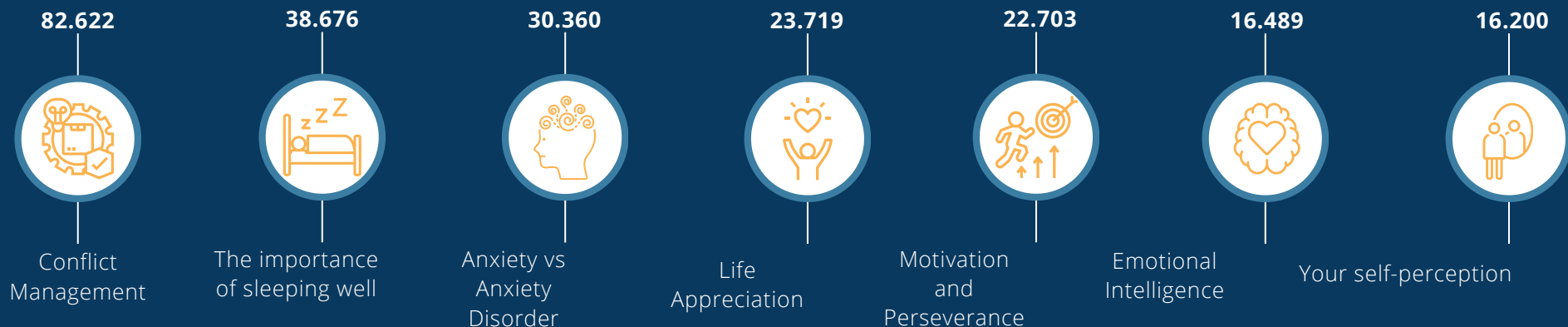
We aim to create work environments where employees can progress socially and professionally. Since our employees work in some of the most demanding and complex situations, we are committed to supporting and protecting their well-being and mental health, so that everyone can perform their activities to the best of their abilities. This is reinforced by our Education Program, which addresses relevant topics related to employee mental health and well-being.

LEADING THE WAY IN MENTAL APTITUDE

GRI 403-5-a

A key element in our mental health and well-being strategy is to provide employees with training to inspire and empower them to proactively improve their own mental aptitude and well-being, as well as that of their teams. In 2022, our training, health, and safety teams came together and designed mental health and well-being training sessions, training over 140,000 employees. The training helps them recognize mental health concerns and respond appropriately and effectively, taking a preventive approach to issues related to mental health.

TRAININGS ON TOPICS RELATED TO EMPLOYEE HEALTH



*Base Dez.22

OUR COMMITMENT TO ZERO HARM.

We encourage employees to have a personal relationship with their safety in the workplace, for which we have implemented a Zero Incident culture and developed a non-complacent mentality towards any type of unsafe act.

This is the basis of our zero-incident culture:
Values, **respect for people and the environment.**



GRABER
SEGURANÇA

OUR COMMITMENT TO ZERO HARM.

GRI: 403-1-a-i, 403-1-a-ii, 403-2-a-i, 403-8-a-i-2

Our Health, Safety and Environment (HSE) policy applies to all employees and subcontractors throughout Brazil, aiming to protect our team and preserve the environment.

We seek to identify HSE principles, procedures, and best practices to protect the safety and interests of Customers, employees, service providers, stakeholders, and communities. We comply with all laws and regulations applicable to our operations. We go beyond compliance and strive to meet the following demands:

- Continuously protect and improve the health, safety, and protection of employees and contractors;
- Prevent incidents with the Zero Harm culture; meet Customer demands and ensure their continuous satisfaction.
- Define HSE objectives, measure results, evaluate and continuously improve processes and services effectively;
- Minimize environmental impact by preventing pollution and GHG emissions;
- Mitigate environmental impact by reducing natural resource consumption;
- Increase waste recycling, use of recyclables, and redirecting waste generated to circularity practices.
- Use technical skills in all HSE aspects and standardize these practices in the Company;
- Open communication with stakeholders, ensuring understanding of policy, program, and procedures;
- Recognize excellent HSE performance.

Our HSE initiatives emphasize continuous improvement and the development of actions to meet our commitments and annual goals to reduce health and safety incidents. The Integrated Management System (IMS) is a strategic statement of the Company to improve performance in safety, health, and environment. It stimulates actions, programs, roles, and responsibilities to meet client satisfaction, worker protection, and conservation of the planet. The IMS follows the guidelines of the PDCA (Plan, Do, Check, and Act) cycle for planning, execution, audits, and implementation of necessary improvements.

HEALTH AND SAFETY MANAGEMENT SYSTEM

The Integrated Management System consists of four main processes, which are planned, organized, directed, and controlled for task execution. Below, we detail each of these commitments:

01
(PLAN)

Goals, indicators, and targets - Hazard and risk table;
Aspects and impacts; process mapping.

Task-unrelated behaviors are aligned with our objectives and guidelines, which seek to ensure control of HSE risks and provide continuous improvement and performance through:

02
(DO)

Definition of procedures;
Management and monitoring tools;
Trainings and people involvement.

- Visible leadership, commitment, and communication;

03
(ACT)

Analysis and review of the system;
Implement necessary improvements.

- Commitment of the workforce, achieved through support for the implementation of HSE programs and initiatives;

04
(CHECK)

Audits to assess processes;
Inspections and validations to ensure the execution of the plan.

- The definition and monitoring of HSE-related goals and objectives at all levels of the organization.

PRIVACY, PERSONAL DATA PROTECTION

AND THEIR USE IN A TRANSPARENT, ETHICAL, SECURE, AND RESPONSIBLE MANNER ARE NON-NEGOTIABLE VALUES FOR US.

Our focus is on ensuring the privacy of personal data and managing the inherent impacts of information security threats. Our Privacy and Personal Data Protection Committee, established and approved by the Board of Directors in September 2021, is responsible for implementing and monitoring the Privacy and Personal Data Protection Governance Program. It aims to protect data privacy and the security of personal and commercial information through policies and regulations directed at employees, subcontractors, joint venture employees, and Customers. It encompasses devices, administrative, technical, and physical measures to ensure and protect the confidentiality, integrity, and availability of personal data processed by the GPS, and assists the

Board in fulfilling its responsibilities, as well as supervising the systems, including policies, controls, and procedures.

The committee is composed of 5 members from the following areas: Corporate Legal, Human Resources, Information Technology, Internal Audit, and Data Protection (Data Protection Officer - DPO). It aims to refine and continuously improve the sector and also identifies, analyzes, and manages risks related to information security. It responds and manages information security threats, including cybersecurity incidents and compliance with legal and regulatory requirements that lead to data security. Meetings are held every two months or as needed, in which training is defined for all employees and new hires. The training content is periodically updated to comply with data privacy laws and regulations.

HIGHLIGHTS 2022

GRI: 418-1-a-i, 418-1-a-ii, 418-1-c

- Zero third-party cybersecurity complaints, including from regulatory agencies;
- Zero monetary losses due to privacy-based lawsuits;
- We apply these same information security policies, procedures, and practices across our entire corporate infrastructure.
- 106,726 LGPD-focused trainings throughout the Company;
- No impacts on business or reports regarding cybersecurity data breaches, leaks, thefts or losses were identified.
- No impacts on Company or clients' confidential business information or personally identifiable information.

WE LISTEN TO OUR STAKEHOLDERS

GRI 2-30-a, 205-3-a, 406-1-a, 406-1-b-i, 406-1-b-iii, 407-1-b

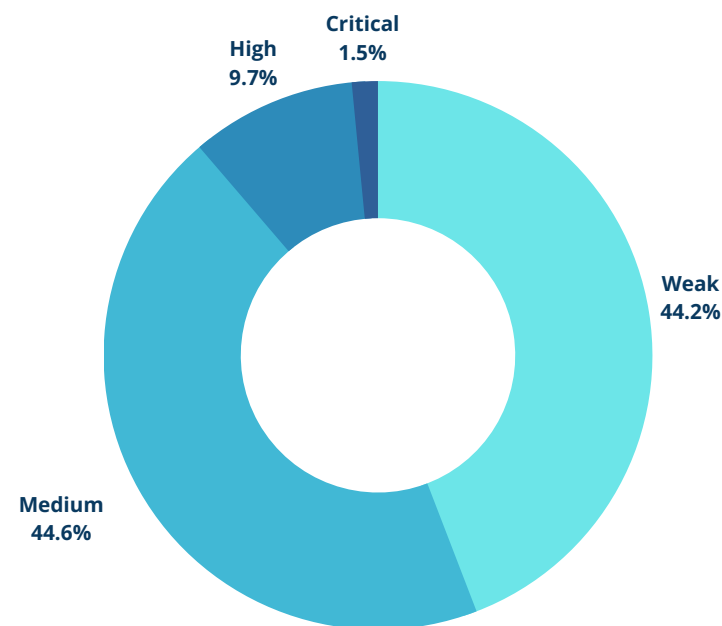
We provide formal procedures to receive and address concerns and complaints from employees on our intranet, GPSvc application, and integration materials. We have open channels for human resources issues and violations, with the aim of resolving them quickly, transparently, and fairly. We respect the freedom of trade union association, with a formal collective agreement for 100% of employees, covering 541 unions throughout the country.

OVERVIEW OF GPS ETHICS CHANNEL

The GPS's Ethics Channel is available to employees, service providers, third parties, and the general public as a safe, confidential, and anonymous means of communication, accessible online at www.canaldeetica.com.br/grupogps or by phone at 0800 049 4200. The objective of this channel is to receive reports of illegal or illicit practices that may violate legislation, current regulations, Company policies, and procedures.

In 2022, we received 10 reports of discrimination (racial, gender, or sexual orientation). Each report is evaluated, investigated, and individually responded to with the utmost confidentiality, ensuring protection to the whistleblower against possible retaliation.

IMPACT OF REPORTING IN 2022



PURPOSE, PEOPLE AND TECHNOLOGY

A woman with long brown hair and glasses, wearing a white lab coat, is seated at a desk in a laboratory or office setting. She is focused on a laptop screen, with her hands on the keyboard. In the background, a man in a dark suit is also working at a desk. The scene is dimly lit, with the primary light source being the laptop screen. The overall atmosphere is professional and focused.

**WE ARE COMMITTED
TO ENSURING THAT
OUR BUSINESS IS
ALIGNED WITH THE
NEEDS OF OUR
CUSTOMERS, AND
WE WALK TOGETHER
TOWARDS A
SUSTAINABLE
FUTURE.**

Through GPS HUB, our technology and development center, our constant search for innovation has brought significant gains in building sustainable development. We consistently invest in cutting-edge technology, rethink processes, implement sustainability policies, and develop our employees, with continuous actions driven by the desire for a better future and a single purpose: to serve better, delivering sustainable and innovative services. We lead the service sector based on this strong legacy. Today, we are uniquely positioned to offer solutions that help clients achieve their goals, contributing to a better, safer, and more sustainable world. Our values guide our governance, operations, business practices, and behaviors. Our Code of Ethics and Conduct and other key policies define our intentions to preserve the planet and promote society while seeking business growth. Our pillars are the foundation of sustainability efforts and closely correspond to the United Nations' Sustainable Development Goals (SDGs).

GPS VISTA

**INTEGRATED
SYSTEM,
DEVELOPED UNDER
THE CONCEPT OF
PRODUCTION
ENGINEERING AND
WITH A STRONG
SUSTAINABLE
APPEAL.**

Technology is one of our strategies to reduce environmental impact. GPS Vista is an integrated management system that reduces GHG emissions and waste generation in operations, significantly mitigating the impact on the supply chain and delivering efficiency and agility to our services and those of our Clients. It facilitates sustainability for Clients, reducing emissions within the scope of our partners.

Our innovative system brings a new dynamic of management and service provision to the market. It integrates resources, people, and processes to the various punctual or programmed needs of each Client, with clarity in all information, processes, and demands, building better management and providing visibility to all involved - internal and external. Total guarantee of visibility of implemented projects with intelligence and assertiveness, in addition to the proof of what was planned versus executed and the quality of what was performed. All of this added to a considerable reduction in GHG emissions in the supply chain and burning of fossil fuels.

We take care of the planet and deliver cost reduction through efficiency data analysis, a 100% online system with both web and app options, increased operational performance, excellence in services provided, and dynamic task scaling to ensure execution.



1.008.333

Ordens de Serviço
digitalizadas



1,518 tCO2e

we have avoided
emitting



108.440 L

water saved



6.251

digitized management
reports

An aerial photograph showing a vast, dense forest with a thick canopy of green trees. The perspective is from directly above, looking down on the forest floor.

GPS vc

WE DEVELOP PEOPLE AND REDUCE ENVIRONMENTAL IMPACT



3.614

Trees saved.



+ 25 t CO₂ e

Tonnes of carbon
mitigated.



+18.000.000 L

Saved water

Our HR management system connects employees and is a powerful strategy for addressing climate pressures.

Our relationship with employees is based on clarity and transparency, all at the employee's fingertips, directly available on their mobile devices. We care for the planet and develop people through training applied via our software.

The GPS implemented a digital system for human resources management. The action makes it possible to mitigate environmental impact by reducing greenhouse gas emissions in all processes and consequently in the supply chain.



Benefits of use:



Ethics Channel



+790,000 registered users
+1 million downloads



+ 460,000 candidates seeking opportunities



More than 575,000 applications received.



+30,000 opportunities shared via app



+948,000 contracts issued
+844,000 contracts signed via app



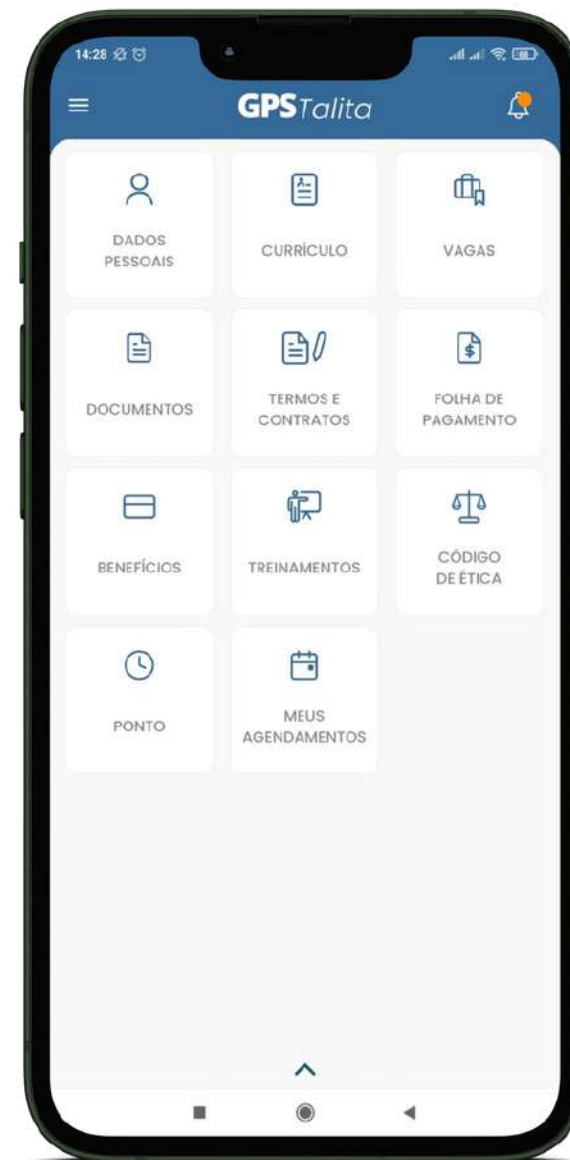
+ 5.2 million documents uploaded
+ 3.0 million documents approved



+ 4.6 million generated trainings



Code of Ethics available on the employee's mobile device



ENVIRONMENTAL



ENVIRONMENTAL

We are on a journey to improve and strategically position ourselves as leaders in service provision, with sustainable technologies and actions. We have expanded our portfolio and tirelessly seek knowledge, always attentive to market demands. We offer support to Customer across Brazil in a wide range of sectors. We are partners of Customer in building a safe future for the global climate.

We are aware of the great challenge of building a better future for the planet. To do so, we seek actions to minimize the impact of operations related to climate change. We believe in the power of innovation and our ability to provide sustainability in an assertive way, aiming for the common good, enhancing our sense of responsibility with the planet through local actions that have a global impact. Guided by a responsible and committed corporate culture, we have refined our existing Environmental Policies, now expandable to all Company operations unified in 2022.

The development and refinement of our corporate policies address global environmental issues. An important action to continue achieving high levels of satisfaction and contribute to sustainable development.

ENVIRONMENTAL MANAGEMENT IN OUR OPERATIONS

Our Environmental Policy and related procedures describe the obligations, perspectives, and imputations of employees, as well as mandatory actions and methodologies to meet the goals and scopes identified for each area of the environment.

Our Integrated Management System (IMS) covers all areas of operation in a comprehensive system, making business execution easier and offering compliance with care for the planet. We included a dedicated Environmental Management System (EMS) that includes policies, procedures, and work methods related to environmental impact and management. Our program is periodically reviewed and updated by the executive leadership, who is also responsible for its management.

In our operations, we conduct a review of Environmental Impact Identification to identify impacts associated with our activities, ensuring that they are analyzed for more assertive management. Our procedural manuals describe methods, objectives, and goals, being accompanied by each regional leader.

Regional leaders are responsible for identifying and training the SSMA team, together with regional operational teams. In this environment, relevant aspects and impacts in operations are considered, with guidelines for the entire team of their operational regions. Relevant aspects and impacts in operations are considered, with guidelines for:

- Identifying potential environmental aspects and consequences;
- Evaluating any procedures and measures to prevent or mitigate consequences;
- Evaluating any resulting risks;
- Determining precautions and recommending additional risk reduction measures;
- Recording environmental impacts and aspects.

01 - IDENTIFY

02 - EVALUATE

03 - SIZE UP

04 - DEFINE

05 - REGISTER

- Gas emissions
- Climate change
- Efficiency and energy consumption
- Use of natural resources.
- Hazardous and non-hazardous waste.
- Protection of biodiversity
- Noise and visual pollution



SUSTAINABLE SOLUTIONS

Urban Air Mobility

The equation of technology + vocation to serve + care for the planet is what guides us.

Technology has brought opportunities, such as actions already implemented regarding urban air mobility using drones in operations, significantly reducing greenhouse gas emissions. This is applied in our safety area, bringing efficiency and agility to processes. The action considerably reduces the consumption of fossil fuels, one of our challenges to reduce emissions.



19.225,19
liters

of fossil fuels
avoided



1996,92
kwh

Energy generated
by the Off Grid
system



241.690
Km/ano

traveled without the
burning of fossil
fuels. *



32,35
(t CO²e)

T emissions avoided
with this action.
(t CO²e)*

***Data calculated based on the GHG
Protocol emission calculation tool.**

EQUIPMENT WITH LOWER ENVIRONMENTAL IMPACT

The use of equipment with low consumption of water and energy resources, utensils with greater durability, made from materials with lower environmental impact, and equipment powered by renewable energy sources is part of the strategy we apply to reduce environmental impact in our operations and those of our Customer.

We are committed to offering services that facilitate sustainability, and this action is applied in our conservation and cleaning areas, bringing considerable reductions related to water resource consumption and carbon emissions.

This natural resource consumption management strategy goes beyond our physical management barrier, since consumption occurs at our Customer' facilities. We are committed to managing in a sustainable and conscious manner, seeking to minimize our environmental impact and offering innovative solutions that facilitate sustainability for our Customer.



BATTERYIZATION OF EQUIPMENT

We are committed to reducing greenhouse gas emissions generated through the use of fossil fuels. Therefore, we have increased the use of equipment with lower environmental impact in our operations, working with Clients to transition from conventional fuel-powered equipment to electric equipment in green areas conservation, gardening and indoor logistics units.

The replacement of fossil fuel-consuming equipment with battery-powered equipment has brought cost reductions and reductions in greenhouse gas emissions. Guided by our desire to contribute to sustainable development, we have replaced forklifts and other machinery with clean energy-powered equipment. We partner with Clients to address global issues related to climate change. We believe in the power of partnership to build a safe future for the climate.

WATER USAGE

GRI: 303-1-a, 303-1-c, 303-1-1-2-1

Although our operations do not have intensive water use, the management limit approach is important for the entire GPS. This understanding is essential in the pursuit of corporate longevity and a secure future for water resources.

For us, fresh water (i.e., physical, chemical, biological, and organoleptic properties suitable for human consumption) available for current and future direct use is classified as essential and highly relevant to our operations and administrative offices (headquarters and branches). In 2022, we consumed 28,000 megaliters of water related to basic human needs, ensuring health and well-being for employees.

We see an opportunity here to engage over 140,000 people directly, raising awareness about the rational use of water and the global challenge related to water resources. This is a social contribution in the field of education, information, and awareness in the pursuit of a more resilient global future.

This understanding is applied to the primary use of the resource in all operations and business units, based on operational performance. In the indirect use, relevance is related to the upstream water consumption in the supplier network, with inputs from different sectors such as food, textiles, equipment manufacturing, among others. These inputs are used in direct operations, outside our operational boundary, as well as downstream water use related to third-party equipment consumption and uniform washing, among others.



We are a full facilities provider. Through cross-selling, we offer different solutions to our clients, forming an internal supply chain to serve other business units of the Company.

We believe that recycled water is important in our direct use, being used in functions where potable water is not required, such as cleaning and gardening sectors, offering an opportunity to mitigate our impact and that of our clients, contributing with our partners to global challenges.

We offer several service options to the market, where good quality water is essential. In the cleaning and gardening area, in the Utilities Engineering segment, we highlight the Water, Effluent, and Reuse Treatment for Industry, providing sustainability in our business unit.

One of the businesses of the GPS is the provision of water and effluent treatment, providing sustainability opportunities with Customers. Just as in the supply chain and in our operations, we have an opportunity to contribute to the mitigation of global impacts and engage our stakeholders. In a future vision, water resources are important for the entire GPS.

We have started actions to reduce and monitor consumption in operations. These actions will go beyond the scope of legal requirements: they are being developed to contribute to water security in a systemic way.

] We are aware of the importance and need for our ambitious and feasible corporate action, aligned with the desire to contribute to a more resilient global future.



2.191.104

m³/year

Treated effluent



718.848

m³/year

Treated
effluent/reuse
per year



2.154.384

m³/year

Treated potable/industrial
water per year



5.064.336

m³/year

Treated water (in
liters)

CLIMATE CHANGE

We conducted a greenhouse gas (GHG) emissions inventory, analyzing the effects of climate change on our operations.

We are in the process of evaluating our emissions and improving information collection to generate indicators for more efficient management. Based on this inventory, we have developed various actions and strategies to reduce our emissions, which are discussed and validated by our Sustainability Committee. We recognize the operational and reputational risks of greater vulnerability, so our analyses are based on tools available in the market, with recognized scientific basis and effective support from the Carbon Disclosure Project - CDP.

Considering the significant increase in incorporated companies since our IPO, we have adopted strategies to minimize scope 1 emissions in mobile emissions, such as the use of drones and electric motorcycles in the security area. Whenever possible, we encourage our Customer to adopt electric equipment instead of equipment that uses fossil fuels. Additionally, we carry out control and measurement actions of emissions in outsourced vehicles used for employee transport, periodically and according to the Company's environmental policies, applicable in all our regions.

Decarbonizing our operations is a relevant topic, and some successfully applied actions include the digitalization of the entire recruitment process and documents of the Human Resources department. These are measures that converge with the main intention of the Paris Agreement.

Technology has brought opportunities for us to contribute to reducing our environmental impact in the face of climate change through actions already implemented. Among them, urban air mobility stands out with the use of photovoltaic energy-powered drones, low consumption of water and electricity equipment, and projects aimed at the circularity of waste generated in our operational units. We continue to evaluate the adherence of business risks and opportunities, considering their financial impacts, such as the substitution for battery-powered equipment, already implemented in the group, which provided cost and GHG emissions reductions. The desire to contribute to sustainable development and the pursuit of corporate longevity are our guiding principles.

We conducted an emissions inventory that encompasses data collected on sources in offices and operations across the Company. This includes emissions originating from the consumption of fossil fuels consumed by our operational fleet, generators, industrial kitchens, and fugitive emissions, such as gases used in air conditioning and extinguishers (Scope 1), electricity consumed in our operational units (Scope 2), business travel, and fuel used by employees in private vehicles for commuting (Scope 3). This inventory includes data for the year 2022, and we used the calculation methodology of the Brazilian GHG Protocol Program - FGV. Our goal is to reduce greenhouse gas (GHG) emissions. In 2022, we reduced our emissions by 17.42% compared to 2021, based on the CDP - Climate Change questionnaire.

We also collected information on electricity consumption in our regional offices. In 2022, the consumption was 5,544.543 MWh.

EMISSIONS IN 2021 AND 2022.

Year	Direct emissions (Scope 1)	Indirect emissions (Scope 2)	Other indirect emissions (Scope 3)
2021	27,385.620 tCO ₂ e	581.563 tCO ₂ e	22.949 tCO ₂ e
2022	22,735.115 tCO ₂ e	230.268 tCO ₂ e	186.144 tCO ₂ e

GOVERNANCE AND PURPOSE

GRI: 102-24-b-iv, 102-28-c, 102-16-3-1-2, 102-16-3-1-3, 102-16-3-1-4, 102-18-b, 102-20-a, 102-22-a-i, 102-26-a GRI 202-2-a

With the exponential growth of our Company, driven by our purpose to serve, we faced challenges in our operational and governance structure. This situation changed with the arrival of entrepreneurs Luis Carlos Martinez - CEO, Marcelo Niemeyer Hampshire - Corporate and M&A Vice President, and Gustavo Viana Otto - Operations Vice President. Together, we lead a team of 8 executive directors, 4 technical directors, and 5 administrative directors, forming the leadership team. We recognize the talents that make up the executive board of our group, leading the areas of Operations, People & Management, Technology, Investor Relations, Financial Management, Legal, Accounting, and Fiscal.

They brought to the GPS methodology, technique, knowledge of processes, and experience of people who have experienced service provision in Brazil with dynamism, in addition to an operational team composed of 28 regional directors, all locally hired. It was fundamental for the evolution of the GPS to develop a solid and sophisticated governance structure, based on transparency, respect for people and the environment, with positions responsible for relevant ESG areas since the executive level.

With our IPO, even greater governance robustness emerged. Our governance structure is composed of the Board of Directors, Audit Committee, Monitoring Committee, Internal Audit, and the Planning Cycle flow. Our Board of Directors consists of 7 effective members, 5 of whom are independent, seeking to fulfill the Company's long-term interests, corporate longevity, and the creation of shared value, resulting in risk management, essential for better corporate performance.

OUR ACTIONS ARE GUIDED BY STRICT ETHICAL STANDARDS.

Our corporate policies and Code of Ethics and Conduct are approved by the Board of Directors, within the normative domains of corporate governance.

Our Code of Ethics and Conduct reflects the ethical principles and standards of conduct that guide internal and external relationships with Customers, shareholders, employees, suppliers, competitors, government agencies, and the community. Employees have access to, knowledge of, and understanding of all terms that must be complied with. The Ethics Committee is responsible for implementing the Code, ensuring its dissemination, understanding, and compliance.

The Code of Ethics and Conduct guides us towards fair and assertive behaviors and decision-making, regardless of the employee's position, providing guidelines for fair and transparent relationships and treatment towards all employees, partners, and the community in which we operate.

Our policies and conduct express our rejection of child labor, slavery or similar practices, human trafficking, any form of harassment or discrimination, corruption, and illicit favoritism. Through norms and codes, we make our guidelines clear in valuing human dignity, seeking the physical and emotional well-being of all, respecting the diversity of ethnicity, nationality, race, religion, color, gender, sexual orientation, level of education, age range, or political position.

We have adopted a risk management policy approved at a meeting of the Board of Directors and implemented on December 16, 2020, which establishes the guidelines to be analyzed in the Company's risk management program, in order to identify, evaluate, prioritize, and treat the risks to which it is exposed.

Risk management, as it pertains to the organizational structure and responsibilities adopted, is developed by the Board of Directors, Management, Audit Committee, and Internal Audit. The Board of Directors oversees risk management topics through reports provided by the Company's management. Annually, the effectiveness of the Company's risk management policy is evaluated and reported to the Board of Directors.

Management operates in accordance with the guidelines established by the Board of Directors, in compliance with the provisions set forth in the Company's bylaws, Law No. 6,404/1976 (Brazilian Corporate Law), the regulations of the CVM (Brazilian Securities and Exchange Commission), and the Novo Mercado Regulations, such that the structure, operation, and responsibilities of the Board of Directors are expressed in the Company's bylaws.

The GPS's Audit Committee operates independently, permanently, and consultatively, supporting the Board of Directors in evaluating and contributing continuously to the probity, accuracy, and completeness of the Company's financial statements. The committee also oversees the work of the internal and external audits, ensuring the internal control processes and risk management inherent to our activities, and has operational autonomy and a budget approved by the Board of Directors for its operations.

GRI 202-2-b

We have established a standard of excellence in each area of our business, seeking superior and sustainable results in everything we set out to do. Our governance policies extend to all operational regions and provide guidelines for the protection of human integrity and the environment, as well as for community engagement. They encourage us to act in accordance with our Code of Conduct and local legislation. For this, our governance practices and strategies are reviewed annually by the top management leadership team.

The Sustainability Committee supports senior management and is composed of a diverse group of genders and races, bringing different backgrounds and perspectives. They are highly qualified professionals, mostly directors from the Finance, Supply Chain, Human Resources, Fiscal, Technology, Development, Corporate Education, and Health and Employee Safety areas. They report to their direct leaders and the general board of the organization.

The experience and commitment to reducing negative impacts generated by our activities related to socio-environmental topics were of great importance in composing the sustainability committee. The committee is responsible for developing and disseminating feasible strategies, discussing strategic topics and guidelines that will be periodically supervised, covering issues such as planning, risk analysis, actions and projects, seeking to facilitate sustainability with Customers and partners in building a better future for everyone.

We are a group formed by leaders at all levels of the Company and we promote a corporate culture of inclusion and respect in all of them. Sustainability is part of our daily lives and guides us to provide more humane and egalitarian services, reflecting how we develop and deliver our services.

We take care of our team and recognize the transformative power that diversity can bring. We value our employees and understand the importance of each one in our journey. Our Development Program and opportunities are applied equally, continuously encouraging professional and personal development through the corporate education system and incentives for training and information. We understand that this is a systemic way to reduce social inequality and to put our vocation into practice - to develop people. In 2022, 86% of our workforce was supported by development programs. We are an agent of social transformation.

The care for the physical and mental health of employees is part of our business, through our policies and training programs. We are responsible for identifying and preventing risks through corporate policies. We continuously monitor our operations. The close monitoring occurs regionally, guided by policies that cover activities and all employees.

Our purpose directs corporate governance, as well as strategies and actions to build a secure future for the planet. We are committed to offering a service with less environmental impact and safer for water. We recognize that our corporate performance is crucial in the face of global pressures, such as global warming and climate change. That is why we are partners of Customers on this journey and extend policies to suppliers and business partners. We operate in line with the Company's values, vision, mission, and desire to contribute to a better future for the planet and for a more just society.

GRI:404-3-a-2

ORGANIZATIONAL STRUCTURE

GRI: 102-18-a, 102-18-b, 102-22-a-i, 102-23-a

BOARD OF DIRECTORS

The Board of Directors establishes the general orientation and strategic direction of the Company's business and its controlled companies, approving guidelines, corporate policies, objectives, and monitoring the Executive Board.

AUDIT COMMITTEE

Provides assistance to the Board of Directors. Its scope of responsibilities includes advising on the appointment and dismissal of independent auditors, evaluating financial statements, assessing and monitoring risk exposure, as well as reviewing, monitoring, and advising on improvements to internal policies.

SUSTAINABILITY COMMITTEE

The Sustainability Committee supports the Executive Board on sustainability-related issues, approves policies and projects, and sets strategies for managing social and environmental performance indicators.

P&O COMMITTEE

Provides support to the Board of Directors regarding human resources management and organizational development, providing guidance and direction on human resources policies, training, performance, and diversity, and promoting improvements in governance and corporate culture.

MONITORING COMMITTEE

Collaborates with the Board of Directors in monitoring strategic projects and initiatives, reviewing plans, evaluating goals, identifying risks and opportunities, and ensuring effective communication.

BOARD OF DIRECTORS

José Caetano Paula de Lacerda
President of the Board of Directors

Carlos Nascimento Pedreira
Vice-President

Amaury Guilherme Bier
Independent Director

Luiz Chrysostomo de Oliveira Filho
Independent Director

Marcos Luiz Abreu de Lima
Independent Director

Otávio Yazbek
Independent Director

Piero Paolo Picchioni Minardi
Independent Director

Luis Carlos Martinez
Alternate Director

Marcelo Niemeyer Hampshire
Alternate Director

EXECUTIVE BOARD

Luis Carlos Martinez
President

Marcelo Niemeyer Hampshire
Corporate Vice President and M&A

Gustavo Vianna Otto
Vice President of Operations

Cláudio Petruz
Legal Director

Guilherme Robortella
Director of Finance

Maria Elsa Alba Bernhoeft
Director of Investor Relations

MONITORING COMMITTEE

Marcelo Niemeyer Hampshire
Director

Peter Gudme
Independent Member

Henrique Muramoto
Independent Member

Fernanda Didier Pedreira
Member

Anderson Nunes
Member

Guilherme Robortella
Member

Maria Elsa Alba Bernhoeft
Member

COMMITTEE OF PEOPLE AND ORGANIZATION

José Caetano Paula de Lacerda
Coordinator

Carlos Nascimento Pedreira
Member

Piero Paolo Picchioni Minardi
Independent member

Amaury Bier
Independent Member

AUDIT COMMITTEE

Marcos Luiz Abreu de Lima
Coordinator

Carlos Asciutti
Independent Member

Daniel Abraham Loria
Independent Member

OUR PILLARS GUIDE OUR STEPS TOWARDS SUSTAINABLE DEVELOPMENT.

**MANAGEMENT,
INNOVATION,
QUALITY,
TRAINING, AND
PARTNERSHIP
ARE THE
PILLARS THAT
SUSTAIN US.**

GRI: 102-5, 102-6, 102-6-a-ii, 102-6-a-i



The GPS's expansion was based on 5 strategic pillars.

We maintain contact with our employees and our clients' Customers throughout the national territory. This provides us with an opportunity to influence and add value to people's lives. We innovate our operations with a dedicated department, the GPS Hub, which develops services with lower environmental impact. We promote sustainability among our clients, working together towards a secure future for the climate. We demonstrate our respect for the environment through our services, prioritizing local suppliers and reducing waste generation in our operational units and those of our clients. We act in convergence with the responsible use of natural resources.

5 PILLARS

MANAGEMENT

We maintain a commitment to being close to our clients.

Our basic principle of business management is to direct, monitor, and encourage business models according to the needs of our clients and the interests of our other stakeholders. We combine the spirit of service and autonomy for our managers to make decisions that ensure full Customer satisfaction.

Our management maintains a commitment to being close to our clients, accompanying their challenges and business transformation. We are always present, understanding and anticipating the needs of each contract to serve with excellence.

INNOVATION

Technology, people and purpose.

Through GPS Hub (our center for technology and development), our constant search for innovation has brought us significant gains in building sustainable development.

We consistently invest in cutting-edge technology, rethink processes, review our corporate policies, and develop our people.

Continuous actions driven by the desire for a better future and a single purpose: to serve better, delivering sustainable and innovative services.

QUALITY

Our guiding culture is to provide excellent service.

On a daily basis, the quality of our services is based on attention, presence, and proximity, unified with concepts of sustainability and innovation. Our spirit of service has made us leaders in the provision of outsourced services. We are guided by the constant pursuit of quality in services. We monitor indicators of Safety, Health and Environmental Management (SHM). For us, quality translates into respect for Customers, employees, and the planet.

TRAINING

We invest in the fundamental part of our Company: People.

We invest consistently in the most important aspect of our Company: People. We provide equitable training, incentives, and professional development programs.

All our areas of operation have a clear direction for capacity building, covering common and fundamental knowledge. We are a hub of development and training, promoting knowledge and opportunities.

PARTNERSHIPS

We build long-lasting and valuable relationships.

With the purpose of building long-term relationships with our clients, the Customer Follow-up Report (RAC) and the Net Promoter Score (NPS) are management tools for measuring client satisfaction.

Through these tools, we measure the quality of our services on a monthly basis.

OUR ENGAGEMENT WITH STAKEHOLDERS

For us, it is of significant importance to listen to the interests of all stakeholder groups, and in 2022 we sought to engage with each of them to understand their expectations as a business through surveys, discussions on responsibility among peers, and a consistent sustainability-focused training program. We understand that our people are committed to doing the right thing and making decisions that prioritize the planet, our employees, and the community in which we operate.

PURPOSE	STAKEHOLDERS	FORM OF ENGAGEMENT
Culture and Values	Employees, Customers, Partners, Suppliers, Shareholders, and Community.	Training sessions and lectures on Health, Safety and Protection (HSP), governance training, a series of webinars from the Company, an ethics hotline, celebration days, and events.
Rewards and Recognition	Employees	Promotions and individual meetings, performance-based compensation.
Career and Development	Employees	Workday, performance and talent management program, training, individual learning, leadership and coaching meetings, technical mastery.
Organizational culture	Employees, Customers, Partners, Suppliers, Shareholders, and Community.	Company website, social media, training on the Code of Conduct and Ethics, employee resource groups, management reporting, investor relations and shareholder communication center.
News and Announcements	Employees, Customers, Partners, Suppliers, Shareholders, and Community.	This can be translated as: Emails, news articles, social media, webinars, Company website.
Strategy and Sustainable Growth	Employees, Customers, Partners, Suppliers, Shareholders, and Community.	Financial results center, annual shareholders' meetings, investor presentations, business strategy sessions, trade shows and conferences, industry events, Company interest communities.
Regulatory Compliance	Employees, Customers, Partners, Suppliers, Shareholders, and Community.	Corporate Code of Conduct, Supplier Code of Conduct, ethics hotline, integrated management process, regular internal and external audits, regular policy updates, links with regulators and agencies, local and national policies and procedures.
Natural Impact on the Environment	Employees	Environmental management system, initiatives and programs to reduce the impact of operations, communications from the EHS team, communications with the regional offices.
Community Outreach and Development	Employees	Community involvement through support for organizations that work with education, sports, and health.

PURCHASING PRACTICES

GRI: 204-1-a, 204-1-b, 204-1-c

Our supply management follows the process dynamics and planning for servicing throughout Brazil within the GPS, occurring in a decentralized manner, a strategy to reduce GHG emissions generated in operations.

In addition to input suppliers, service providers contracted by the Group go through a homologation process through the Supplier Requirements and Selection Program applied by the Operational Regions, with criteria that ensure the principles expressed in governance policies and guidelines for reducing environmental impact, ensuring action to combat discrimination and racism, child labor, slavery, and analogous, and even human trafficking. All in accordance with the Universal Declaration of Human Rights, reaffirmed by the agreement and responsibility form, directed to the main suppliers of the GPS.

The GPS demonstrates flexibility and diversity of solutions in the Supply Chain for its operations supply. For input supply, we have the support of suppliers from the food, manufacturing, chemical, PPE, fuel, among others. In the provision of outsourced services, we have suppliers from the following segments: food, health, vehicle rental, equipment rental, among others.

Reducing socio-environmental impact is our commitment. For this, we constantly seek new technologies, the development of new products and partnerships; and prioritize the service of suppliers closer to our operations, seeking to prioritize local suppliers. The GPS has the "local geographical definition" as the national scope, specifically in a regionalized manner. In addition, in 2022, we opted for the acquisition of 100% of inputs and services from national suppliers, supplying "important operational units", all operations and regional offices throughout the country.

GRI: 2-6-b-ii, 202-2-d, 204-1-a, 204-1-b, 204-1-c



EVOLVING WITH SOCIAL RESPONSIBILITY

We are aware of the importance of corporate action within the community in which we operate. Our partnerships align with our vision of the future. We believe in corporate social responsibility with a focus on early childhood education and the fight against child labor, through partnerships with the Ayrton Senna Institute, Galpão Aplauso, and Tributo ao Futuro.

We encourage sports as a tool for the development of young people, as in the case of the Próxima Geração project, which promotes educational and health support through sports.

At GPS, we value culture and support the Iberê Camargo Foundation and the Tomie Ohtake Institute. The Foundation preserves the work of artist Iberê Camargo and encourages reflection on art, culture, and education. The Institute conducts exhibitions and research on contemporary art, developing projects related to education in public schools in different regions of the country. We believe that promoting culture is essential for human and social development, and we support initiatives that expand access to art and stimulate critical reflection.

The META Education Institute, one of our partners, develops projects to promote citizenship, democracy, and human rights for families in vulnerable situations. Our partnerships are aligned with the Sustainable Development Goals, such as quality education, gender equity, decent work, reducing inequalities, peace, justice, and effective institutions.

We generate positive impact
in partnership with:

- Ayrton Senna Institute
- Galpão Aplauso
- Tribute to the Future
- Eusébio Foundation
- Lar Emmanuel
- META Education Institute
- Next Generation
- Moving Images Program
- Tomie Ohtake Institute
- Iberê Camargo Foundation



203 mil

Impacted
educators



3,6 milhões

Children and youth
benefiting from
quality public
education



+ de 2.350

Benefited
students



149

Workshops in 11
municipalities



30

Educators, managers, and
students present at
Connection and Reflection
meetings



166

Registered in
the Territories
Laboratory



200

Films presented at over
20 festivals in 8
countries



25

Short film exhibitions
in schools and
cinemas



6

Training courses offered
to 170 teachers

ECONOMIC PERFORMANCE

GRI: 102-45

The GPS has been operating for 60 years. Throughout our evolution, we have followed a constant and robust process of growth, sustained by an agile business model and solid principles of corporate management.

Our growth strategy combines organic vertical, focused on the development of new Customer and the expansion of services and solutions with our current client base, with inorganic vertical, through the acquisition and integration of companies that favor scale gains and greater penetration



NET REVENUE

- R\$ 9,219 million per year, 39% higher than 2021.



ADJUSTED EBITDA

- R\$ 1,008 million per year, 45% higher than 2021.



ADJUSTED NET INCOME

- R\$ 586 million per year, 32% higher than 2021.

In April 2021, as pioneers, we became a publicly traded Company in the capital market of the Brazilian stock exchange (B3), in the New Market segment.

In 2022, we completed 60 years of operation and continue in a constant and robust process of growth, sustained by an agile business model and solid principles of corporate management.

DIRECT ECONOMIC VALUE GENERATED (R\$)					
GENERATED	2018	2019	2020	2021	2022
Revenue	3.295.363	4.335.488	4.961.291	6.678.021	9.381.128

Net sales revenue plus revenue from financial investments and asset sales

DISTRIBUTED ECONOMIC VALUE (R\$)					
DISTRIBUTED	2018	2019	2020	2021	2022
Operating costs	217.305	289.701	422.182	639.851	923.575
Acquisition of materials, product components, facilities and services. May include: Property rent, licensing fees, facilitation payments, royalties, outsourcing, training, PPE.					
Employee wages and benefits	2.510.407	3.400.998	3.824.773	5.147.171	7.077.704
Net sales revenue plus revenue from financial investments and asset sales.					
Dividends	50.673	45.652	425.000	125.000	122.712
Dividends owed to preferred shareholders.					
Interest	62.766	79.448	74.886	101.792	317.765
Interest on all forms of debt and loans.					
Payments to government	115.214	149.929	174.049	223.603	324.529
Corporate, income, and property taxes - not including deferred taxes.					
Investments in the community	2.067	2.220	2.719	3.842	4.435
Voluntary donations to philanthropic institutions, NGOs, and research institutes; social programs, artistic and educational events; community infrastructure projects.					
Value Distributed	2.958.433	3.967.947	4.923.610	6.240.600	8.770.720

RETAINED ECONOMIC VALUE (R\$)					
RETAINED	2018	2019	2020	2021	2022
"Direct economic value generated" minus "distributed economic value"	336.930	367.541	37.681	437.421	610.408

GRI: 201-1-a-i, 201-1-a-ii, 201-1-a-iii, 201-1-b-2-i

EXPANSION AND GROWTH: STRATEGIC ACQUISITIONS





ANTI-CORRUPTION

GRI: 205-2-b-2-1, 205-2-d-1, 205-2-e-2-1 SV-PS-510a.1

Our Code of Ethics and Conduct establishes ethical principles and conduct standards that guide the internal and external relations of GPS employees with Customer, shareholders, suppliers, competitors, government agencies, and the community.

The Ethics Committee is responsible for the implementation of the Code, verification of its disclosure, understanding, and compliance. The document provides guidance for behaviors and decision-making, regardless of the employee's position, covering guidelines for fair, just, and transparent relationships and treatment with the Company's stakeholders.

Our standards and conduct express our rejection of corruption and illicit favoritism. Through applicable norms and codes for all operational regions, we provide guidelines for the protection of human integrity, the environment, and community relations, based on transparency, competence, and team spirit, rooted in honesty and respect for the individual. In addition, GPS's operations require great care, safety, honesty, and integrity.

We aim for all our business partners, suppliers, or third parties to share equivalent principles of ethics and conduct when conducting their businesses.

Our anti-corruption compliance policy requires compliance with all applicable and effective laws and regulations related to combating bribery and corruption practices, especially Law No. 12,846/13 (Anti-Corruption Law). We seek to operate in compliance with the Code of Conduct and local legislation, reaffirming our values, vision, and mission, and our desire to contribute to a fairer society.

We strongly oppose all forms of corruption and are committed to supporting and promoting a business environment free from corruption and bribery, following anti-corruption laws with the highest standards in all our businesses.

Our position is reinforced by our Code of Ethics, a mandatory document for all our workforce, including the 20 members of the Company's governance bodies, who become aware of it at the time of integration.

PREVENTION

- Code of Ethics and Conduct;
- Anti-Corruption Policy;
- Active employee training;
- Streamline and disclose administrative procedures;
- Reward good behavior;
- Technology allied.

DETECTION

- Strengthening of oversight mechanism;
- Ethics Channel;
- Internal Audit.

OVERSIGHT

- External audits;
- Investigate, prosecute, and sanction acts of corruption.

ACTION

- Ethics Committee;
- Internal Audit;
- Forensic Company.

GRI CONTENT INDEX

Statement of Use	The GPS declares compliance with GRI Standards for the period from February 1, 2022 to December 31, 2022.
GRI Used	GRI 1: Foundation 2021
Applicable Sectoral Standards of GRI	N/A

GRI Standard	Indicator	Page	Omission
General Information: 1. Organization and its Information Practices	2-1-a Legal Name	19	Não há.
	2-1-b Nature of ownership and legal status	19	Não há.
	2-1-c Headquarters location	19	Não há.
	2-1-d Countries of operation	19	Não há.
	2-2-b If the organization has audited consolidated financial statements or financial information recorded in a public registry, specify the differences between the entities included in its financial reporting and the list included in its sustainability reporting	6	Não há.
	2-2-c-ii If the organization is made up of multiple entities, explain the approach used to consolidate information, including how the approach considers mergers, acquisitions, and divestitures of entities or parts of entities	6	Não há.
	2-3-a Specify the reporting period and the frequency of your sustainability report	6	Não há.
	2-3-c Date of publication of the report or reported information	6	Não há.
	2-3-d Point of contact for questions about the report or reported information	6	Não há.
General Disclosure: 2. Activities and Workers	2-6-a Report the sector(s) in which the organization operates	18	Não há.
	2-6-b-i Describe your value chain, including: the organization's activities, products and services, and the markets served	19	Não há.
	2-6-b-ii Describe your value chain, including: the organization's supply chain	83	Não há.
	2-7-c-i Methodologies and assumptions used to compile the data, including whether the numbers are reported: on the total number of employees or full-time equivalents, or using another methodology	31	Não há.
	2-7-e Describe significant fluctuations in the number of employees during and between reporting periods	32	Não há.

GRI Standard	Indicator	Page	Omission
General Disclosure: 5 Stakeholder Engagement	2-22 Sustainable Development Strategy Statement	8,0 e 10	N/A.
	2-30-a Report the percentage of total employees covered by collective bargaining agreements	47	N/A.
GRI 201 - Economic Performance	201-1-a-i Direct economic value generated	87	N/A.
	201-1-a-ii Economic value distributed	87	N/A.
	201-1-a-iii Economic value retained	87	N/A.
	201-1-b-2-i Direct economic value generated by region	87	N/A.
GRI 202 - Market Presence	202-2-a The percentage of significant operational unit's board members hired from the local community	68	N/A.
	202-2-b Definition used for "board"	70	N/A.
	202-2-d Definition used for "significant operational units"	83	N/A.
GRI 204 - Procurement Practices	204-1-a Percentage of procurement budget used in significant operational units that is spent on local suppliers (such as the percentage of locally purchased products and services).	83	N/A.
	204-1-b The organization's geographic definition of "local".	83	N/A.
	204-1-c Definition used for "significant operational units".	83	N/A.
GRI 205 - Anti-corruption	205-2-b-2-1 Total number of employees who have been informed of the organization's anti-corruption policies and procedures, broken down by region	90	N/A.
	205-2-e-2-1 Total number of employees who have received training on anti-corruption measures, broken down by region	90	N/A.
	205-2-d-1 Total number of governance body members who have received training on anti-corruption measures, broken down by region	90	N/A.
	205-2-e-2-2 Percentage of employees who have received training on anti-corruption measures, broken down by region	32	N/A.
	205-3-a Total number and nature of confirmed cases of corruption	47	N/A.
GRI 302 - Energy	302-1-c-i Total electricity consumption, in joules, watt-hours, or multiples thereof	67	N/A.
	302-1-e Total energy consumption within the organization, in joules or multiples thereof	67	N/A.

GRI Standard	Indicator	Page	Omission
GRI 2021: Water and Effluents	303-1-a A description of how the organization interacts with water, including how and where water is captured, consumed and discharged, and any related impacts the organization has caused or contributed to, or that are directly related to the organization's activities, products, or services through a business relationship (e.g. impacts from water runoff)	64	N/A.
	303-1-c A description of how related water impacts are managed, including how the organization works with its stakeholders to manage water resources as a shared resource and how it engages with suppliers or Customers with significant water-related impacts	64	N/A.
	303-1-1-2-1 An overview of water use across the organization's value chain	64	N/A.
GRI 2021: Emissions	305-1-g Standards, methodologies, assumptions, and/or tools used	67	N/A.
	305-1-a Total direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	67	N/A.
	305-2-b If applicable, total indirect (Scope 2) GHG emissions from the generation of purchased energy in metric tons of CO2 equivalent calculated using market-based accounting	67	N/A.
	305-3-a Total of other indirect (Scope 3) greenhouse gas emissions in metric tons of CO2 equivalent	67	N/A.
	305-5-d Scopes in which reductions occurred: whether they were direct emissions (Scope 1), indirect emissions from energy procurement (Scope 2), and/or other indirect emissions (Scope 3)	67	N/A.
GRI 401-Employment	401-1-a-3-1 Total number of new hires during the reporting period, disaggregated by region	32	N/A.
	401-1-b-3-1 Total turnover rate during the reporting period, disaggregated by region	33	N/A.
	401-1-b-3-2 Rate of turnover during the reporting period, disaggregated by region	32	N/A.
GRI 403 - Occupational Health and Safety	4403-1-a-ii For employees and for workers who are not employees but whose work and/or workplace is controlled by the organization, a statement on whether a occupational health and safety management system has been implemented: the system has been implemented based on recognized risk management standards/guidelines and/or management system, and in that case, a list of the standards/guidelines	44	N/A.

GRI Standard	Indicator	Page	Omission
GRI 403 - Occupational Health and Safety	403-1-a-i For employees and for workers who are not employees but whose work and/or workplace is controlled by the organization, a statement on whether an occupational health and safety management system has been implemented: the system has been implemented due to legal requirements and, in that case, a list of the requirements	45	N/A.
	403-5-a For employees and for workers who are not employees but whose work and/or workplace is controlled by the organization, a description of occupational health and safety training provided to workers, including generic or specific training on occupational hazards, activities, or dangerous situations	39 - 41	N/A.
	403-6-b For employees and for workers who are not employees but whose work and/or workplace is controlled by the organization, a description of health promotion services and programs offered to workers to address significant non-work-related health risks, including specific health risks addressed, and how the organization facilitates workers' access to these services and programs	40	N/A.
GRI 404 - Training and Education	404-2-a Type and scope of programs implemented and assistance provided to enhance employees' skills	37	N/A.
	404-3-a-2 Percentage of total employees, disaggregated by job category, who received regular performance and career development reviews during the reporting period	72	N/A.
GRI 405 - Diversity and Inclusion	405-1-a-iii Percentage of individuals serving on the organization's governance bodies who belong to each of the following diversity categories: other diversity indicators, when relevant (such as minorities or vulnerable groups)	32	N/A.
	405-1-a-i Percentage of individuals serving on the organization's governance bodies who belong to each of the following diversity categories: gender	31	N/A.
	405-1-a-ii Percentage of individuals serving on the organization's governance bodies who belong to each of the following diversity categories: age range	32	N/A.
	405-1-b-iii Percentage of employees by job category who belong to each of the following diversity categories: other diversity indicators, when relevant (such as minorities or vulnerable groups)	32	N/A.
	405-1-b-i Percentage of employees by job category who belong to each of the following diversity categories: gender	31	N/A.

GRI Standard	Indicator	Page	Omission
GRI 407- Freedom of association and collective bargaining	407-1-b Measures taken by the organization during the reporting period to support freedom of association and collective bargaining	47	N/A.
408 - Child Labor	408-1-c Measures taken by the organization during the reporting period to contribute to the effective abolition of child labor	69	N/A.
GRI 409 - Forced or Compulsory Labor	409-1-b Measures taken by the organization during the reporting period to contribute to the elimination of all forms of forced or compulsory labor	69	N/A.
410 - Safety Practices	410-1-a Percentage of security personnel who have received formal training on the organization's specific policies or procedures on human rights and their application to security	32	The Human Rights topic is addressed in 100% of the workforce through training on our Code of Ethics and Conduct.
412 - Human Rights Assessment	412-2-b Percentage of employees trained in human rights policies or procedures relevant to operations' human rights aspects	32, 39	The topic is covered in the training on our Code of Ethics and Conduct, where 100% of the workforce received the training. It is also addressed in other trainings as indicated on page 39 of this report.
GRI 418 - Privacy and Data Protection	418-1-a-ii Total number of substantiated complaints regarding breaches of Customer privacy, categorized by: complaints from regulatory agencies	46	N/A.
	418-1-a-i Total number of substantiated complaints regarding breaches of Customer privacy, categorized by: complaints received from external parties and substantiated by the organization	46	N/A.
	418-1-b Total number of identified Customer data leaks, thefts, or losses	46	N/A.

Sustainability Accounting Standards Board (SASB):

Sectoral indicators

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Data Security	Description of approach to identify and address data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	Our Privacy and Personal Data Protection Committee is responsible for monitoring the Privacy and Personal Data Protection Governance Program. It is composed of 5 areas: Corporate Legal, Human Resources, Information Technology, Internal Audit and Data Protection Officer (DPO). It seeks continuous improvement of the sector and identifies, analyzes, and manages risks related to data security.
	Description of policies and practices related to collection, use, and retention of Customer information	Discussion and Analysis	n/a	SV-PS-230a.2	The Privacy and Personal Data Protection Committee, through policies and rules directed to employees, subcontractors, joint venture employees, and Customers. It covers administrative, technical, and physical measures to ensure and protect the confidentiality, integrity, and availability of personal data processed by GPS, including policies, controls, and procedures for the collection, use, and retention of such information.
	(1) Number of data breaches, (2) percentage involving confidential business information (CBI) or personal identification information (PII) of Customers, (3) number of affected Customers	Quantitative	Number, Percentage (%)	SV-PS-230a.3	(1)(2)(3) Zero third-party cybersecurity complaints, including regulatory agency; zero monetary losses due to privacy-based lawsuits; no business impacts or reports related to cybersecurity data breaches, leaks, thefts, or losses have been identified. There were no impacts on confidential business information or personal identification information of the Company or Customers.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Workforce Diversity and Engagement	Percentage of gender and racial/ethnic groups representation for (1) executive management and (2) all other employees	Quantitative	Percentage (%)	SV-PS-330a.1	(1) pages 31 1 31 (2) pages 31 and 32.
	(1) Voluntary and (2) involuntary employee turnover rate	Quantitative	Evaluate	SV-PS-330a.2	(1) and (2) page 33.
	Employee engagement as a percentage	Quantitative	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 90 and 91.
	Total amount of monetary losses resulting from lawsuits associated with professional integrity	Quantitative	Report currency	SV-PS-510a.2	N.D.

Sustainability Accounting Standards Board (SASB): Activity Metrics

Activity Metrics	CATEGORIA	UNIDADE DE MEDIDA	CÓDIGO
Number of employees by: (1) Full-time and part-time, (2) Temporary, and (3) Contracted	Quantitative	Number	SV-PS-000.A
Employee worked hours, billable percentage	Quantitative	Hours, Percentage (%)	SV-PS-000.B

Sustainability Accounting Standards Board (SASB):

Global Employee Gender Representation (%)

	FEMALE	MALE	N/D*
Executive Management	14,4%	85,6%	
All Other Employees - Non-Contingent	30,5%	69,5%	
All Other Employees - Contingent	N/D	N/D	

Employee Racial/Ethnic Group Representation (%)

	BLACK AND MIXED RACE	WHITES	INDIGENOUS PEOPLE	ASIANS	N/D*
Executive Management	24%	65%	1%	1%	9%
All Other Employees - Non-Contingent	72,1%	24,1%	3,4%	0,4%	N/D
All Other Employees - Contingent	N/D	N/D	N/D	N/D	N/D

* N/D = not available or not disclosed.

CREDITS

MATERIALITY PROCESS, GRI CONSULTANCY, CONTENT AND WRITING: **Sais Sustentabilidade**

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GENERAL DIRECTION OF THE REPORT

Sais Sustentabilidade



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