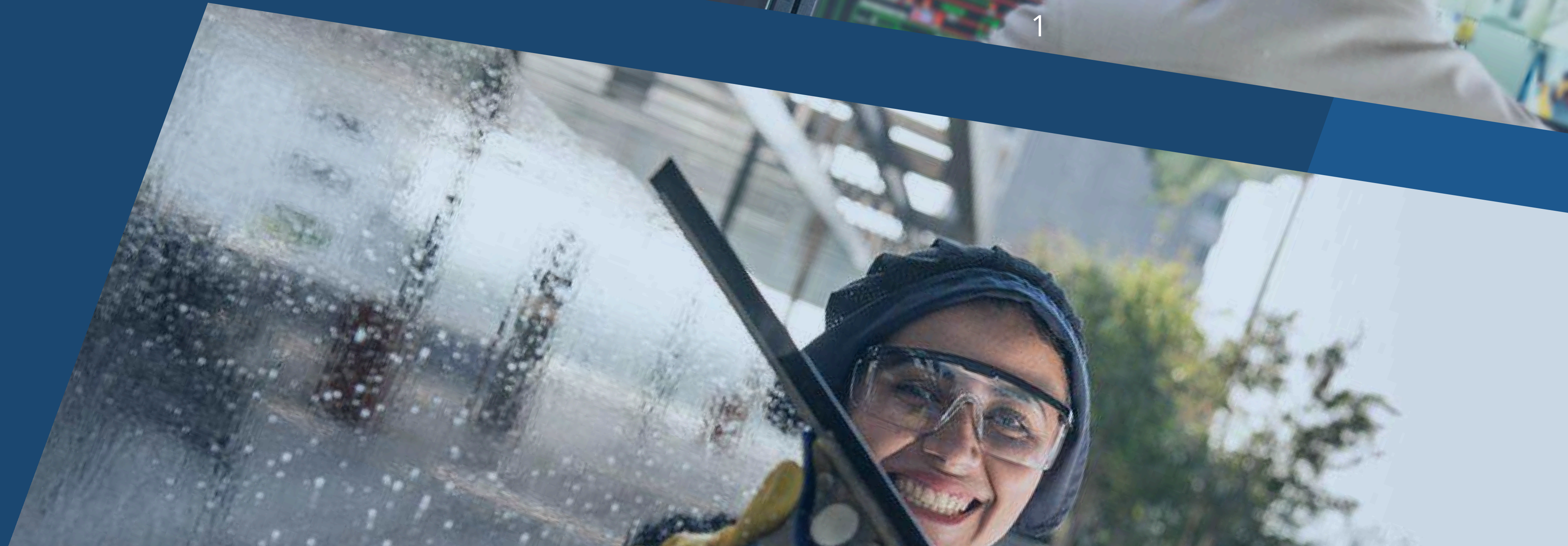
GRUPO GPS

Sustainability Report 2024



GGPS
B3 LISTED NM

We believe in the impact of sustainable practices supported by clear metrics and measurable results.

Contents

About the Report

[GRI 2-2 | 2-3 | 2-5]

In this third Sustainability Report, which adheres to the standards of the Global Reporting Initiative - GRI, we present data from January 01 to December 31, 2024. The adoption of internationally recognized methodologies duly aligned with the business represents our commitment to transparency, the search for efficiency and actions that have an impact on society.

In terms of scope, the report includes data from the Head Office and 44 offices in various cities across the country. The indicators for GRSA, the leading food solutions company acquired in June, have been reported separately, from the time of merger until the closing of this report.

The report presents the audited financial results duly reported on our Investor Relations website (www.ri.gpssa.com.br). Likewise, the data on greenhouse gas emissions was audited and reported using the parameters of the Public Emissions Registry of the Brazilian GHG Protocol Program.

Throughout its pages, the report makes connections with the Sustainable Development Goals (SDGs) as evidence of the incorporation of sustainability into the Company's organizational strategy.

The report also shows that the Company's actions adhere to the standards of the Sustainability Accounting Standards Board (SASB), which identify issues related to sustainability.

Likewise, it also reflects actions that adhere to the guidelines established by the Task Force on Climate-related Financial Disclosures - TCFD, with transparency and clear signaling of our actions to all stakeholders.

The GRI summary is followed by a description of the SASB and TCFD indicators. If you have any questions or suggestions, please contact esg@gpssa.com.br.

Message from Executive Leaders

GRI 2-22

The year 2024 was a milestone in the trajectory of the GPS Group.

We have made significant progress in our journey towards sustainable development, with significant results in various dimensions - social, environmental, economic and governance. More than meeting targets, we are reaffirming our role as an agent of positive transformation in Brazil.

The strategic acquisition of the GRSA Group has strengthened our operations in the food and facilities segments, broadening our offer of integrated solutions and expanding our capacity to generate a positive impact with Clients, employees, communities and partners.

Our commitment to people was also reflected in concrete figures: we have surpassed the mark of 160 thousand formal jobs throughout the country, directly contributing to income generation, professional training and the productive inclusion of our staff.

In 2024, we moved forward with consistency and purpose.

Our employees have completed more than 9 million training courses through our digital platforms, strengthening a culture of continuous learning and operational excellence.

We also invested in social initiatives in various regions of the country, reaffirming our commitment to strengthening communities and expanding our positive impact on society.

On the economic front, we recorded a 39% increase in net revenue compared to the previous year, a result that reflects the robustness of our business model and the confidence of our stakeholders. We also achieved an NPS of 75%, showing that our Clients recognize the quality of the services we provide and the value of the long-term relationships we build.

One of the key initiatives of 2024 was the launch of our Target Plan, structured around 8 priority topics from our sustainability agenda. These targets are already integrated into the Group's strategic decisions and represent our vision for the future: more sustainable, inclusive and collaborative.

We end this cycle by reaffirming our conviction that it is possible to grow responsibly, generating shared value and making a concrete contribution to building a better Brazil.

Luis Carlos Martinez Romero
Chief Executive Officer

Marcelo Niemeyer Hampshire
Chief Corporate Officer

Gustavo Vianna Otto
Chief Operating Officer

About Us

Our culture is to serve!
We exist so that our Clients are well served.

IN THIS CHAPTER:

Timeline

[GRI 2-1]

1962
Foundation of Predial Limpeza e Higienização in Salvador.

1988
Expansion with the creation of GPS Serviços de Segurança. Relocation of the head office to São Paulo and operations in Rio de Janeiro.

2008
Creation of GPS S.A., a holding company, with the integration of In-Haus, Ecopolo and Planem, expanding services in logistics, engineering and electronic security.

2015
Milestone of 30,000 employees, incorporation of the companies Mopp, Top Service, Conserbens, Engeseg, Proevi and Proguarda. Supply of industrial services and expansion in the Northeast, Midwest, Southeast and South.

2016
Incorporation with Sempre and Magnum, strengthening presence in the Southeast.

2017
50 thousand employees, integration of Graber Segurança, Fortaleza and expansion of the multi-service offer with LC Restaurantes. Creation of the Sustainability Committee and membership of the CDP.

2018
RZF integration, road maintenance. Reinforcement in the South region with Poliservice and Onseg.

2019
Milestone of 85 thousand employees, the highest number of integrations in history, with 8 companies integrated. Expansion in the northern region and services to more than 2,400 Clients.

2020
Acquisitions of Conbras, Luandre, Gol, Sunset Group and BC2.

2021
Entry into the capital market with the Company's IPO (GGPS3), integration of 6 companies: Loghis, Global, Vivante, Allis, Única Corp and Rudder.

2022
Announcement of the acquisition of nine companies and completion of the systems integration of seven companies: Comau, Force, Ormec, Sulzer, Motus, E-Vertical and Global Serviços.

2023
Workforce growth to 147 thousand employees. Integration of Engie Serviços e Facilities, Compart, TLSV, Campseg and Trademark following the multi-service offer strategy. Launch of 1st Sustainability Report (2022).

2024
Strengthening participation in food services. Greatest integration ever achieved with the arrival of GRSA and Marfood, Invictus, Lyon and Control. A total of 162 thousand* employees. Adherence to the PB GHG Protocol.

GRUPO GPS

* The integration of GRSA will be completed in January 2025, resulting in 190 thousand employees in the Company.

About Us

[GRI 2-1 | 2-2 | 207-1 | SDG 16]

A leader in outsourced services in Brazil, we work with facilities, security, indoor logistics, utilities engineering, industrial services, food, temporary labor, field marketing and infrastructure services.

With more than 60 years of history, we are present throughout the country, combining technology, financial strength and consolidated experience in various market segments. In this way, we build long-term relationships, achieve sustainable results and always offer the best cost-benefit ratio for our Clients.

We operate throughout the country through our regional offices and administrative head offices located at Av. Miguel Frias e Vasconcelos, nº 1215, Jaguaré, São Paulo - SP.

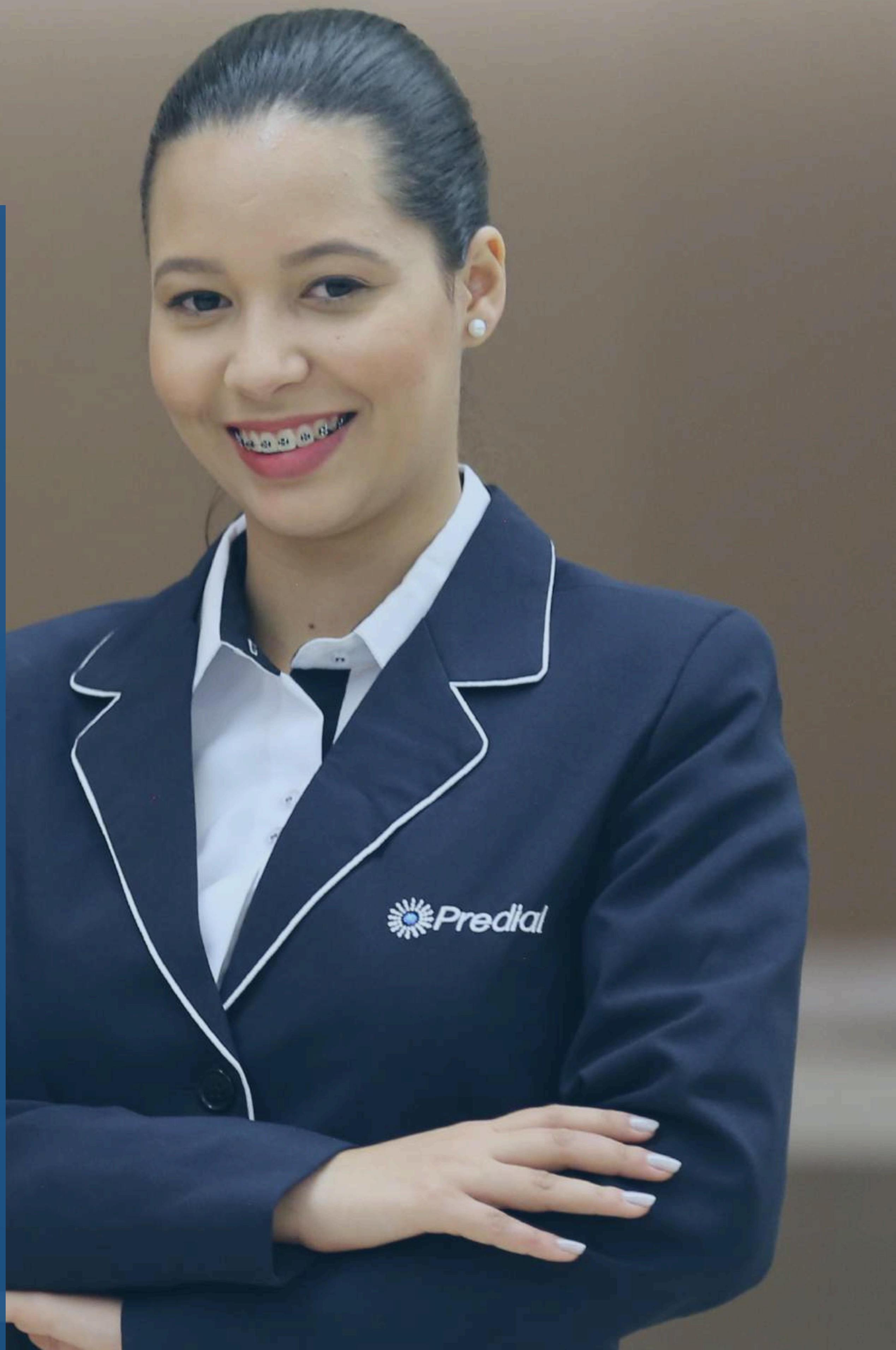
We live the spirit of service every day

Represented by GPS Participações e Empreendimentos S.A., we are a publicly traded company registered on the Novo Mercado of B3 S.A. – Brasil, Bolsa, Balcão ("B3"), which is the highest level of corporate governance in the Brazilian capital market.

The year 2024 was marked by the acquisition of GRSA, a leader in food solutions and support services, whose integration of operations was completed in December 2024.

This transaction represents the largest acquisition among the 53 already made, and an important step for our growth in the food solutions segment.

The integration phase will be completed in January 2025, which is why this report only presents the financial data consolidated with GRSA, and does not yet express the stabilization of all the other processes and the completeness of this merger in all the indicators.



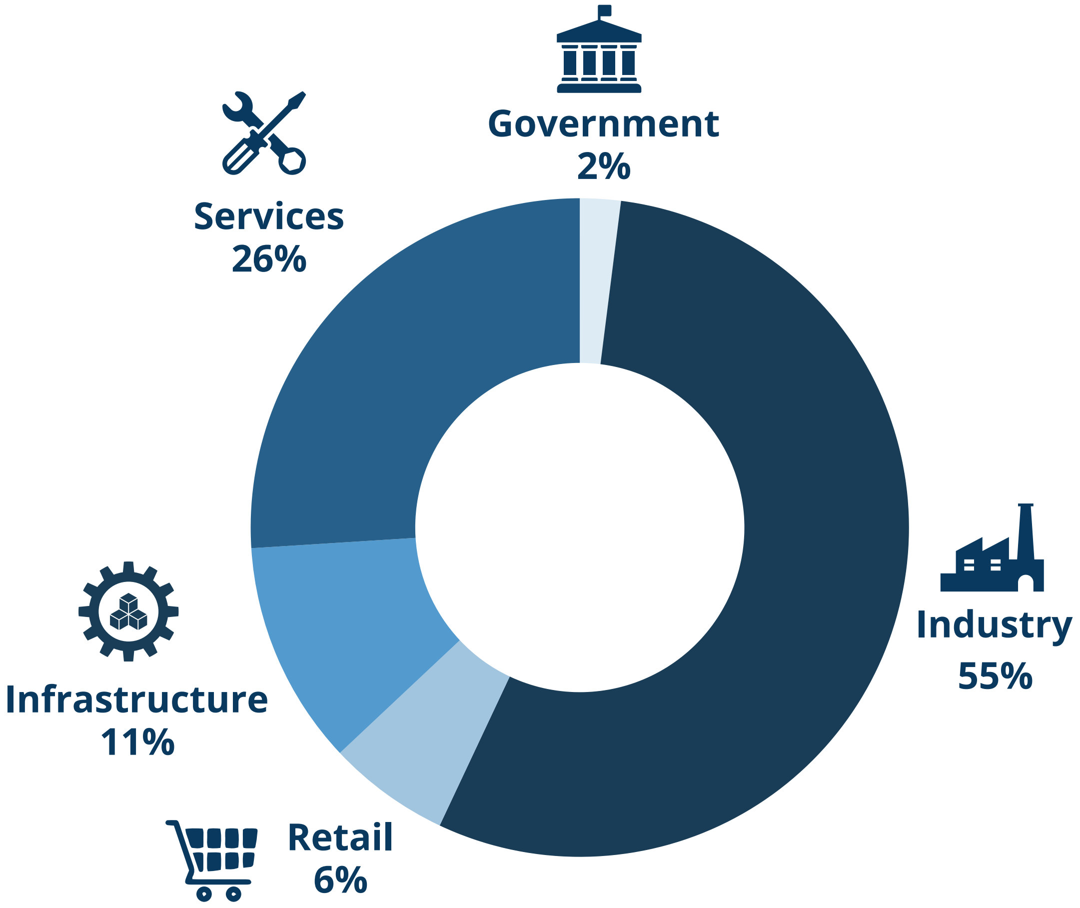
Leader in outsourced services

We are the largest multi-service company in Brazil

We have a strong presence in the industrial sector, which accounts for 55% of our portfolio of operations. We act strategically to generate value for our Clients, promoting efficiency, sustainability and the reduction of environmental impacts in their activities. With our expertise, we are able to deliver consistent results in complex industrial environments, directly contributing to the continuity and excellence of operations.

We also operate in the infrastructure, services, retail and government segments. In each of these sectors, we develop tailor-made solutions, combining technology, operational quality and commitment to the best market practices. Our focus is always on adding value to our Clients' businesses and promoting positive and lasting impacts.

The industrial sector currently accounts for most of our Clients, with more than 2,600 active Clients. The services sector comes next, with more than 1,200 Clients. We also serve more than 500 Clients in the infrastructure area and more than 300 in the commercial sector.



Our Culture

Fundamental Principles

[GRI 3-2 | 3-3]

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

a) spirit to Serve
b) teamwork
c) discipline
d) self-development
e) commitment and
f) entrepreneurship

5 Strategic Pillars

Our operational excellence

MANAGEMENT

We are all entrepreneurs

At the forefront of our Clients are our Contract Managers, who are veritable entrepreneurs driven by a Spirit to Serve and the autonomy to make the decisions to offer full service to Clients

PARTNERSHIP

We build lasting relationships

We continuously measure our services' quality, using methods such as Contractual Performance Management (CPM) and Net Promoter Score (NPS), both of which are tools for managing Client's satisfaction

QUALITY

The Spirit to Serve guides us

Our services' quality is constructed every day, with attention, presence, and proximity, combined with sustainability and innovation concepts. But it is the Spirit to Serve that makes us a reference in quality in our market

TRAINING

We are continually developing and improving

We invest substantially in training programs, incentives, and vocational programs. Each business area has a standard training framework that covers the essential and common knowledge concerning all contracts. All Employees receive continuous training

INNOVATION

We unite people and technology around a common purpose

Growing up makes us want to be better. We invest in state-of-the-art technology, refine our processes, implement sustainability policies, and develop our people, combining all these continuous actions towards a shared goal: to serve you better

GPS Group

The culture of service is what guides us

[GRI 2-6]

Our purpose is to provide excellent service to our Clients through integrated solutions in facilities, security, logistics, utilities engineering, industrial services, food, human resources, trade marketing, and infrastructure.

Our portfolio diversification initiatives are in line with our strategy of offering solutions to better serve our Clients.

We have increasingly evolved towards a “one-stop shop” concept in services, in line with our strategy of building long-lasting and consistent relationships with our Clients.

By offering various solutions, we deepen our commercial and operational relationship and create varied opportunities for growth within our own Client portfolio.

GRUPO GPS

FACILITIES

- Cleaning
- Gardening
- Fire prevention and protection
- Reception and administrative support
- Temporary labor
- Field marketing

SECURITY

- Asset security
- Personal security
- Monitoring center operations
- Integrated security solution
- Access Control
- Aviation protection (APAC)

INDUSTRIAL MAINTENANCE AND SERVICES

- Industrial maintenance
- Building maintenance
- Industrial automation
- Infrastructure services
- Water and sewage treatment

INDOOR LOGISTICS

- Warehouse management (WMS)
- Production support
- Support in receiving and shipping
- Process maintenance
- Cargo and passenger transportation at airports

FOOD

- Corporate Restaurant
- School Meals
- Hospital Food
- Snack Bar and Cafeteria
- Honest Market
- Micro Kitchen
- Central Kitchen
- Catering for Events

Presence Throughout Brazil

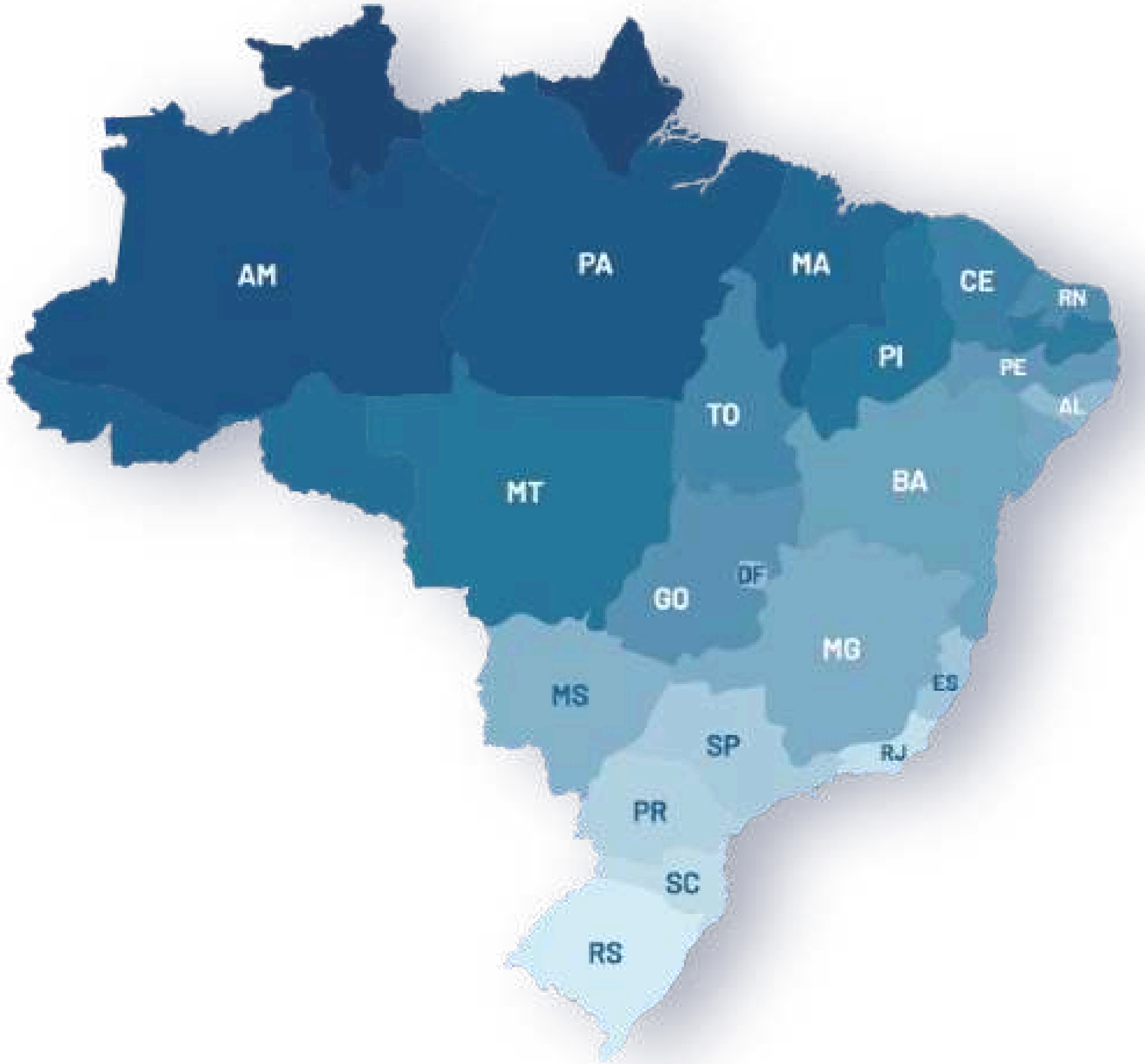
Serving is being present where you need it

[GRI 2-1 | 207-4 | SDG 16]

With 44 offices and operational bases spread across all regions of Brazil, we are always close by, guaranteeing standardization and consistent quality in all our Clients' operations.

Our capillarity also translates into the generation of formal employment throughout the country, training and development opportunities for employees, through training and the use of state-of-the-art technology applied in all our operations.

We are more than 160 thousand* direct employees, serving 4,370* Client groups throughout the country. Our 552 contract managers are focused on excellence in service delivery and on strengthening relationships with Clients, contributing to a high level of satisfaction - reflected in the 75% NPS index, calculated up to December 31, 2024.



160M+
employees

LEADERSHIP TEAMS

8 Executive Directors

4 Technical Directors

6 Corporate Directors

OPERATIONAL TEAMS

29 Regional Directors

552 Contract Managers

* It does not consider the estimated 450 Clients and 28 thousand employees coming from GRSA.

Main Brands

[GRI 2-1 | 2-2]

Clients

The intangible value of our Client portfolio derives from the relationship we build with each of them. In each of our lines of business, we seek to understand their operations in order to fulfill our purpose of **serving them better**.

In this way, we consistently invest in innovation and state-of-the-art technology in order to develop solutions that optimize operational processes, improve decision-making, transparent and efficient communication, cost reduction, sustainability and energy efficiency as a differential in our services.

The plurality of our business inspires and motivates us to create transversal solutions. To this end, we continually improve our services and invest in cutting-edge technology such as **GPSvc**, **GPS Vista** and **GPS 360**.

GPS VC

All our employees, candidates and Clients have access to HR services at their fingertips.

- Registration data
- Pay slips (salary, benefits, vacations, Christmas bonus)
- Contacts and documents
- Time card
- Resume and vacancies
- News, schedules and research
- Training

This technology ensures constant training and real-time response to the daily demands of employees, translating into operational safety and efficiency for our Clients.

GPS VISTA

All our Clients can access the system developed to manage operations, which can be customized for each operation.

- Real-time planning and monitoring of services performed
- Opening and tracking of tickets
- Various requests
- Real-time monitoring
- Integration with other technologies
- Online and offline

Applied to all our operations, this solution eliminates the use of paper for routine notes, ensuring agility, traceability and cost savings.

GPS 360

A complete and integrated view of contract management on a single, intuitive platform. There are more than 58,000 hits and 520,000 downloads per year, reflecting the tool's reliability and usability.

- Operating Reports
- Contract performance management
- Solidarity documentation
- Personnel Movements
- Surveys and evaluations
- Download area

With quick access to operational data and legislation, transparency in contractual performance and a complete history of the partnership, it transforms information into strategy and relationships into results.

To serve is to dedicate oneself

It means being attentive, present and available to assertively meet our Clients' needs

To serve is to surprise

It means being proactive, exceeding expectations, breaking paradigms and having a long-term vision to sustainably achieve results beyond those desired

To serve is to be essential

It is about being part of and being a fundamental piece, always in tune with what is important for the growth of our Clients

GPS Vista

Your operation at your fingertips

[GRI 302-5 | SDG 9 | 12]

Historically, we have sought to develop innovative solutions for managing our services. Over time, we naturally evolved into a tool capable of integrating the demands of the entire service portfolio into a single application: this is how **GPS Vista** came about.

Through the platform, users can request services such as emergency cleaning, while employees record and validate the completion of routine activities.

In this way, the system optimizes communication between teams, eliminates the need for paper forms and generates strategic data for leaders and managers.

It is a tailor-made solution that covers all our operations and is available on all contracts.

In addition to operational gains, GPS Vista contributes directly to our commitments to sustainability by reducing the consumption of physical resources, promoting greater process control and encouraging digitalization.

We turn technology into **Value** for our Clients

The platform also allows for the traceability of actions and decisions, which strengthens transparency and governance in our services.

Our team of developers is already working on incorporating Artificial Intelligence solutions with launches scheduled for 2025.

	2023	2024
Scanned work orders	13,800,738	30,203,585
Scanned management reports	105,180	119,088

GPSvc

HR at your fingertips

[GRI 302-5 | SDG 9 | 15]

Technology has the power to positively impact businesses by optimizing processes and reducing paper consumption, automatically generating a reduction in operating costs through responsible management.

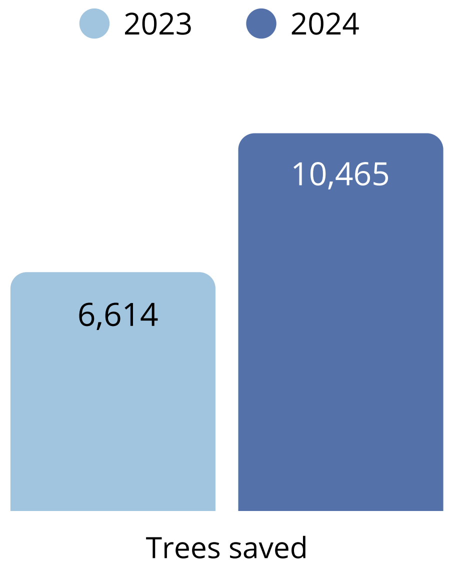
GPSvc is our real-time people management application, guaranteeing visibility, control and continuous improvement of employee performance and service quality.

The system reflects our core values, offering technical and behavioral training aimed at developing our employees to better serve our Clients.

The functionalities of **GPSvc** make it easier to carry out daily administrative routines, such as submitting documents, approving contracts, posting CVs and applying for jobs.

In all of our solutions, we have identified social contributions in terms of facilitating the fulfillment of user demands, proving that technology can be applied to the benefit of business and society.

Environmental values and the achievement of targets are also ensured by reducing paper consumption and, consequently, reducing water and energy consumption for its production. In 2024, paper savings represented the equivalent of preserving more than 10 thousand trees, 63% more than the previous year.



AVERAGE PAGES	DESCRIPTION	2023	2024
--	Downloads on Android and iOS platforms	1,691,000	2,362,244
--	Registered users	1,147,066	1,559,062
--	Opportunities shared via APP	139,963	249,508
--	Applications received	4,681,203	7,695,040
--	News and appointments via APP	19,849	78,023
--	Views of appointments and news	4,394,645	12,456,535
2	Contracts issued	1,857,372	2,915,475
2	Resumes received	1,196,272	1,629,860
2	Time sheets generated	2,927,829	4,585,925
1	Documents received	9,325,353	13,534,089
3	Training generated	7,444,065	24,276,763
--	Sheets saved	66,142,755	104,626,898

GPS 360 Platform

Integrated Management with a Focus on Sustainability

[GRI 302-5 | SDG 9]

The GPS 360 platform was developed with the goal of offering a broad, integrated and transparent view of contract management, supporting our Clients in conducting more efficient, responsible operations in line with best market practices.

The tool brings together, in a single digital environment, strategic and operational indicators related to payroll, headcount, contracts, training, among others. This centralization of data allows monitoring continuous, greater control and evidence-based decision-making.

The Contract Performance Management module makes it possible to monitor commitments made, points of attention, operational highlights and support needs, promoting a results-oriented culture and continuous improvement.

In addition, the platform strengthens document management by digitizing and centralizing documents, receipts and legal obligations, ensuring transparency and legal compliance.

All personnel movements are also recorded and monitored digitally.

Integrated surveys and evaluations make it possible to measure Client satisfaction and evaluate the performance of service provision, promoting a continuous cycle of improvement. The download area facilitates access to documents, receipts and other operational files, reducing the need for printed materials and promoting sustainability.

Commitment to Sustainability and Innovation

We develop tailor-made solutions, respecting the particularities of each operation and the specific needs of each Client. Our commitment to sustainable innovation is reflected in investments in digital technology, process traceability, the elimination of excessive use of paper and increased operational efficiency with environmental responsibility.

Simplified and Intuitive Interface

Dynamic and Interactive Dashboards

Integrated and Centralized Information

Transparent Management

Highlights 2024 [1]

Operational Indicators

+9,3 M
of training sessions signed
81% of the workforce in development programs

4,370 [2]
Customer groups

75%
Net Promoter Score - NPS

R$ 6,3 M+
investments in equipment infrastructure

Consistent Growth

39%
of Net Revenue above 2023

5
companies in the 2024 M&A Program

R$ 4,2 B
of Gross Revenue acquired in the 2024 M&A Program

6%
organic growth

Social and Environmental Impact

160 M+ [2]
employees
100% covered by collective agreement

99%
spend on local/national purchases

ISO
14001 |45001
GHG Inventory
PB GHG Protocol (**Gold**)

8,1 M
M³/YEAR
total volume of water treated

Financial Performance

R$ 14,774 B
Net Revenue

R$ 1,496 B
Adjusted EBITDA - ex-FRS16
24% higher than 2023
10.1% margin

R$ 783 M
from adjusted net income
7% higher than 2023
5.3% net margin

17%
of Return on Invested Capital - ROIC

1. Financial Performance includes GRSA's indicators; other data is in the process of being integrated, scheduled for 2025.
2. It does not consider the estimated 450 Clients and 28 thousand employees coming from GRSA.

GRSA
SOLUÇÕES EM ALIMENTAÇÃO E EM SERVIÇOS DE SUPORTE

[GRI 2-2]

The year 2024 was marked by the acquisition of GRSA, expanding our operations in the food segment.

Traditionally, we operate in different formats to serve companies of all sizes through collective food solutions focused on health, well-being and quality gastronomic experiences.

As of 2025, the full integration of GRSA's operations into the GPS Group has strengthened the delivery of complete solutions that combine operational excellence, innovation and sustainable practices. This synergy has further consolidated our position as a leader in the sector and has enabled us to offer a more robust, integrated offering that is aligned with our Clients' current and future challenges.

We operate on different fronts in the food segment, offering balanced, tasty meals designed for the different profiles and needs of each public. The menus are designed by our chefs and nutritionists with a focus on healthiness, variety and personalization.

We conduct our processes with high quality standards and traceability of inputs at every stage, right from the source.

We guarantee a solid supply chain and nationwide reach to deliver efficiently and quickly.

Consumer experience, health and satisfaction are essential factors in our services to make eating out a positive experience, while ensuring productivity and excellent value for money for our Clients. More than just meals, we are committed to taking care of people, guaranteeing quality and acting with environmental responsibility in all our food services.

Nurture, care and grow.

Operating segments:

- Industries and offices
- Health
- Education
- Events
- Remote and Offshore places
- Retail

Financial Results

[GRI 201-1 | 201-4 | 203-1 | 207-1 | 207-3 | SDG 9 | 11]

The results achieved in 2024 reinforce our conviction that the Company's management model, based on entrepreneurship, decentralization, planned delegation, a focus on generating results and the exercise of meritocracy, is the most important factor in the success of our growth trajectory.

It is through our ability to retain and engage people with an entrepreneurial spirit that we increase our capacity to build long-term relationships with Clients and the sustainability of our results.

The tax perspective is widely discussed internally with Senior Management, Internal Audit, External Audit and the Audit Committee. In addition, we have a Fiscal Council that assesses and approves tax assessments in accordance with current legislation. The Fiscal Council reports directly to the General Meeting.

In relation to subsidiaries, our consolidated financial statements comprise the financial statements of the Parent Company and the direct and indirect subsidiaries.

Depending on the segment in which they operate, some Subsidiaries have different forms of incentive, such as the payroll tax relief, benefits from the Manaus Free Trade Zone and the Emergency Program for the Resumption of the Events Sector - PERSE.

In 2024, when the Gross Domestic Product (GDP) grew by 3.4%, the services sector in Brazil grew by 3.7% and inflation reached 4.8%. Our organic growth reached 6%.

In this period, the Company's total net revenue reached R$ 14,774 million, 39% higher than the previous year. Adjusted net income also grew in 2024, totaling R$ 783 million, up 7% on the previous year.

We continue to grow and prepare for new challenges. In 2024, our investments in information technology exceeded 112 million reais.

FINANCIAL RESULT (BI REAIS)	
2023	10,631
2024	14,774

Materiality

Focus on priority topics

[GRI 3-1 | 3-2]

Our Materiality Matrix was drawn up in 2022 with the goal of identifying the topics that would guide our strategy and management. We have identified 10 material topics, including employee health and safety, labor practices, diversity and inclusion, as well as risk management and the supply chain, which also receive our attention.

We constantly conduct interviews with internal and external stakeholders in order to understand their needs and expectations in relation to each of these topics. In this way, we consider actions related to the main needs and expectations of our stakeholders.

In line with the guidelines of the Global Reporting Initiative (GRI) methodology adopted in this report, the matrix will be updated for the next reporting period by conducting a new consultation with internal and external audiences.

RELEVANCE TO STAKEHOLDERS

• Innovation, technology and responsible consumption	• Employee health and safety • Labor practices • Diversity and Inclusion • Risk and critical incident management • Working conditions and human rights • Climate change and GHG • Stakeholder relations and professional integrity • Data security • Water stewardship • Environmental preservation and biodiversity
• Waste management • Energy management • Communities and social investment	• Systemic risk management • Environmental impacts • Financial and operational • Development and retaining talent • Community relations • Supply Chain Management

RELEVANCE TO MANAGEMENT

Priority SDGs

[GRI 3-3]

In view of the topics prioritized in our Materiality Matrix, we reinforce our commitment to the Sustainable Development Goals (SDGs) of the UN's 2030 Agenda. Among them, we highlight SDG 3 - Good Health and Well-Being, through actions aimed at occupational safety, as well as promoting the physical and mental health of employees.

We also consider SDG 5 - Gender Equality - to be a priority and so we promote equity in opportunities and combat any form of gender discrimination in our internal processes.

Our focus on SDG 8 - Decent Work and Economic Growth translates into a commitment to generating formal employment and guaranteeing decent working conditions.

SDG 16 - Peace, Justice and Strong Institutions guides our governance practices with an emphasis on integrity, transparency and active listening to stakeholders.

MATERIAL TOPIC	APPROACH	SDGs
Health, Safety and Well-being	Directly related to the well-being of employees and contractors, it contributes to promoting productivity and the satisfaction of all stakeholders	3 GOOD HEALTH AND WELL-BEING
Inclusion and opportunities	Guarantees a plural environment capable of offering opportunities for growth and development for all	5 GENDER EQUALITY
Working Conditions and Human Rights	Ensures quality of life, access to decent work and social inclusion, contributing positively to actions of engagement and empathy	8 DECENT WORK AND ECONOMIC GROWTH
Ethics and transparency	Core values in the conduct of business practices among all stakeholders	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

ESG Targets

[GRI 2-24 | 3-3]

In 2024, we took a decisive step with the launch of our first **Sustainability Target Plan**.

This initiative strengthens practices already adopted, guides our future decisions and reaffirms our commitment to generating sustainable value for our employees, Clients, partners and society as a whole.

Target 1

Health and Safety of Employees and Clients
By 2025, reduce the Frequency and Severity Rates of Typical Accidents with Time Off by at least 5%; and increase, also by at least 5%, the number of visits by operational leaders to contracts

Target 2

Training and professional development
By 2028, promote an increase of up to 15% on the average volume of training hours per employee (base 2024); by 2030, promote an increase of up to 20% on the average number of training hours per employee (base 2024)

Target 3

Promoting Access for People 50+ in the Workforce
Achieve at least 18% of people 50+ in the workforce by 2030

Target 4

Commitment to Ethical and Transparent Practices
Promote and monitor the development of an ethical and integrated environment for all. Resolution of the volume of critical and high incidents by up to 90% over a period of 1 year; Promote transparency and integrity in all actions that regulate relations with the market and stakeholders in up to 85% of employees trained within 1 year

Target 5

Sustainability in the Supply Chain
By 2026, certify up to 90% of partners with a regular supply of more than R$ 1 million per month to the compliance requirements

Target 6

Net Promoter Score (NPS)
Maintain the Net Promoter Score (NPS) at a minimum of 72%

Target 7

RGHG Emissions Reduction
Transition in the use of fossil fuels to ethanol in (passenger) vehicles by up to 20% by 2027; Transition from combustion engine vehicles to electric vehicles in up to 200 new vehicles by 2027

Target 8

Expand the Proportion of Renewable Energy
Increase the proportion of renewable energy by up to 20% by 2027 in the electricity matrix of administrative offices based on consumption in 2024

Governance

The best Governance practices are present in all our actions.

IN THIS CHAPTER:

Risk Management

Risk management Policy available at:
https://ri.gpssa.com.br/en/corporate-governance/bylaws-codes-and-policies//

BOARD OF DIRECTORS
Defines risk strategies, approves risk matrices, supervises management and reviews policies.

RISK POLICY
Guidelines for identifying, assessing and monitoring risks, approved by the Board.

FISCAL COUNCIL
Supervises the actions of administrators, verifies compliance with legal duties, opines on annual management reports and financial statements and evaluates proposals for the General Meeting in accordance with the law.

EXECUTIVE Management
Promotes a risk management culture, supports the implementation of risk management systems and carries out annual assessments.

AUDITS
They assess the effectiveness of the risk management and internal control systems.

SUSTAINABILITY COMMITTEE
Monitors the implementation of the sustainability policy.

OPERATIONAL EFFICIENCY
Adaptive risk management in line with regulations, focusing on corporate integrity.

Our fundamental commitment is to protecting the health and integrity of our employees, as well as preserving the environment and natural resources. Through our Risk Management Program, we anticipate, recognize, evaluate and control occupational risks, ensuring a safe and healthy workplace in all our operations.

We have adopted a risk management policy that establishes guidelines for identifying, evaluating, prioritizing and treating risks. Regarding the organizational structure and responsibilities, risk management is developed by the Board of Directors, the Executive Board, the Audit Committee and Internal Audit.

The Board of Directors defines the general guidelines for the management strategy, approving the strategic risk matrix and defining the limits for the Company's exposure. It also supervises the implementation of the strategies and is responsible for reviewing and updating the policy when necessary.

The Executive Board seeks to foster an organizational culture of prioritizing risk management, through a system capable of reconciling business goals and operational targets. It is also responsible for proposing the level of risk tolerance and carrying out annual assessments of the effectiveness of the policy and management systems, reporting the results to the Board.

In turn, Internal Audit defines and establishes the Company's risk management process, verifies its effectiveness, monitors it, identifies and points out opportunities for improvement, informs the Audit Committee of critical risks and, through the Audit Committee, reports to the Board of Directors.

Rigorous evaluation of our risk management systems and internal controls is carried out regularly by internal and external audits, with a view to effectively mitigating the risks identified.

This approach allows us to manage efficiently and adapt to market dynamics and regulatory requirements. All our efforts seek to reaffirm all our commitments to integrity and corporate responsibility.

Corporate Governance Structure

[GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-18 | 2-19 | 2-20 | 2-29 | SDG 16]

The process and criteria for appointing and selecting the members of the Board of Directors comply with the Brazilian Corporate Law, the New Market Regulations, the Bylaws and a specific internal policy. The election, in turn, is the exclusive competence of the General Meeting, under the terms of the Brazilian Corporation Law and the Company's Bylaws.

In line with best corporate governance practices, the CEO does not hold the position of chairman of the board of directors.

We have established an integration program for the members of the Board of Directors so that they are familiar with our culture, people, environment, structure and business model, so that when new members of the Board of Directors take office, the Company's management holds meetings and gives presentations to the new members on our main topics and the panorama of our sector.

We have formal mechanisms for evaluating the performance of the members of the Board of Directors and the committee(s) that report to it, in accordance with internally adopted policies and practices.

As determined by the Board of Directors, we use objective evaluations to assess the performance of the Executive Board in terms of meeting financial and commercial targets, such as net income, EBITDA, contract retention, Client satisfaction index (Net Promoter Score or NPS) and operational indicators. On February 28, 2024, the Executive Board's annual performance evaluation took place, referring to the calendar year 2023.

The actions of the Company's Board of Directors seek to achieve our long-term interests, as well as those of our shareholders, with a view to sustainability and value creation. We have adopted a Risk Management Policy that establishes the guidelines to be followed in the risk management process, in order to identify, evaluate, prioritize and treat possible risks.

Within the scope of the Company's Risk Management Policy, the risk management functions in terms of organizational structure and responsibilities are carried out by the Board of Directors, the Executive Board, the Audit Committee, the Internal Audit, the Compliance, Corporate Risk Management and Internal Controls area and the operational and/or business managers.

We have a Remuneration Policy approved by the Board of Directors on December 16, 2020, which establishes the guidelines that must be followed regarding the remuneration of the members of the Board of Directors, the Executive Board, the advisory committees to the Board of Directors, the Audit Committee and the Fiscal Council.

The Company's concern with the goals of controlling work-related injuries and the performance of excellence of the NPS is reflected in the variable remuneration of the leaders associated with the related activities.

Corporate Governance Structure

[GRI 2-13 | 2-14 | 2-26 | 207-2 | SDG 16]

The governance structure includes advisory committees to the Board of Directors, made up of professionals with outstanding knowledge of specific topics, who carry out their duties with technical freedom and critical vision, contributing to the Company's strategic decisions.

The independent members are endowed with autonomy and impartiality, contributing strategic visions in line with the best governance practices.

BOARD OF DIRECTORS 9 Members, 5 of whom are independent	Establishes the general orientation and strategic direction of the business of the Company and its subsidiaries, approving guidelines, corporate policies and basic goals
FISCAL COUNCIL 6 Independent members	Supervises the actions of administrators and verifies compliance with their legal and statutory duties, opines on the annual management report, the annual and quarterly financial statements of the Company and on the proposals of the management bodies to be submitted to the General Meeting under the terms of the Law
STATUTORY OFFICERS 6 Members	The Statutory Officers are responsible for the day-to-day management of the Company, implementing the policies and guidelines defined by the Board of Directors in order to achieve the strategic and operational goal set. The officers perform their duties in compliance with the applicable laws and the Company's Bylaws and Code of Conduct
AUDIT COMMITTEE 3 Independent members	An independent, permanent and advisory body to support the Board of Directors, especially with regard to the financial statements, the work carried out by the Internal and External Audits, the internal control and risk management processes
PEOPLE AND ORGANIZATION COMMITTEE 4 Members, 2 of whom are independent	Advises the Board of Directors on policies, the Code of Ethics & Business Conduct, culture practices and its organizational structure, monitoring the Remuneration Policy, the execution of the Stock Option Plan and its programs, as well as the performance of senior management employees and annual variable remuneration
FINANCE AND STRATEGY COMMITTEE 8 Members, 2 of whom are independent	Advises the Board of Directors by analyzing the Business Plan and monitoring its evolution, opines on opportunities for Company acquisitions, monitors the preparation of quarterly and annual reports on the financial statements and the corporate reorganizations of the Company's subsidiaries and affiliates
SUSTAINABILITY COMMITTEE 14 Members	Advises the Executive Management on sustainability issues, approving policies, projects and strategies for managing social and environmental indicators

Board of Directors

José Caetano Paula de Lacerda
- Chairman

Luiz Chrysostomo de Oliveira Filho
- Vice Chairman

Marcos Luiz Abreu de Lima
- Member

OtavioYazbek
- Independent Member

Pedro Franco Sales
- Independent Member

Piero Paolo PicchioniMinardi
- Independent Member

Roberto Lopes Pontes Simões
- Independent Member

Fernanda Didier NascimentoPedreira
- Substitute Member

Luis Carlos Martinez Romero
- Substitute Member

Fiscal Council

Livia Xavier de Mello
– Coordinator

Edson Neves de Souza
– Full Member

Helena Turola de Araújo Penna
– Full Member

Daniel Abraham Loria
– Alternate Member

Richard Blanchet
– Alternate Member

Warley de Oliveira Dias
– Alternate Member

Audit Committee

Carlos Roberto Asciutti
- Independent Coordinator

Daniel Abraham Loria
– Independent member

Pedro Franco Sales
– Independent member

Executive Management

Luis Carlos Martinez Romero
– Chief Executive Officer

Cláudio Petruz
- Chief Legal Officer

Guilherme Nascimento Robortella
– Chief Financial Officer

Gustavo Vianna Otto
– Chief Operating Officer

Marcelo Niemeyer Hampshire
- Chief Corporate Officer

Maria Elsa Alba Bernhoeft
– Investor Relations Officer

People and Organization Committee

José Caetano Paula de Lacerda
– Coordinator

Fernanda Didier Nascimento Pedreira
– Member

Luiz Chrysostomo de Oliveira Filho
– Independent member

Piero Paolo Picchioni Minardi
– Independent member

Finance and Strategy Committee

Roberto Lopes Pontes Simões
- Independent Coordinator

Anderson Nunes da Silva
– Member

Fernanda Didier Nascimento Pedreira
– Member

Guilherme Nascimento Robortella
– Member

Karla Maranho
– Member

Luis Carlos Martinez Romero
– Member

Maria Elsa Alba Bernhoeft
– Member

Pedro Franco Sales
– Independent member

Sustainability Committee

Alessandro Avila
- Executive Director

Alexandre Gushiken
- Commercial Director

Anderson Nunes da Silva
- Controllership Director

Bruna Massucato
- People Solutions Manager

Cassiano José Gonçalves Vianna
- People & Organization Director

Cesar Luís Nunes Moraes
– Supply Director

Clemilton Lima
- Contract Manager

Daniel Barreto Negri
- Legal Manager

Edilaine Siena
- Specialist Business Director

Gustavo Vianna Otto
– Chief Operating Officer

Marcelo Ricardo Rosa
- Marketing & ESG Manager

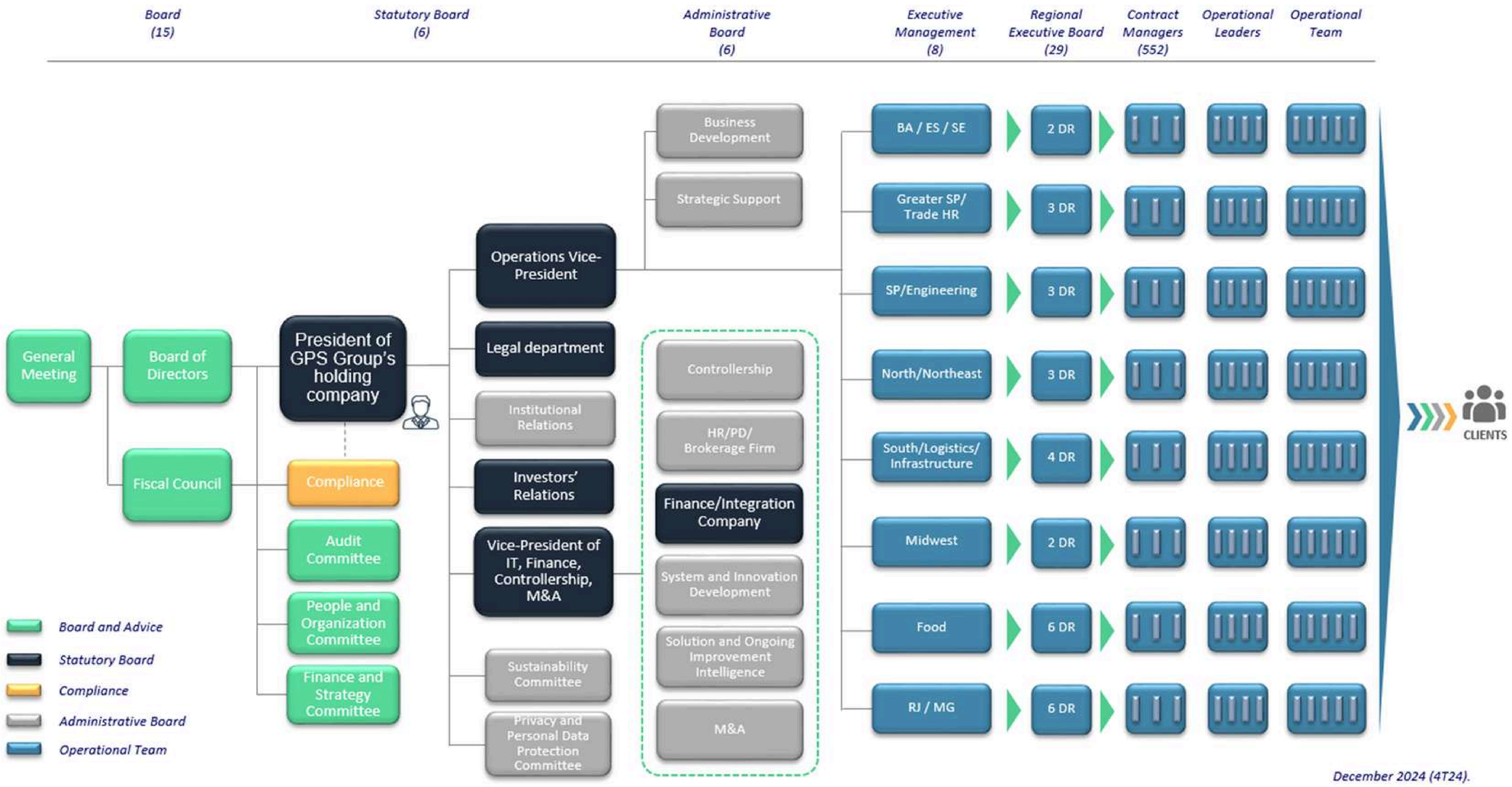
Maria Elsa Alba Bernhoeft
– Investor Relations Officer

Tatiana Aparecida Vieira
- Accounting Manager

Thiago Nunes Costa
-IT Director

Organizational Chart

[GRI 2-9 | 202-2 | SDG 10 | 16]



Our decentralized management model ensures agile decision-making in favor of our Clients' demands in all regions of the country.

The Presidency, Vice-Presidency and Executive Managements, with their respective areas of responsibility, have institutional operations covering all business areas.

Likewise, the Chief Administrative Officers and Chief Technology Officers have support structures for all operations.

Our 29 Regional Officers are residents of the regions where they work, have in-depth knowledge of the local characteristics and are technically proficient in all the activities carried out by their teams.

Contract Managers act as managers of the operations under their responsibility, with autonomy to manage their local organizational structures.

As such, our culture provides unrestricted support to subsequent areas, from left to right, always aiming to deliver excellence for our Clients.

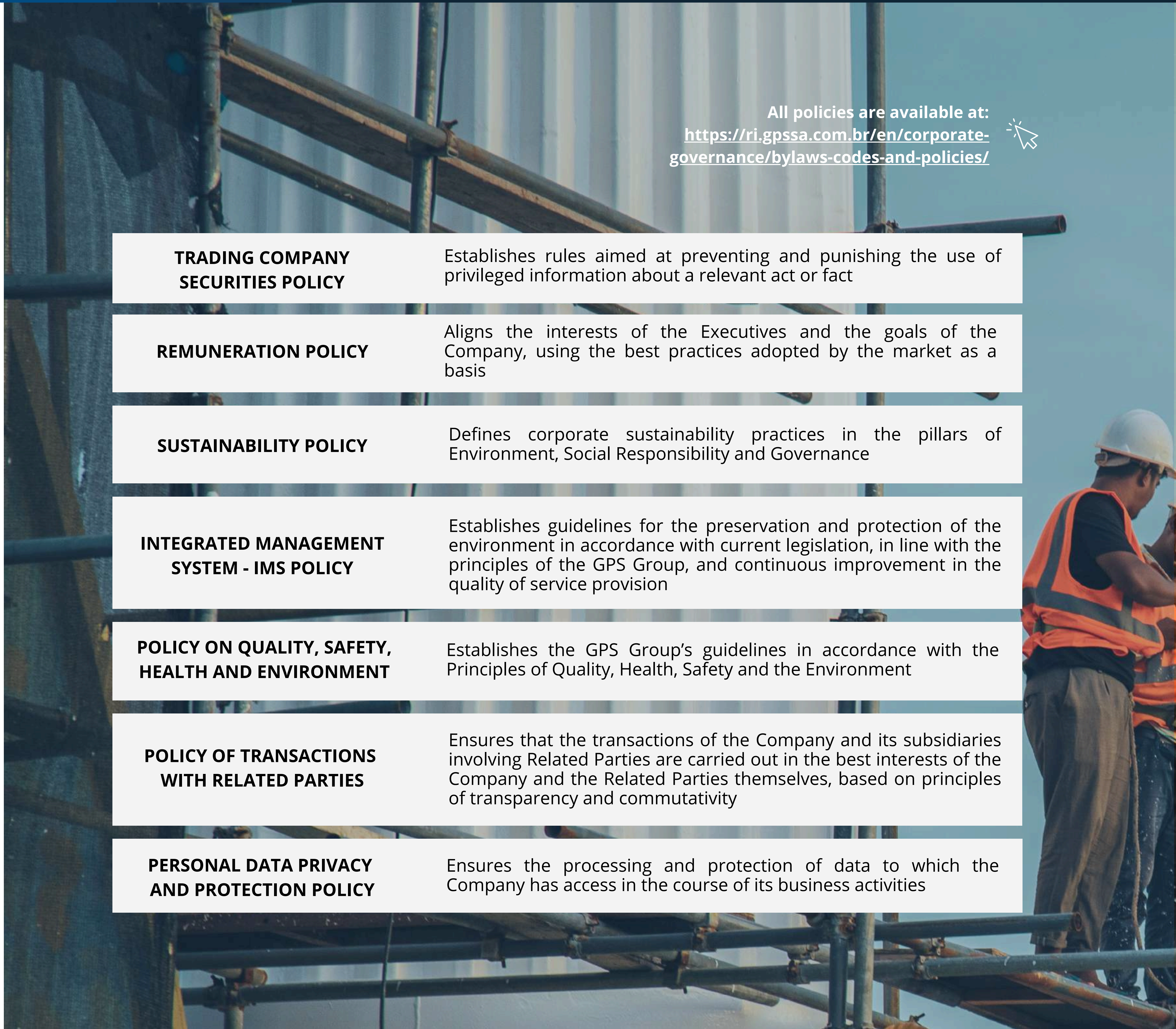
Policies

[GRI 2-23 | 2-27]

Our dedication to strengthening corporate governance is reflected in the creation and constant evolution of a comprehensive set of policies that reflect our commitment to ethics, transparency and responsibility.

More than normative documents, these policies are living management tools that guide strategic and operational decisions at all levels of the organization. Each one fulfills its role of guiding conduct in different contexts, setting clear boundaries for action and directing corrective action when necessary.

By structuring specific policies for topics such as remuneration, integrated management, quality, safety and the environment, we seek to standardize practices, ensure compliance with applicable laws and regulations and mitigate relevant risks for the organization.



All policies are available at:
https://ri.gpssa.com.br/en/corporate-governance/bylaws-codes-and-policies/

TRADING COMPANY SECURITIES POLICY	Establishes rules aimed at preventing and punishing the use of privileged information about a relevant act or fact
REMUNERATION POLICY	Aligns the interests of the Executives and the goals of the Company, using the best practices adopted by the market as a basis
SUSTAINABILITY POLICY	Defines corporate sustainability practices in the pillars of Environment, Social Responsibility and Governance
INTEGRATED MANAGEMENT SYSTEM - IMS POLICY	Establishes guidelines for the preservation and protection of the environment in accordance with current legislation, in line with the principles of the GPS Group, and continuous improvement in the quality of service provision
POLICY ON QUALITY, SAFETY, HEALTH AND ENVIRONMENT	Establishes the GPS Group's guidelines in accordance with the Principles of Quality, Health, Safety and the Environment
POLICY OF TRANSACTIONS WITH RELATED PARTIES	Ensures that the transactions of the Company and its subsidiaries involving Related Parties are carried out in the best interests of the Company and the Related Parties themselves, based on principles of transparency and commutativity
PERSONAL DATA PRIVACY AND PROTECTION POLICY	Ensures the processing and protection of data to which the Company has access in the course of its business activities

Policies

[GRI 2-23 | 2-27 | SDG 16]

PURCHASING POLICY	Defines the principles and guidelines that must be followed in the GPS Group's purchasing procedures and practices
HUMAN RIGHTS POLICY	Reinforces the concepts inherent in respect for human rights, helping to strengthen an organizational culture of recognition and respect for individual rights and freedoms
DIVERSITY POLICY	Establishes the guidelines and principles of the GPS Group's people management processes
POLICY ON THE DISCLOSURE OF MATERIAL INFORMATION	Regulates the use and disclosure to the market of information relating to the Company
RISK MANAGEMENT POLICY	Describes the way in which the Company identifies, assesses, monitors and manages the risks to which it is subject
ENVIRONMENTAL MANAGEMENT POLICY	Establishes guidelines for the preservation and protection of the environment in compliance with legislation, in line with the principles of the GPS Group and continuous improvement in the quality of service provision
POLICY FOR APPOINTING MEMBERS OF THE BOARD OF DIRECTORS AND COMMITTEES	Establishes the criteria and procedures to be followed for the composition of the Company's Board of Directors, its Committees and the Executive Board

Corporate policies reinforce the integrity of decision-making processes, promote consistency in the actions of teams and strengthen the trust of our stakeholders. They also reflect our alignment with ethical and sustainability principles by ensuring that our practices are anchored in public and transparent commitments.

In addition to the content already included in our Code of Ethics & Business Conduct, in 2025, we will make further progress in consolidating a culture of integrity, with the implementation of an Anti-Corruption Policy - reaffirming our commitment to legal compliance and responsible conduct in all our institutional and commercial relationships.

In this way, we believe that the continuous strengthening of our regulatory framework not only supports governance, but also drives the organization's sustainable performance, in line with society's challenges and expectations.

All policies are available at:
https://ri.gpssa.com.br/en/corporate-governance/bylaws-codes-and-policies/

Bylaws

[GRI 2-15 | 2-16 | 415-1 | SDG 16]

INTERNAL REGULATIONS OF BOARD OF DIRECTORS

INTERNAL REGULATIONS OF FISCAL COUNCIL

INTERNAL REGULATIONS OF THE AUDIT COMMITTEE

INTERNAL REGULATIONS OF FINANCE AND STRATEGY COMMITTEE

INTERNAL REGULATIONS OF PEOPLE AND ORGANIZATION COMMITTEE

Our bylaws jointly define the functions, roles and responsibilities associated with the mandates of the governance agents. These documents establish clear guidelines for the functioning and actions of each collegiate body, promoting institutional alignment, efficiency in decision-making processes and strengthening individual and collective responsibility.

We currently have five internal bylaws that help to standardize governance practices, increase transparency and mitigate risks related to the work of the collegiate bodies. In addition, they reinforce the Company's commitment to the best market practices, promoting a structured, integrated governance environment geared towards generating sustainable value.

We do not make contributions to political parties and, in addition to the rules set out in Law 6404/1976, we have adopted certain mechanisms for identifying and managing conflicts of interest, as set out in our Policy on Transactions with Related Parties.

The governance structure seeks proximity with all employees through the training offered in the GPSvc application.

These training sessions translate the Company's principles into accessible language, guiding and inspiring the conduct expected at all levels of the organization.

TRAINING (QTY)

Sustainability Policy	6,705
Integrated Management System - IMS Policy	104,740
moral and sexual harassment	153,627
GPS values - self-development	23,318
GPS values - commitment	22,245
GPS values - discipline	26,036
GPS values - entrepreneurship	15,114
GPS values - spirit of service	25,302
GPS values - teamwork	25,782
Code of Ethics & Business Conduct	129,534
Gifts, benefits and tips	5,933
LGPD	53,772

Data Privacy and Protection Program

[GRI 206-1 | 417-2 | 417-3 | 418-1 | SASB SV-PS-230a.1 | SV-PS-230a.2 | SV-PS-230a.3]

The evolution from paper to pixel symbolizes more than the digitization of processes, as it represents the transition to an era of data governance, in which respect for the rights of data subjects becomes a central pillar.

Digital transformation has brought new challenges, requiring companies to adopt an active stance in line with the General Personal Data Protection Law (LGPD). In our Company, data processing follows clear and mandatory guidelines, based on principles such as purpose, necessity, transparency and accountability.

Based on the principles of the LGPD and the guidelines of the ANPD, we have continuously invested in structuring a program capable of guaranteeing privacy and data protection.

53,772

Data Protection training in 2024

No substantiated complaints about breach of privacy and loss of Client data

Any case of non-compliance regarding provided service information

Any case of non-compliance in relation to marketing actions

No lawsuits for anti-competitive behavior, trust and monopoly practices

Our Privacy and Personal Data Protection Committee guides and monitors the Privacy and Personal Data Protection Governance Program.

The committee is governed by rules detailing its composition and functions, including the appointment of the Data Protection Officer (DPO).

We adopt strict procedures to ensure the legality, transparency and data security and we work continuously to monitor and improve information security practices.

We have developed internal communication campaigns to educate people about the risks and the importance of protecting data.

With these initiatives, we demonstrate our firm commitment to the security and integrity of personal data, confirming that we carry out all our activities in line with the requirements of the General Data Protection Law (LGPD).

Cibersecurity

[SASB SV-PS-230a.1 | SV-PS-230a.2]

Our practices are aligned with the fundamental principles of Information Security and Business Continuity, focusing on prevention, detection, response and recovery from technological and operational risks.

We have an Information Security and Business Continuity Sustainability Program structured around three strategic pillars: technology, training and engagement.

Through this Program, we reaffirm our commitment to cyber resilience and the continuous protection of the Company's critical assets.

In this way, we foster an organizational culture geared towards data protection, regulatory compliance and efficient incident response, guaranteeing the confidentiality, integrity, availability and authenticity of the organization's information.

We maintain a continuous cycle of reviews and investments in preventive monitoring, disaster recovery infrastructure and robust cybersecurity indicators, always with the aim of ensuring the protection of the Company's information and that of our Clients.

We continue to invest continuously in initiatives to protect against cyber threats and disruptive events, including:

- Structuring dashboards with cyber risk and performance indicators
- Expanding the Disaster Recovery (DR) infrastructure and carrying out periodic tests focusing on the Recovery Time Objective (RTO) and Recovery Point Objective (RPO) indicators
- Using advanced event correlation technologies, Security Information and Event Management (SIEM) to improve incident response
- Conducting detailed simulations to validate response and continuity plans
- Monitoring specific cybersecurity controls for the business areas and other units of the group
- Robust three-tier backup management (Cloud, Tape, and Disk)
- Continuous, real-time monitoring of the group's entire core and contingency environment, including applications and infrastructure
- Specialized training programs for continuous employee training

In 2024

190,000+

information security trainings carried out

There have been no business impacts or reports of cyber security breaches, leaks, thefts or data losses

Zero incidents of critical unavailability of essential Company services

Code of Ethics & Business Conduct

[GRI 205-2 | 205-3 | SDG 8 | 16]

Our **Code of Ethics & Business Conduct** establishes the ethical principles and rules of conduct that should guide our employees' internal and external relations with each other, with our Clients, shareholders, suppliers, competitors, government bodies and the community.

The application of this Code of Ethics & Business Conduct does not distinguish between any area, hierarchical level or type of relationship with the GPS Group, and is intended to guide our actions in relations with our Clients, shareholders, employees, suppliers and service providers (third parties), as well as competitors, government bodies and the community.

All of the Company's employees sign a specific term of commitment stating that they have received the Code of Ethics & Business Conduct, are aware of it and are committed to the principles and rules described therein. By 2024, 100% of employees had received up-to-date training on the topic.

With the goal of promoting and monitoring the development of an ethical and honest environment for all, our Target Plan envisages resolving the volume of critical and high incidents by up to 90% within 1 year, as well as promoting transparency and integrity in all actions that regulate relations with the market and stakeholders by up to 85% of trained members within 1 year.

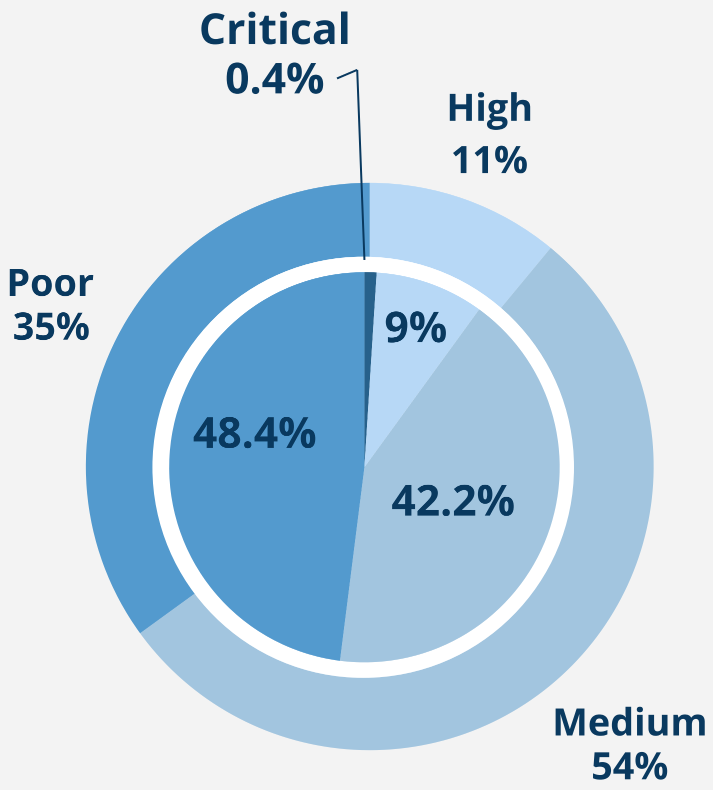
Ethics Channel

Our Ethics Channel is the mechanism created to allow employees, Clients, suppliers and other stakeholders to report ethical concerns, inappropriate behavior, irregularities, harassment, fraud, abuse or other violations of internal policies. Through this channel, we promote a culture of transparency, responsibility and ethical compliance throughout the GPS Group.

It is the duty of all employees and third parties who have dealings with the Company to report, in a responsible manner, any act or indication of violation of the Code of Ethics & Business Conduct, the policies of the GPS Group and/or current legislation. The Ethics Channel is managed by an independent company, which ensures confidentiality, anonymity for good-faith whistleblowers, and impartiality in handling reports.

The document is available on the website (https://en.gpssa.com.br/canal-de-etica/) and on the Investor Relations website (https://ri.gpssa.com.br/en/) .

The increase in reports to the Ethics Channel, from 1,247 in 2023, in the center of the graph, to 2,263 in 2024, reflects the strengthening of the Company's culture of integrity, driven by the growth in the number of employees, from 147 thousand to more than 160 thousand, as well as greater engagement promoted by educational actions and alignment with good governance practices. Also as a reflection of the integrated communication and training efforts, there was a reduction in critical incidents from 0.4% to 0.1%.



The Ethics Channel can be accessed by calling 0800 049 4200, or via the website https://www.canaldeetica.com.br/grupogps/

In the GPSvc app, the training on theCode of Ethics & Business Conduct has already reached more than 125 thousand views.

Engagement

Communicating is part of our strategy to increase everyone's awareness of and engagement with sustainability topics.

Sustainability and its environmental, social and governance (ESG) aspects were addressed strategically throughout 2024, being present at the Company's main meetings, as well as meetings and lives attended by various employees from all of the Company's regional offices and business lines.

APPROACHES TO SUSTAINABILITY/ESG (QTY)

ORDINARY MEETINGS OF THE BOARD OF DIRECTORS	6/6
STRATEGIC DRIVERS MEETING	1/1
REPUTATIONAL RISK LIVE	3/12
WDN BUSINESS DEVELOPMENT WORKSHOP	1/1
SALES CONNECTION LIVE	3/10
INTERNAL COMMUNICATIONS VIA E-MAIL	12/36

Through an integrated communication plan with marketing actions, internal communication and training, we bring information and awareness to all our employees and extend it to the market through channels such as websites, social networks, meetings with Clients and more than 1.5 million people who access the GPSvc news feed.

We also believe that training in sustainability has the potential to make professionals more aware of and responsible for the use of natural resources, both in their workplace and in their personal lives.

Our **GPSvc** app has various trainings related to the environmental dimension, including the dissemination of concepts, as well as good practices and commemorative dates.

TOPIC/VIEWS (QTY)

WORLD ENVIRONMENT DAY	25,716
SUSTAINABILITY TIPS I	6,964
SUSTAINABILITY TIPS II	11,653
RATIONAL USE OF WATER	31,833
RATIONAL USE OF PAPER	17,290

Social

Our history is marked by great dedication because we are passionate about what we do.

NESTE CAPÍTULO:

Workforce

We are thousands, with the purpose of Serving

[GRI 2-7 | SDG 8]

Proudly Brazilian, with a 9.8% increase in the workforce, we will exceed 160 thousand employees by 2024 and we continue to expect sustainable growth by 2025.

We are one of the largest private employers in Brazil, promoting inclusion and access to formal employment for thousands of Brazilians, offering opportunities and inclusion throughout the country, bringing together people who share the same commitment: serve with excellence, respect and dedication.

Each professional, in their role, contributes to building a Client-oriented culture, supported by solid values and a collective sense of making a difference.

This human force is what drives the Company every day and strengthens its operations in different sectors and regions of the country.

160 M+
employees

9,3 M+
training signed by our workforce

100%
of our workforce is unionized and covered by a collective agreement

TOTAL NUMBER OF EMPLOYEES

2023	146,730
2024	161,176

Workforce

[GRI 2-8 | 2-30 | 401-2 | 407-1 | SV-PS-330a.3 | SV-PS-000.A | SDG 8]

Union coverage by segment is a crucial part of the labor structure in our Company, reflecting our commitment to dialogue and representation of employees' interests in different areas of activity.

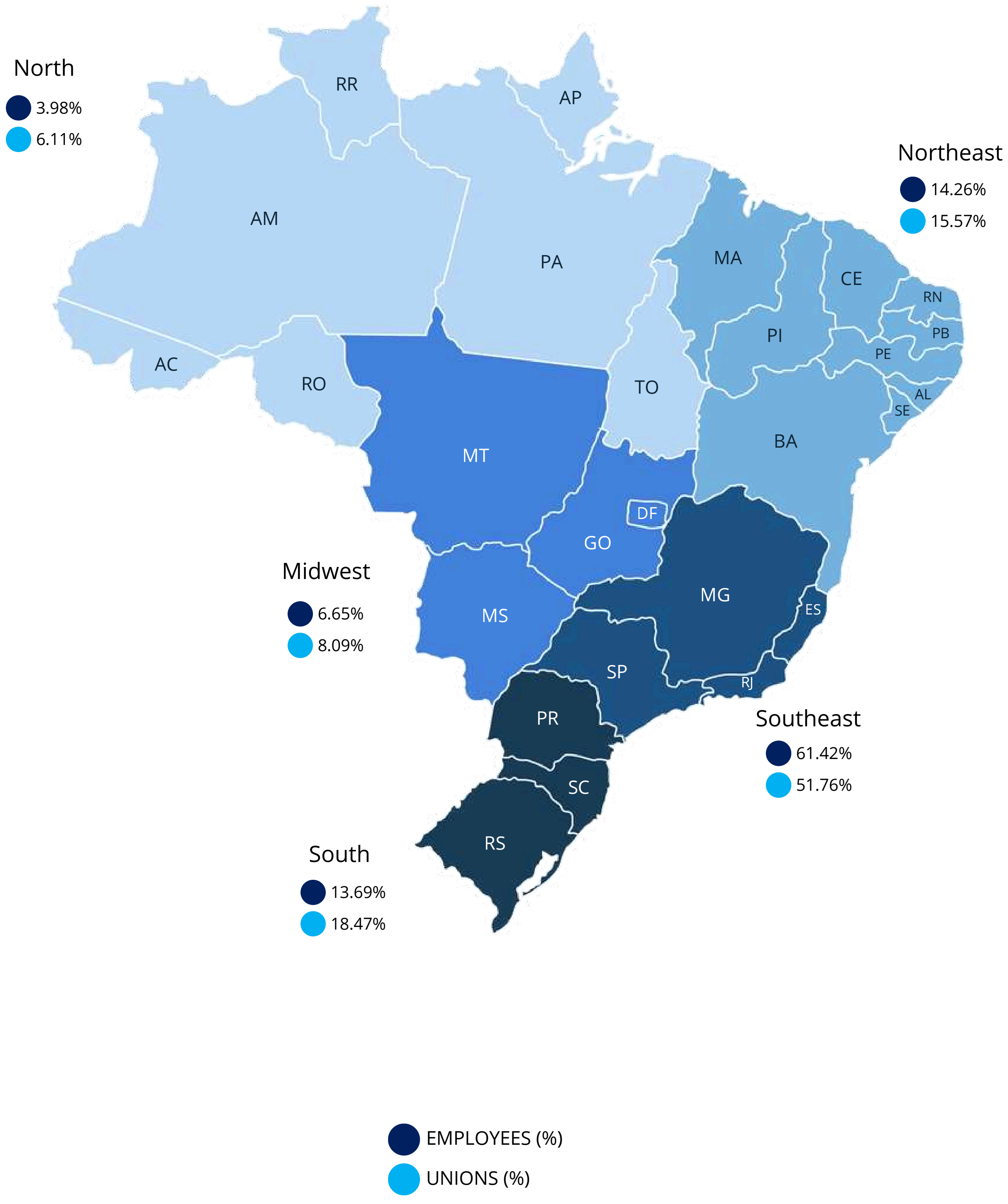
By keeping 100% of our employees formally employed and unionized, we demonstrate our dedication to respecting labor rights and freedom of association.

The partnership with 655 unions in Brazil strengthens our presence and our commitment to a healthy and collaborative relationship with trade unions.

We work continuously to ensure a fair, safe and respectful workplace for all employees, in compliance with current legislation and the highest ethical standards.

TYPE OF CONTRACT	2023	2024
SPECIFIC TIME	9,990 (6.8%)	8,638 (5.4%)
INDEFINITE	136,740 (93.2%)	152,538 (94.6%)

HOURS	2023	2024
FULL-TIME	135,441 (92.3%)	151,049 (93.7%)
PART-TIME	11,289 (7.7%)	10,127 (6.3%)



STATE	NUMBER OF UNIONS	ACTIVE	%
SÃO PAULO	186	59,585	36.97%
RIO DE JANEIRO	56	19,200	11.91%
MINAS GERAIS	81	15,843	9.83%
RIO GRANDE DO SUL	43	11,709	7.26%
PARANÁ	43	8,096	5.02%
BAHIA	24	7,151	4.44%
DISTRITO FEDERAL	13	5,034	3.12%
ESPÍRITO SANTO	16	4,365	2.71%
ALAGOAS	5	4,107	2.55%
PARÁ	17	3,644	2.26%
GOIÁS	17	3,600	2.23%
PERNAMBUCO	14	3,477	2.16%
CEARÁ	12	2,792	1.73%
AMAZONAS	11	2,344	1.45%
SANTA CATARINA	35	2,259	1.40%
MARANHÃO	18	1,963	1.22%
RIO GRANDE DO NORTE	9	1,403	0.87%
MATO GROSSO	12	1,249	0.77%
PARAÍBA	9	1,062	0.66%
MATO GROSSO DO SUL	11	836	0.52%
PIAUÍ	6	711	0.44%
SERGIPE	5	321	0.20%
TOCANTINS	2	217	0.13%
RONDÔNIA	3	126	0.08%
AMAPÁ	3	64	0.04%
ACRE	3	16	0.01%
RORAIMA	1	2	0.00%
TOTAL	**655**	**161,176**	**100.00%**

Diversity and Inclusion

[GRI 401-3 | 405-1 | SV-PS-330a.1 |SDG 5]

All ethnic groups are represented in our Company, including in leadership positions. In 2024, we will see a significant increase in the number of black and brown employees.

Diversity strengthens empathy, as it allows us to recognize and value others in their uniqueness. Our naturally diverse teams are continuously trained to act with respect, welcome and hospitality, promoting more humane and inclusive relationships on a daily basis.

53.5% OF LEADERSHIP POSITIONS ARE BLACK OR MIXED-RACE

	LEADERSHIP POSITIONS		NON-LEADERSHIP POSITIONS	
	2023	2024	2023	2024
ASIAN	(0.81%)	(1.01%)	(0.40%)	(0.35%)
WHITE	(37.27%)	(41.85%)	(18.62%)	(22.84%)
BLACK	(2.88%)	(3.0%)	(4.86%)	(5.72%)
MIXED-RACE	(41.36%)	(50.57%)	(54.17%)	(66.07%)
INDIGENOUS	(1.67%)	(1.15%)	(0.53%)	(0.23%)
OTHER	(16.01%)	(2.42%)	(21.42%)	(4.79%)
	(100%)	(100%)	(100%)	(100%)

We value the presence of women in governance bodies and, by 2024, the number of women in leadership positions will be higher than that of men.

In 2024, we were honored to receive the Women's Seal - a recognition of environments that promote gender equality, combat violence and open up new opportunities through stronger and healthier relationships.

Our daily activities depend on constant social interaction. We therefore prioritize teamwork, discipline, self-development, commitment and, above all, a culture of service. By serving, we build long-term relationships with our Clients.

32.2% OF FEMALE PRESENCE

GENDER DIVERSITY

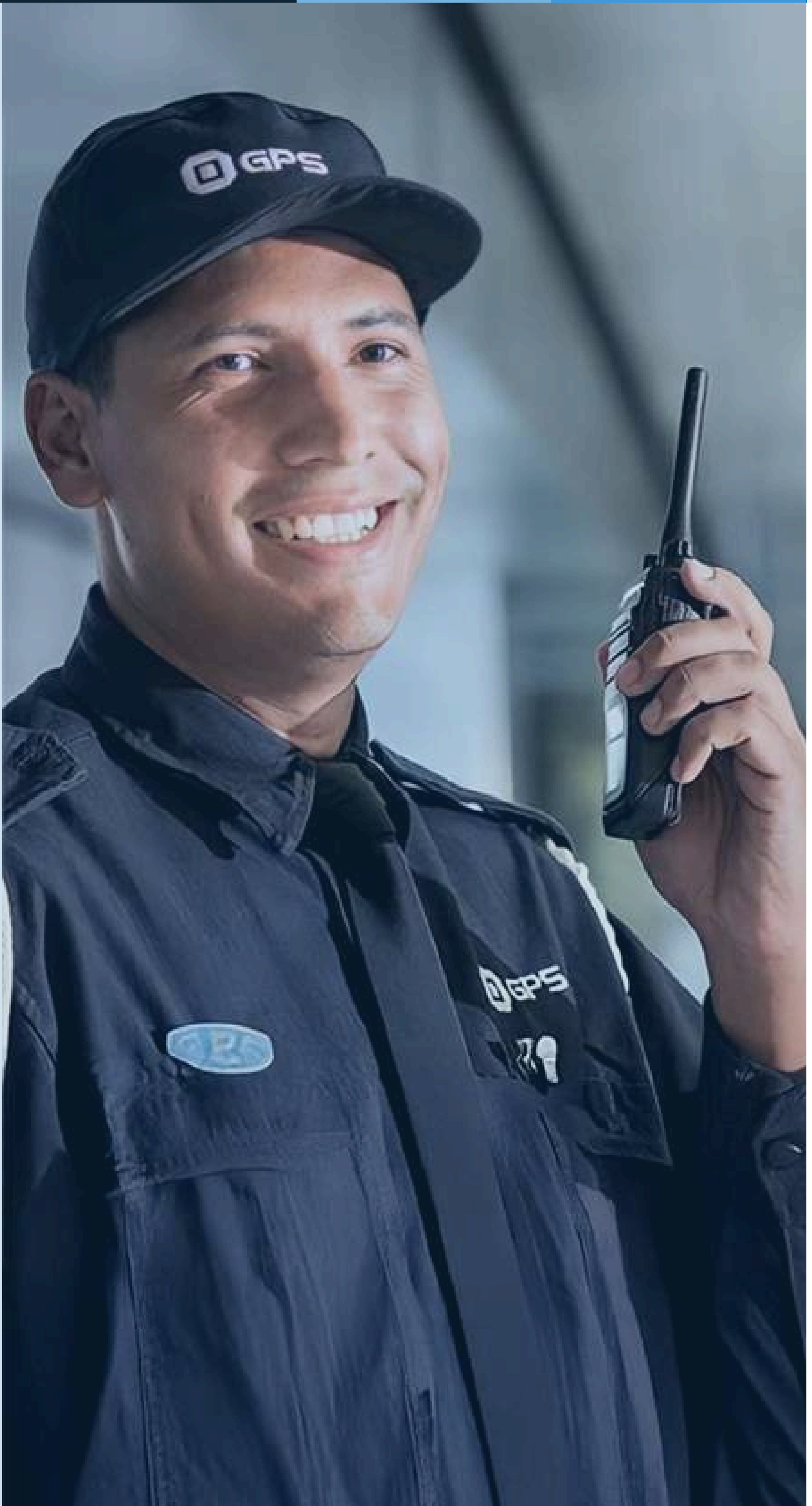
	2023	2024
MEN	(68.37%)	(67.75%)
WOMAN	(31.63%)	(32.25%)

MATERNITY LEAVE

	2023	2024
TOTAL NUMBER OF EMPLOYEES ENTITLED TO LEAVE	1,515	1,634
TOTAL NUMBER OF EMPLOYEES TOOK LEAVE	1,515	1,634
TOTAL NUMBER OF EMPLOYEES RETURNING TO WORK AFTER LEAVE	1,491	1,581
TOTAL NUMBER OF EMPLOYEES WHO RETURNED AND WERE EMPLOYED 12 MONTHS AFTER RETURNING	922	1,031

PERCENTAGE OF EMPLOYEES BY GENDER AND POSITION

			WOMEN		MEN	
	2023	2024	2023	2024	2023	2024
NON-LEADERSHIP POSITION	(98.65%)	(98.59%)	98.59%	98.56%	98.68%	98.61%
LEADERSHIP POSITION	(1.35%)	(1.41%)	1.41%	1.44%	1.32%	1.39%
COORDINATORS	(0.88%)	(0.94%)	0.98%	1.00%	0.84%	0.90%
MANAGERS	(0.38%)	(0.37%)	0.40%	0.39%	0.37%	0.37%
DIRECTORS	(0.09%)	(0.10%)	0.03%	0.05%	0.11%	0.12%



Diversity and Inclusion

[GRI 401-1 | SV-PS-330a.2]

We respect everyone's rights and are committed to building increasingly fair and inclusive working environments.

We understand and recognize human rights as fundamental principles for the promotion of equality, freedom and respect for the dignity of all people, regardless of their origin, beliefs or social status.

We value generational diversity and are committed to the target of achieving at least 18% of people aged 50+ in the workforce by 2030. We invest in campaigns to publicize and train people about diversity, inclusion and ageism. Onboarding activities for new hires include topics such as an inclusive environment and the importance of various forms of diversity.

HIRES BY AGE GROUP

	2023	2024
UNDER 30 YEARS	56,242 (38.33%)	64,519 (40.03%)
30–50 YEARS	76,300 (52.00%)	83,602 (51.87%)
OVER 50 YEARS	14,189 (9.67%)	13,055 (8.10%)

DISTRIBUTION BY AGE GROUP

	2023	2024
UNDER 30 YEARS	36,781 (25.07%)	39,019 (24.21%)
30–50 YEARS	85,440 (58.23%)	93,758 (58.17%)
OVER 50 YEARS	24,509 (16.70%)	28,399 (17.62%)

DISTRIBUTION OF EMPLOYEES BY AGE GROUP AND EMPLOYEE CATEGORY

	UNDER 30 YEARS (%)		30–50 YEARS (%)		OVER 50 YEARS (%)	
	2023	2024	2023	2024	2023	2024
TOTAL NUMBER OF EMPLOYEES IN NON-LEADERSHIP POSITIONS (TEAMS)	99.67%	99.68%	98.15%	98.05%	98.87%	98.89%
TOTAL NUMBER OF EMPLOYEES IN LEADERSHIP POSITIONS	0.33%	0.32%	1.85%	1.95%	1.13%	1.11%
COORDINATORS	0.30%	0.29%	1.20%	1.28%	0.65%	0.67%
MANAGERS	0.03%	0.03%	0.55%	0.55%	0.33%	0.27%
DIRECTORS	0.00%	0.00%	0.10%	0.12%	0.15%	0.17%

Social Impact

[GRI 401-1 | SV-PS-330a.2]

We believe that the plurality of ideas and perspectives from different cultures enriches our workplace and drives us to achieve extraordinary results.

Our workforce reflects our commitment to the country's social development.

In addition, more than 97% of our employees are individually in the D and E income brackets, proving our social contribution to inclusion and guaranteed income security, not only for the employee, but also for their family.

SOCIAL CLASS

WAGE RANGE	%
CLASS E - UP TO 02 MINIMUM WAGES	89.14%
CLASS D - BETWEEN 02 AND 04 MINIMUM WAGES	8.77%
CLASS C - BETWEEN 04 AND 10 MINIMUM WAGES	1.80%
CLASS B - BETWEEN 10 AND 20 MINIMUM WAGES	0.24%
CLASS A - OVER 20 MINIMUM WAGES	0.05%
TOTAL	100.00%

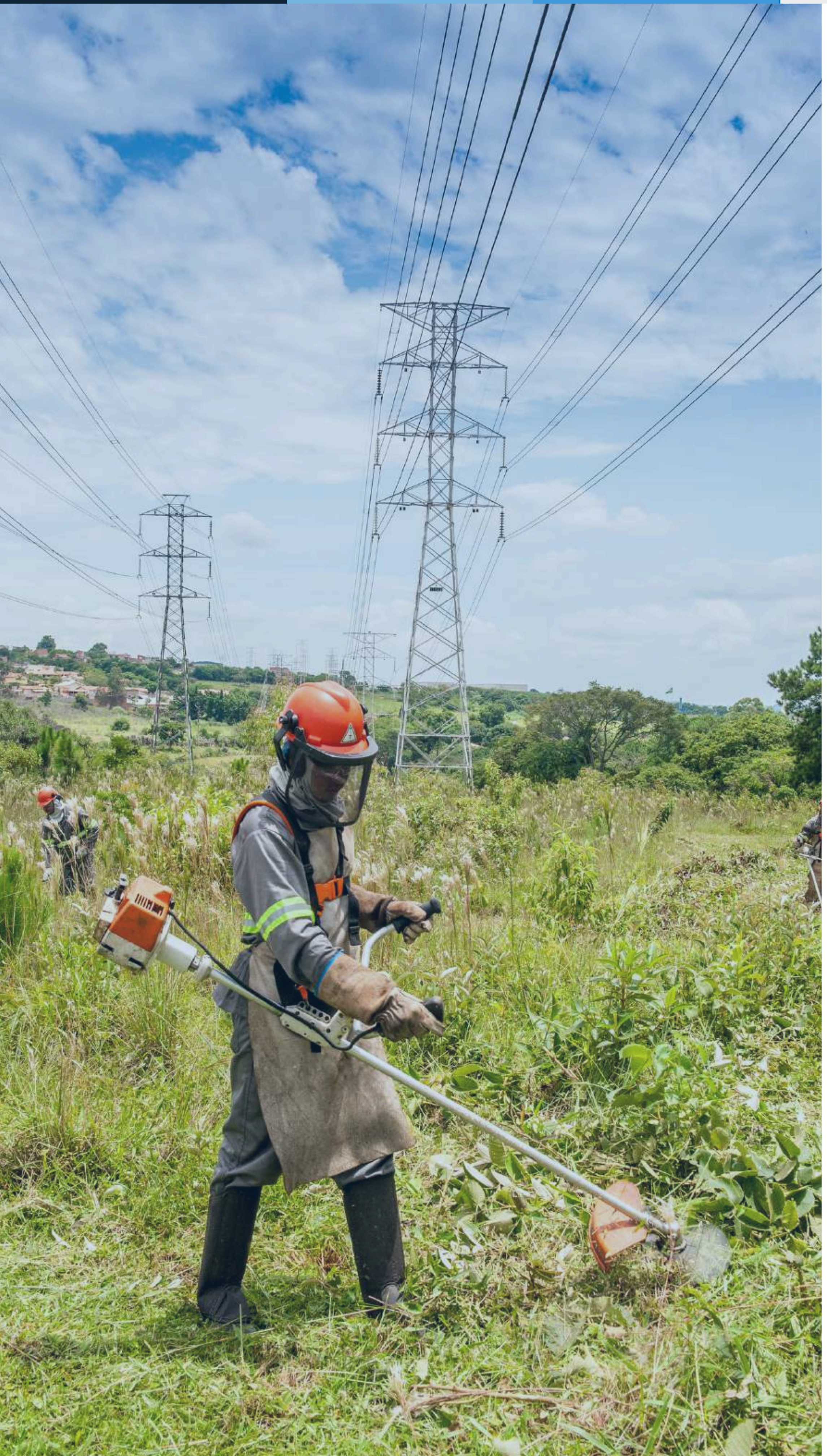
Natural shifts in demand cause fluctuations in the volume of hires, as well as transfers between jobs and possible layoffs.

In 2024, involuntary turnover (e.g. dismissal, downsizing, redundancy and non-renewal of contracts) fell by 1.95% compared to the previous year, resulting in 5.02%.

In the same period, voluntary turnover (e.g. resignations and retirements) initiated by employees registered 2.14%.

HIRES BY GENDER

	2023	2024
MEN	83,519 (56.92%)	90,952 (56.43%)
WOMEN	63,211 (43.08%)	70,224 (43.57%)



QHSE Management

[GRI 403-1 | 403-6 | 403-8 | 403-9 | SV-PS-000.B | SDG 3 | 8]

The topics related to **Quality, Health, Safety and Environment (QHSE) Management** are highly relevant to the Company. Our main commitment to our Clients is to carry out our activities with excellence, without impacting the environment or compromising the health and safety of our employees.

Our certifications ensure that our standards and practices are coherent and consistent. The assertive communication of these principles is reinforced through our lives of reputational risks. We work continuously to mitigate reputational and financial risks and, above all, to prevent human losses.

Our **Quality, Health, Safety and Environment Policy** aims to promote continuous improvement in the protection of human integrity, the quality of the services provided, environmental preservation and relations with communities. All our practices fully comply with current legislation, in addition to the Code of Ethics & Business Conduct and internal policies.

Our assumptions

- Employees: our greatest value
- Occupational Health and Safety: are non-negotiable assets
- Environment: caring, preserving and educating

All employees are included and monitored in our QHSE actions, as well as productivity at each Client. We can see that our actions have translated into positive results. In 2024, the frequency rate of Lost-Time Accident (LTA) and severity fell by 34.12% and 14.71%, respectively, compared to the previous year.

WORK-RELATED INJURIES

	2023	2024
NUMBER OF HOURS WORKED (1)	240,000,000	267,465,510
ATTENDANCE RATE (CAF) (2)	2.52	1.66
SEVERITY RATE (CAF) (3)	26.65	22.73

NOTES:
(1) HHT: Total Hours Worked, based on 161,176 employees on 12/31/2024, totaling 267,465,510 hours worked. It does not include GRSA employees, who will be integrated from 2025;
(2) Attendance rate: Tf = n X 1,000,000/HHT where "n" is the absolute number of accidents;
(3) Severity Rate: Tg = number of days lost X 1,000,000/HHT where number of days lost = (LTA leave).

QHSE Management

Continuous work

[GRI 403-1 | 403-4]

The current results indicate that we are on the right track and continue to make consistent progress. Our commitment to this topic is reflected in our ESG Target Plan, which includes:

Target 1: reduce the frequency rate of typical lost-time accidents by at least 5% by 2025.*

Target 2: reduce the severity rate of typical accidents by at least 5% by 2025.*

Target 3: increase by at least 5% the number of visits by the Operational Leaders to contracts using the model structured in GPS Vista.*

* All targets are based on the year 2024 as a baseline.

Our Occupational Safety and Environment DNA reinforces the construction of a positive culture in safety and environment, promoting attitudes and behaviors aligned with the continuous commitment to the 3Zs: **zero accidents, zero occupational illnesses and zero negative environmental impacts**

In 2024, we implemented actions aimed at acculturating responsibility, promoting the empowerment of our employees with regard to the importance of their actions in terms of quality, health, safety and the environment.

In 2025, we will expand our leadership self-assessment processes, with an emphasis on operational technical visits to contracts.

As we evolve in our Management System, we advance to a higher level of maturity, in which Quality, Health, Safety and Environment (QHSE) practices are no longer seen as an obligation and are integrated into the routine with naturalness and commitment, guided by conviction and not just the need for compliance.

We transform doing out of obligation into
DOING WITH SATISFACTION.

GUIDELINES

- Compliance with applicable legal requirements
- Compliance with the Client's QHSE Policy
- Internal QHSE guidelines
- Establishing a culture of prevention
- Recognition for good practices
- Practicing values
- Constant analysis of performance indicators

DNA Segurança GRUPO GPS

TOOLS

- Preventive Alert
- Behavioral Walks
- Daily Dialogues
- Planned Inspections
- Step-by-Step Lesson
- Alignment Meetings

PDS
PLANO DIRETIVO DE SEGURANÇA

Training

Our social commitment

[GRI 404-2 | 404-3 | 410-1 | SDG 4 | 8]

We prioritize the development of our employees, understanding that the training offered also represents our social contribution to reducing inequalities.

Continuously improving the technical and intellectual qualifications of our team is a way of consistently ensuring the value we deliver to our Clients.

In 2024, training grew due to the increase in the number of courses available and the increase in the number of employees. We thus achieved 81% of the workforce engaged in development programs.

The importance of training and professional development actions is reflected in our ESG Target Plan, which includes an increase of up to 15% in the average volume of training hours per employee by 2028 and 20% by 2030, both considering 2024 as the baseline.

		2023	2024
TRAINING SESSIONS SIGNED	Qty	7,444,065	9,325,247

Our **Annual Training Matrix** is designed to meet the specific demands of our business lines, as well as to address topics that are relevant to the society in which we operate.

Thus, the training library available on **GPSvc** includes technical content and topics aimed at improving and developing soft skills, such as personal presentation, leadership, proactivity, posture at work, mental health, among others.

Annual Training Matrix

BEHAVIORAL
Operational Posture Conflict Management
Emotional Intelligence
Mental health

INSTITUTIONAL
Integration
Code of Ethics & Business Conduct
IMS policy

COMMEMORATIVE DATES
Women's Day
Professional Day
Holiday period

TECHNICAL
Each of the Company's businesses establishes a technical matrix according to its function.

CUSTOMERS
Contract-specific integration or training, when provided by the Client.

ESG
Human rights
Respect in Relationships
Sustainability

Training

[GRI 404-1 | 403-5 | SDG 3 | 8]

In 2024, we successfully worked to increase the average number of training sessions per employee, with attention to gender balance and employee category in comparison with the previous year.

In addition to functionalities related to operational issues of interest to Clients, employees and our Company, **GPSvc** plays an essential role in intellectual and professional development by facilitating training.

By accessing the app, each employee sees reminders about their monthly training schedule, duly programmed according to their role in the Company. Managers can keep track of their teams' activities and also have their own training schedules.

All training sessions are designed to ensure continued excellence in the delivery of our services. In a dynamic and visual way, we cover technical and behavioral topics, always based on the Company's values.

Our Target Plan foresees an increase of up to 15% in the average volume of training hours per employee by 2028 and an increase of up to 20% in the average volume of training hours per employee by 2030, both based on the average volume in 2024.

We work to ensure that our employees have real opportunities for development and continuous improvement, in an accessible and flexible way so that they can adjust to their routine.

On the other hand, we want our Clients to be sure that, even if we are physically far away, we are in constant contact with our employees. Our technological tools enable immediate assistance in the event of any need, as well as attention to their performance.

When we identify specific needs in terms of topics or approaches, we develop customized training in line with our Clients' demands and guidelines, placing their expectations at the heart of our work.

Thus, we continue to invest in training, seeking to fulfill our mission to serve with pride and dedication, becoming essential to our Clients.

AVERAGE HOURS OF TRAINING BY GENDER

	2023	2024
MEN	12	13.9
WOMEN	10	10.4

VOLUME OF TRAINING ON SPECIFIC TOPICS

	2023	2024
DIVERSITY, EQUITY AND INCLUSION	500,368	728,136
SUSTAINABILITY TOPICS	56,053	75,320
BUSINESS CONTINUITY	4,966,232	6,151,490
HEALTH AND SAFETY	919,663	1,358,418
ANTI-CORRUPTION (MANDATORY)	234,624	454,673
INFORMATION SECURITY (MANDATORY)	90,286	189,199
PREVENTION OF MONEY LAUNDERING (MANDATORY)	129,786	94,355
DATA PRIVACY (MANDATORY)	100,333	53,772
CODE OF ETHICS & BUSINESS CONDUCT (MANDATORY)	129,786	94,355

ANNUAL SUMMARY OF TRAINING AND ATTENDANCE

	2023	2024
TOTAL NUMBER OF EMPLOYEES UNDERGOING TRAINING	261,318	285,804
TOTAL HOURS OF TRAINING PER EMPLOYEE	12	14.53
NUMBER OF PARTICIPANTS IN TRAINING SESSIONS	4,966,232	6,151,490
NUMBER OF TRAINING SESSIONS SIGNED	7,444,065	9,325,247

Local development

COMMITTED ecovadis Sustainability Rating APR 2024

Supply guidelines

[GRI 204-1 | SDG 10 | 12]

Our Purchasing Policy is based on guidelines that promote sustainability and business ethics, always based on the commitment to offer the best cost-benefit ratio for our Clients.

We are aligned with global initiatives of the United Nations (UN), such as the Global Compact Principles and the Sustainable Development Goals (SDGs), as well as our Code of Ethics & Business Conduct.

Likewise, in 2024, we reiterate our commitment to the EcoVadis sustainability assessment with its seven fundamental principles.

The ethical stance we adopt in business encompasses topics such as free competition, prevention of conflicts of interest, cooperation with auditing processes, monitoring and due diligence, in addition to ensuring confidentiality, privacy and the protection of personal data, among other relevant aspects.

Our suppliers are approved through the Supplier Screening and Requirements Program, through the application of criteria that ensure the application of their policies and guidelines for reducing environmental impact, combating discrimination and racism, child labor, slave-like labor and human trafficking.

Due to the diversity of solutions we offer our Clients, we have decentralized and regionalized our operations. By 2026, we aim to certify, in accordance with compliance requirements, up to 90% of partners with regular supplies of more than R$ 1 million per month, reinforcing our commitment to integrity and sustainability in our supply chain.

Purchasing locally means lower logistics costs, faster deliveries, and local development, boosting the economies of companies of different sizes and sectors that are our suppliers throughout Brazil.

99% **Purchasing spend**

local or national

Our commitments

Commitment to sustainability

- Continuous innovation, product development and strategic partnerships
- We consider aspects related to the environment, social responsibility and corporate governance in our purchasing process

Conscious Purchasing Strategy

- Strategic choice of 100% Brazilian suppliers
- Strengthening operations and regional offices with a positive impact on the local economy and the environment

Ethics and Social Responsibility in Business

- We do not engage in or support the use of child labor in accordance with ILO Recommendation 146, nor do we support the use of forced labor
- Monitoring the main supply chains connected to our business in order to identify potential risks to the Company and/or our Clients

Social and Cultural Investment

[GRI 413-1 | SDG 17]

Aware of the positive impact we can help develop in people's lives, we are proud to consistently support social projects dedicated to educating children and young people through culture, sport and music. In line with our value proposition, we also collaborate with human development projects, communities and support for the elderly.

Over time, we have structured a solid governance model to support social projects. We have developed clear policies, well-defined eligibility criteria and mechanisms for monitoring results. The approval flow includes the Sustainability Committee and the Board of Directors to define the investments. This process aims to guarantee total transparency, impartiality and responsibility in the conduct of our social initiatives and the growth of the Company's financial results.

The process of monitoring the projects consists of receiving half-yearly reports from the applicants, indicating the number of beneficiaries, the distribution by gender and age group, the training activities carried out (specifying the skills developed), the number of jobs generated directly and indirectly, among other things. In this way, we are able to monitor impacts in a structured way and in line with the vision of the Sustainable Development Goals (SDGs).

1 Since 2014
2 2021 +10 projects
3 2022 +15 projects
4 2023 +20 projects
5 2024 +26 projects

In 2024, the allocation of incentive funds to social projects was 42.67% higher than the previous year.

26 supported social projects

Distributed in **12** States of the Federation
+ 1 project in Brazil

Associated with **14** SDGs

Supported Projects

[GRI 413-1 | SDG 17]

Our reach and social impact are achieved with the support of specialized partners in the development of social projects, selected based on their alignment with our values and the UN Sustainable Development Goals (SDGs).

Some of the projects supported are dedicated to children's education, culture, music and care for adults and the elderly in vulnerable situations.

Pequeno *Cotolengo* welcomes people with multiple disabilities (physical and intellectual) of all ages and from any region of the state of Paraná, who have been abandoned by their families, have suffered abuse or are living at risk.

The ***Baccarelli*** is a non-profit civil association whose mission is to offer musical and artistic training of excellence, providing personal development and creating the opportunity for professionalization, with a focus on children and young people in situations of social vulnerability, preferably in the Heliópolis community.

The ***Reforço do Futuro*** project serves students from public schools in the central region of Rio de Janeiro who have difficulties in the learning process and are in a situation of social vulnerability.

Environmental

Social responsibility and environmental preservation are our commitments.

IN THIS CHAPTER:

Sustainability Policy

[GRI 2-16]

Sustainability is an institutional value, reflected in a set of attitudes that starts with each one of us. In this context, our Sustainability Policy represents a milestone in our commitment to a more responsible, ethical and conscious future.

The policy establishes clear guidelines for integrating environmental, social and governance aspects into our decisions, processes and relationships. It guides actions based on our indicators, including aspects of risk and opportunity assessment and a culture of continuous improvement.

Applied to all employees, suppliers, service providers, Clients and partners, the policy is inspired by our values, which include the spirit of service, teamwork and commitment, as well as being aligned with the principles of the UN Global Compact for the management of sustainable companies and the priority SDGs for our business.

In continuity with the Sustainability Program, in 2024, we launched the Environmental Management Policy with the goal of regulating environmental aspects and establishing bases for mitigating and adapting to climate change, protecting biodiversity and ecosystems, among others.

In this way, we continually seek not only to reduce negative impacts, but also to generate shared value for society, the environment and all the stakeholders with whom we interact.

Pillars of the Company's Sustainability Policy

MANAGEMENT	We manage, monitor and encourage business models in line with our Clients' needs and the interests of other stakeholders
INNOVATION	We consistently invest in technology, rethinking processes, implementing new policies and developing our people
QUALITY	We monitor Quality, Health, Safety and Environmental indicators with a focus on Client satisfaction, operational efficiency and prioritizing Life
TRAINING	We are continually investing in training, incentives and professional qualification programs on various topics of social, environmental and governance interest, as well as developing tailor-made topics to suit our Clients
PARTNERSHIPS	We systematically apply our internal Contract Performance Management (CPM) guidelines, as well as the Net Promoter Score (NPS) methodology as tools for monitoring and managing Client satisfaction

Circularity for Waste

[GRI 306-5]

Our actions to promote the circularity of waste include the dismantling of communications and IT equipment for proper maintenance and replacement of parts.

When they reach the end of their life cycle, the parts that cannot be reused are sent to partner companies that specialize in their proper disposal, including forwarding them to other production chains.

The commitment to environmentally correct disposal also includes the recovery of Personal Protective Equipment (PPE) for correct disposal at the end of its life cycle.

We are working to expand and improve our circularity actions and have scheduled a large batch of materials for correct disposal in 2025.

In 2024, with the acquisition of GRSA, we expanded our capacity to offer complete and sustainable solutions in collective food services.

Aware of our responsibility to protect the environment, we go beyond providing services. We have implemented initiatives such as:

- Conscious use of resources
- Efficient waste management
- Reducing food waste
- Careful choice of suppliers

With innovation and constantly improved processes, we have shown that it is possible to minimize environmental impact without compromising the quality and taste of our meals.

Technological solutions such as the smart thermometer combined with the Ifacility platform ensure 100% digital data collection, cloud data storage, and reduced paper use.

Our kitchens have equipment that contributes to a significant reduction in the consumption of natural resources and more efficient operation in food preparation.

As a result:

- Lower energy consumption and CO^2 emissions
- Healthier preparations with up to 95% less oil used
- Preservation of nutrients and maximum use of food
- Occupational well-being, with safer and healthier working environments for our employees

Combating food waste

Our *"Quanto Pesa o Desperdício"* program invites employees and consumers to reflect on the environmental impact of food waste in their daily lives. The initiative takes a dynamic and educational approach to monitoring waste disposal in daily production and raising awareness of responsible consumption.

Sustainable Menu

In the *Receita do Bem Program*, we develop plant-based menus, demonstrating that it is possible to combine quality nutrition with sustainability in the consumption of vegetable protein preparations.

The initiative goes beyond offering food: is an educational platform that raises awareness among Clients and consumers about how their choices have a direct impact on reducing their carbon footprint.

We have adopted biodigesters in our operations. This equipment has an automated and safe process that transforms organic waste into water.

We are improving and expanding all our initiatives. As a result, we have ISO 14001 certification and operations with the Green Kitchen Seal, which ensures quality processes, food safety and sustainability in food services.

GREEN KITCHEN

Emissions

[GRI 2-4 | 305-1 | 305-2 | 305-3 | 305-6]

Aware that our main source of emissions is related to movements and displacements, we improved technical analyses in light of the methodology of the Brazilian GHG Protocol Program, and characterized the distribution of emissions based on the specifications established by our Clients.

With the improvement of our inventory, we continue to work on the responsible management of operations classified according to direct operational control (Scope 1), as well as activities carried out on our Clients premises, where our control is indirect (Scope 3). The alignment with the methodology can be seen in the emissions table, which explains the difference between the years 2023 and 2024.

In 2024, we took another important step by having our greenhouse gas emissions inventory verified by an external audit and achieving the Gold seal from the PB GHG Protocol. These achievements confirm our transparent actions and the use of safe criteria for monitoring and reporting emissions.

Our fleet is systematically renewed every two years, ensuring high standards of efficiency, safety and lower environmental impact. All vehicles are tracked and monitored in terms of the type of fuel used, and we continuously develop awareness actions to prioritize fuels with lower emissions.

Our controls are made possible by our own systems, developed in-house and integrated with the platforms of strategic partners. The adopted criteria, duly audited, establish the base year of 2024 as the reference for comparison criteria from the next reporting year onwards.

We remain committed to the Environmental Target on Climate Change for Reducing GHG Emissions, where we have made a commitment to replace fossil fuels with ethanol by up to a 20% increase by 2027 (baseline Dec/2024). Likewise, we have committed to transitioning from combustion engine vehicles to hybrid vehicles (ethanol, biofuel or electric) in up to 200 new vehicles by 2027.

When it comes to emissions of ozone-depleting substances (ODS), regulated by the Montreal Protocol, only the emission of 647.222 tCO_2e corresponding to R-22 in gas cylinders stands out.

Our initiatives prioritize the fight against climate change and greenhouse gas emissions (GHG), corroborating the priorities established in our Materiality Matrix. With all these initiatives, we reaffirm our purpose and present our concrete actions to create a better planet.

YEAR	DIRECT EMISSIONS Scope 1	INDIRECT EMISSIONS Scope 2	INDIRECT EMISSIONS Scope 3
2023	33,503.243 tCO_2e	192.996 tCOe	147.174 tCO_2e
2024	3,635.505 tCO_2e	329.190 tCOe	24,928.171 tCO_2e

Textile Waste from Uniforms

[GRI 306-2]

Faced with the environmental challenges associated with the improper disposal of textile waste, we recognize the importance of adopting sustainable practices also at the end of the life cycle of the uniforms worn by our employees.

In 2024, we made progress in our project to make uniforms circular, aligning our actions with the principles of the circular economy. At the end of their useful life, we send the parts to partners who specialize in de-characterizing and transforming the waste into mop refills, used in our own cleaning and conservation services.

With this, we give these materials a new destination, promoting reuse within our operation and reducing waste generation.

This initiative reinforces our commitment to sustainability and to building solutions that combine environmental responsibility, innovation and operational efficiency.

3.2 metric tons

of uniforms were transformed through the circularity process

Energy

Energy transition is a priority

[GRI 302-1 | SDG 7]

We recognize the value of energy as the engine that keeps our administrative operations running. Therefore, our offices across the country are equipped with mechanisms that guarantee conscious consumption, such as presence detectors and efficient light bulbs.

Attention to the responsible use of energy is a sign of respect for the environment, applied in our internal activities and in all the operations carried out at our Clients.

WE PRIORITIZE ENERGY EFFICIENCY WHEN CHOOSING THE EQUIPMENT WE USE IN OUR ACTIVITIES

- Batteries for drones and communication radios for security activities
- Freezers and industrial kitchen equipment
- Pruners, blowers and other power tools
- Waxers and brushes
- Forklifts and pallet trucks
- Passenger cars and motorcycles

Sustainability has guided several choices for the homologation of equipment used in operations, so we expect an even more significant reduction in energy consumption in relation to our workload.

We prioritize the use of energy-efficient technologies and apply best practices in preventive and corrective maintenance. In 2024, the increase in energy consumption is associated with the expansion of our business, in addition to the complete integration of the companies Lyon, Invictus, Control and Marfood, acquired in 2023.

Also in this respect, the increase in energy was proportionally lower compared to the Company's growth, reflecting the results of our actions for the conscious use of energy.

We have made a commitment to energy transition with the target of increasing the proportion of renewable energy consumption in offices by up to 20% by 2027, based on consumption in 2024.

YEAR	ENERGY CONSUMPTION (MWH)
2023	5,012
2024	6,069

Drones

Operational efficiency in each flight

[GRI 302-5 | SDG 8 | 9 | 13]

The use of drones has established itself as an efficient technological solution for monitoring areas that are difficult to access, reducing costs and providing visual support in situations of risk.

We guarantee training so that our professionals can operate the equipment in normal monitoring situations, surveys and reconnaissance of areas, as well as in adverse situations.

Night vision cameras and heat detectors are features that guarantee the physical integrity of the professionals involved and increase efficiency in all types of operations.

In 2024, the use of drones to replace ethanol- or gasoline-fueled vehicles prevented an additional 11 metric tons of GHG* from being emitted at our Clients' facilities.

94 routes

152 daily flights

16,209 km/month

194,507

km traveled using drones in 2024

* According to GHG Protocol methodology

Water

Responsible use of natural resources

[GRI 303-3 | 303-4 | 303-5 | SDG 6]

CDP Discloser 2024

Aware of the importance of the conscious use of water, accompanied by concrete initiatives to reduce consumption and eliminate waste, we have voluntarily taken on the commitment to report indicators on this topic to the CDP.

Although our administrative activities do not require significant water consumption, we have developed communications and campaigns to raise awareness and disseminate good practices of conscious use among our employees. In the cleaning, facilities and food activities, we have the opportunity to express our commitment to reducing the water footprint of our Clients' facilities.

In 2024, the increase in water consumption was in line with the process of expanding our business. In addition to the integration of Lyon, Invictus, Control and Marfood, we note the completeness of the integrations that took place during 2023.

Thus, the increase in water consumption reflects the growth of our offices and administrative teams, due to the Company's growth in volume of operations. All of the Company's administrative units use the local distribution network for water consumption and disposal, and there are no operations in areas with water stress.

YEAR	WATER CONSUMPTION (M^3TON)
2023	37,130
2024	41,924

Sustainable Cleaning

[GRI 304-1 | 304-2 | 304-3 | SDG 9 | 13 | 17]

CDP Discloser 2024

Our concern for the environment translates into sustainable results.

In partnership with our chemical supplier, the Ecoclean Gel formula was developed exclusively for the GPS Group, a concentrated multipurpose product with high biodegradability, which has been standardized for our Clients.

In 2024, we will consume around 160 thousand liters. It is applied at a dilution of 1:150, so that 1 liter of the product yields 150 liters of ready-to-use cleaning product.

In total, we consume 24 million liters of cleaning products. If this amount was purchased in ordinary 500 mL containers of household all-purpose cleaners and similar, with around 50 grams of plastic, we would have consumed 48 million plastic containers.

We use the products in our reusable containers, reducing our use of plastic to 6,400 kg/year. This volume, together with the cardboard boxes used in the packaging, is sent to partner companies, guaranteeing an integrated reverse logistics system and the subsequent recycling of 100% of the materials.

We also ensure a reduction in environmental impact by reducing water consumption and optimizing transportation, reducing atmospheric emissions when distributing the product throughout Brazil.

Our responsibility is also reflected in our commitment since 2017 to report annually on the indicators of the CDP impact measurement program.

We do not operate in or near protected area or of high biodiversity value, protected or restored habitats.

WE AVOID THE USE OF

2,400 metric tons

of plastic in cleaning product packaging

Water Management

[GRI 303-1 | 303-2 | SDG 6 | 9]

We implement strategies to mitigate the environmental impact of industrial, residential and commercial developments.

We specialize in the implementation, operation and maintenance of water and effluent treatment systems. We offer complete and sustainable solutions for the treatment and reuse of water, in line with ESG practices and in compliance with environmental legislation.

M³/YEAR	2023	2024
WATER: water treatment for human or industrial consumption	2,711,760	2,910,348
REUSE: treatment of sanitary or industrial sewage for reuse	1,793,052	1,882,704
EFFLUENT: treatment of sanitary or industrial sewage for disposal	3,212,728	3,373,364
Total volume of water and sewage treated for consumption, disposal and reuse	7,717,540	8,166,417
Amount of water saved	33,071,424	52,313,449

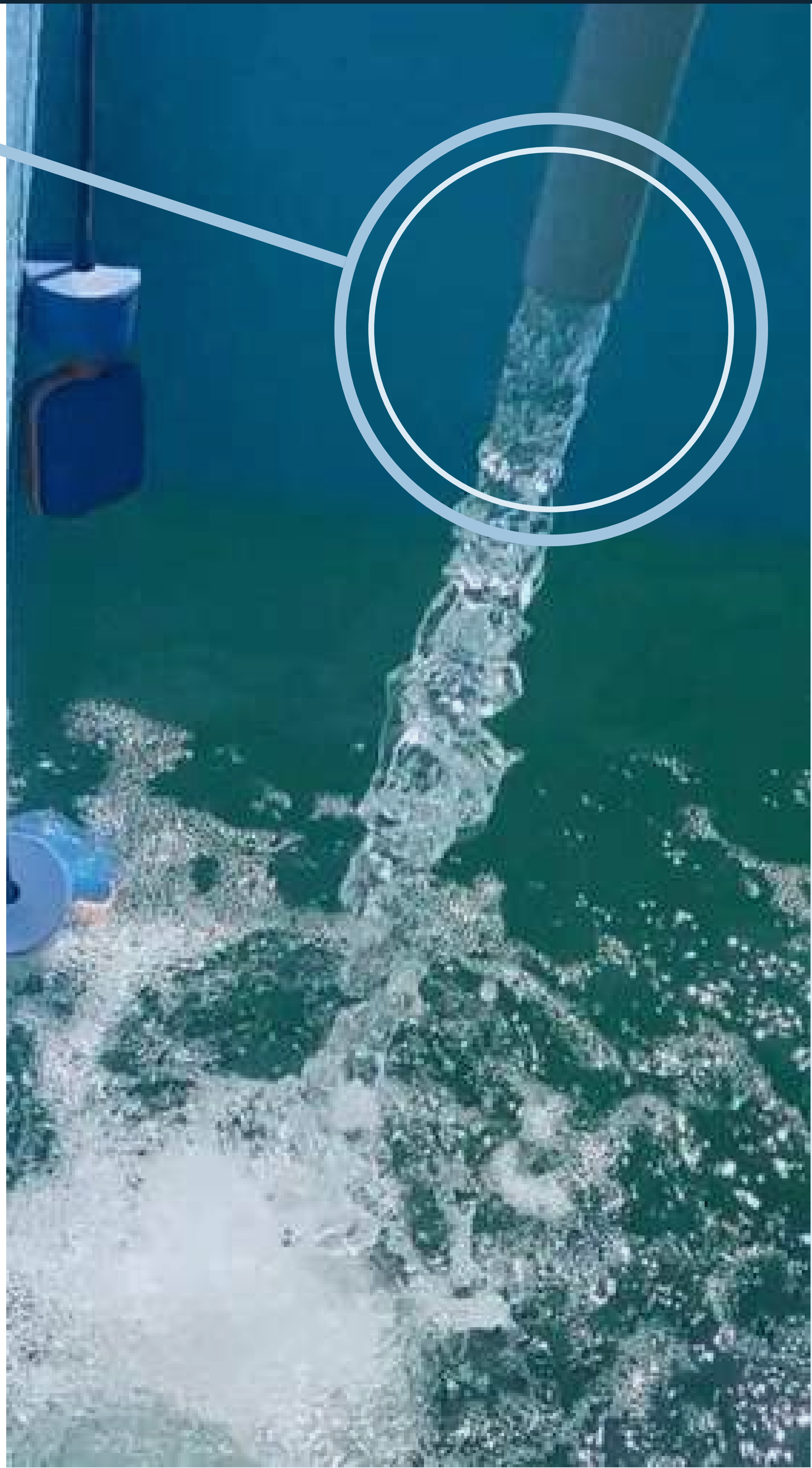
Treated effluent for reuse

We pride ourselves on offering customized solutions that protect the environment and guarantee immediate cost savings in water consumption and effluent disposal.

Preserving the environment through technological water management solutions that result in savings is our way of delivering value to our Clients.

- Collection and supply of drinking and industrial water
- Installation, operation and maintenance of treatment systems
- Treatment of sanitary and industrial effluents for disposal or reuse with MBR (membrane bioreactor) technology

We have developed a **Telemetry System** capable of collecting micro-measurement data from water meters and integrating it with the **GPSmi Platform**, allowing daily and monthly water consumption to be monitored, consumption targets to be set and monitoring to detect leaks.



Annexes

Indicators guide responsible decision-making and commitment to our Values.

IN THIS CHAPTER:

Global Reporting Initiative - GRI

We report the GRI indicators with data for the period from January 01, 2024 to December 31, 2024.

GRI	DESCRIPTION	SDG	PAGE(S)
2-1	Organization details	16	8, 14, 15
2-2	Entities included in the organization's sustainability report		4
2-3	Reporting period, frequency and point of contact		4
2-4	Restatements of information		55
2-5	External verification		4
2-6	Activities, value chain and other business relationships		13
2-7	Employees	8	39
2-8	Workers who are not employees	8	40
2-9	Governance structure and composition	16	27, 30
2-10	Appointment and selection to the highest governance body	16	27

Global Reporting Initiative - GRI

We report the GRI indicators with data for the period from January 01, 2024 to December 31, 2024.

GRI	DESCRIPTION	SDG	PAGE(S)
2-11	Chairman of the highest governance body	16	26
2-12	Role of the highest governance body in overseeing the management of impacts	16	26
2-13	Delegation of responsibility for managing impacts	16	27
2-14	Role of the highest governance body in sustainability reporting	16	27
2-15	Conflicts of interest	16	32
2-16	Communication of critical concerns		32, 51
2-18	Assessment of the performance of the highest governance body	16	26
2-19	Remuneration policies	16	26
2-20	Process for determining remuneration	16	26

Global Reporting Initiative - GRI

We report the GRI indicators with data for the period from January 01, 2024 to December 31, 2024.

GRI	DESCRIPTION	SDG	PAGE(S)
2-22	Declaration on sustainable development strategy		5
2-23	Policy commitments	16	31
2-24	Incorporating commitments and policy		24
2-26	Mechanisms for advice and raising concerns	16	27
2-27	Compliance with laws and regulations	16	31
2-29	Approach to stakeholder engagement	16	26
2-30	Collective bargaining agreements	8	39
3-1	Material topic definition process		22
3-2	List of material topics		22
3-3	Management of material topics		22, 24

Global Reporting Initiative - GRI

We report the GRI indicators with data for the period from January 01, 2024 to December 31, 2024.

GRI	DESCRIPTION	SDG	PAGE(S)
201-1	Direct economic value generated and distributed		21
201-4	Financial assistance received from the government		21
202-2	Proportion of executive board's members hired from the local community	10	29
203-1	Infrastructure investments and services supported	9, 11	21
204-1	Proportion of spending on local suppliers	10, 12	48
205-2	Communication and training on anti-corruption policies and procedures	8, 16	36
205-3	Confirmed incidents of corruption and measures taken	8, 16	36
206-1	Lawsuits for anti-competitive behavior, trust and monopoly practices	16	34

Global Reporting Initiative - GRI

We report the GRI indicators with data for the period from January 01, 2024 to December 31, 2024.

GRI	DESCRIPTION	SDG	PAGE(S)
207-1	Tax approach		8, 21
207-2	Governance, control and management of fiscal risk	16	28
207-3	Stakeholder engagement and management of concerns related to tax	16	21
207-4	Country-by-country reporting		13
302-1	Energy consumption within the organization	7	56
302-5	Reductions in the energy requirements of products and services	6, 8, 9, 12, 13, 15	18, 19, 20, 57, 58
303-1	Interactions with water as a shared resource	6, 9	60
303-2	Management of impacts related to water disposal	6, 9	60
303-3	Water abstraction	6	58
303-4	Water disposal	6	58
303-5	Water consumption	6	58

Global Reporting Initiative - GRI

We report the GRI indicators with data for the period from January 01, 2024 to December 31, 2024.

GRI	DESCRIPTION	SDG	PAGE(S)
304-1	Operational units owned, leased or managed within or adjacent to protected areas and areas of high biodiversity value located outside protected areas	9, 13	59
304-2	Significant impacts of activities, products and services on biodiversity	9, 13	59
304-3	Protected or restored habitats	9, 13	59
305-1	Direct (Scope 1) GHG emissions	13	53
305-2	Energy indirect (Scope 2) GHG emissions	13	53
305-3	Other indirect (Scope 3) GHG emissions	13	53
305-6	Emissions of ozone-depleting substances (ODS)	13	53
306-5	Waste directed to disposal		52
401-1	New employee hires and employee turnover	10	42
401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	10	39
401-3	Parental leave	5	40

Global Reporting Initiative - GRI

We report the GRI indicators with data for the period from January 01, 2024 to December 31, 2024.

GRI	DESCRIPTION	SDG	PAGE(S)
403-1	Occupational health and safety management system	3, 8	43, 44
403-4	Worker participation, consultation, and communication on occupational health and safety	3, 8	44
403-5	Worker training on occupational health and safety	3, 8	46
403-6	Promoting workers' health	3, 8	43
403-8	Workers covered by an occupational health and safety management system	3, 8	43
403-9	Work-related injuries	3, 8	43
404-1	Average hours of training per year per employee	3, 8	46
404-2	Programs for improving employee skills and career transition assistance	4, 8	45
404-3	Percentage of employees receiving regular performance and career development reviews	4, 8	46
405-1	Diversity in governance bodies and employees	5	40
407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	8	39

Global Reporting Initiative - GRI

We report the GRI indicators with data for the period from January 01, 2024 to December 31, 2024.

GRI	DESCRIPTION	SDG	PAGE(S)
410-1	Security personnel trained human rights policies or procedures	4	45
413-1	Operations with local community engagement, impact assessments and development programs	17	49, 50
415-1	Political contributions	16	32
417-2	Cases of non-compliance regarding product and service information and labeling		33
417-3	Cases of non-compliance in relation to marketing communication		33
418-1	Substantiated complaints about breaches of privacy and loss of Client data		33

Sustainability Accounting Standards Board - SASB

We report the SASB indicators, Outsourced Services category, with data for the period from January 01, 2024 to December 31, 2024.

TOPIC	CODE	UNIT OF MEASUREMENT	CATEGORY	METRICS	PAGE(S)
Data security	SV-PS-230a.1	n/a	Discussion and Analysis	Description of the approach to identifying and addressing data security risks	34, 35
Data security	SV-PS-230a.2	n/a	Discussion and Analysis	Description of policies and practices related to the collection, use and retention of Client information	34, 35
Data security	SV-PS-230a.3	Number, Percentage (%)	Quantitative	(1) Number of data breaches, (2) percentage involving confidential commercial information or personally identifiable information of Clients (3) number of Clients affected	34
Workforce Diversity and Engagement	SV-PS-330a.1	Percentage (%)	Quantitative	Percentage of representation by gender and racial/ethnic groups for hierarchical levels	41
Workforce Diversity and Engagement	SV-PS-330a.2	Percentage (%)	Quantitative	Voluntary and involuntary turnover rate	42, 43
Workforce Diversity and Engagement	SV-PS-330a.3	Percentage (%)	Quantitative	Percentage of employees by work regime/engagement	40
Professional integrity	SV-PS-510a.1	n/a	Discussion and Analysis	Description of the approach to guaranteeing professional integrity	
Professional integrity	SV-PS-510a.2	Monetary value	Quantitative	Monetary losses resulting from legal proceedings associated with professional integrity	
Activity metrics	SV-PS-000.A	Number	Quantitative	Number of employees by work regime	40
Activity metrics	SV-PS-000.B	Hours	Quantitative	Hours worked	44

Task Force for Climate-related Financial Disclosures - TCFD

We report our actions and commitments in line with the Task Force for Climate-related Financial Disclosures (TCFD) guidelines for the period from January 01, 2024 to December 31, 2024.

CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
GOVERNANCE		
C4.1 C4.2	a. Describe how the Board oversees risks and opportunities related to climate change.	The Company's Sustainability Committee plays a key role in managing climate-related risks and opportunities, reporting directly to the Executive Management, made up of executive and statutory directors. This committee is made up of managers from strategic areas and contributes to drawing up guidelines applicable to all the group's companies, with a focus on reducing emissions, consumption of natural resources and promoting sustainable practices throughout the organization. To achieve these goals, the GPS Group has implemented a number of initiatives, such as reducing the consumption of fossil fuels and using more energy-efficient products, both in the Company's facilities and in its operations with Clients. These actions are overseen by monitoring the qualitative and quantitative results presented at the committee's monthly meetings.
C4.2 C4.3	b. Describe the role of management in assessing and managing risks and opportunities related to climate change	Management's role in assessing and managing climate-related risks and opportunities is mainly carried out by the Sustainability Committee. This committee is responsible for formulating policies and promoting initiatives aimed at reducing environmental impacts and encouraging sustainability. In addition, the leaders responsible for different strategic areas participate in this committee with specific duties related to the climate issue, within their respective areas of competence. As described throughout this report, rigorous evaluation of our risk management systems and internal controls is carried out regularly by internal and external audits, with the aim of effectively mitigating the risks identified.

Task Force for Climate-related Financial Disclosures - TCFD

We report our actions and commitments in line with the Task Force for Climate-related Financial Disclosures (TCFD) guidelines for the period from January 01, 2024 to December 31, 2024.

CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
STRATEGY		
C2.1	a. Describe the risks and opportunities related to climate change that the organization has identified in the short, medium and long term.	We analyze the risks in different time perspectives separated into short (0-5 years), medium (6-25 years) and long term (25-50 years). The use of advanced methodologies allows us to identify and respond to climate-related challenges and opportunities in different contexts and scenarios. Risks: We conduct an assessment of the risks associated with the climate, addressing aspects such as current regulations, the availability of information, as well as legal, market, technological and reputational risks - without forgetting to consider physical risks, both acute and chronic. We are attentive to climate change, aware that temperature fluctuations can have a negative impact on the health of our employees. For this reason, we adopt preventive measures to protect our health in situations of extreme weather, both hot and cold, always seeking to mitigate possible adverse effects. In addition, we monitor the volatility of raw material prices, which reinforces the need to adapt to new climate regulations in order to minimize financial and operational impacts. Opportunities: We focus on developing solutions for water and effluent treatment, as well as using drones, cleaning products with better performance and other integrated actions that promote sustainable practices in the execution of our services. The growing demand for more resource-efficient methods, coupled with the urgency of decarbonization, is defining our future strategies. We intend to expand our range of services in response to the growing interest in responsible and efficient business practices. We are already implementing strategies that reflect our commitment to sustainability, as demonstrated by our ability to treat significant volumes of water. Our goal is to continually expand our competencies through strategic partnerships and innovation, strengthening our expertise in sustainability and climate adaptation. While the exact financial impact of these opportunities is still under analysis, we remain optimistic about their potential to drive revenue growth and strategically optimize costs. We are aligning our resources to capitalize on these opportunities, adapting our portfolio of services to the growing demands for sustainable solutions. We hope to be recognized by our Clients as partners in conducting sustainable actions, consolidating the GPS Group as a benchmark in environmental innovation and responsible practices.

Task Force for Climate-related Financial Disclosures - TCFD

We report our actions and commitments in line with the Task Force for Climate-related Financial Disclosures (TCFD) guidelines for the period from January 01, 2024 to December 31, 2024.

CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
STRATEGY		
C2	b. Describe the impacts of the risks and opportunities related to climate change on the organization's business, strategy and financial planning.	Corporate Strategy: Risk 1, identified in our direct operations, stems from chronic physical changes in climatic conditions, more specifically temperature changes that have a significant impact on our property security and gardening activities. Constant exposure to high temperatures poses risks to the health of our employees, which can result in increased healthcare costs, sick leave and, consequently, reduced productivity. This is a risk with a high likelihood of occurring in the short term, which can negatively affect the company's reputation and generate significant financial and operational impacts. Supply/Value Chain: Risk 2 refers to the direct financial impact of rising raw material costs, an effect that is being amplified by climate change, which contributes to volatility in agricultural commodity prices. This instability represents a significant challenge for the company's financial planning, requiring effective risk management in the face of the estimated medium-magnitude impact over the long term. Operations: Regarding risk 3, changes in wind patterns, especially extratropical cyclones recorded in the Southern Region of Brazil, constitute a significant threat to our assets and the continuity of our services. This risk, of a chronic physical nature, has a moderate likelihood of occurring in the medium term and can cause financial and operational impacts of medium intensity. Financial planning: As a strategic response to the climate risks identified, we are developing detailed contingency plans and strengthening our resilience strategies in order to mitigate possible adverse financial and operational consequences. Our focus is on protecting our operations and ensuring business continuity by continually adjusting our corporate strategy to deal effectively with climate challenges. This proactive stance reinforces the GPS Group's commitment to long-term sustainability and organizational resilience in the face of climate variables.

Task Force for Climate-related Financial Disclosures - TCFD

We report our actions and commitments in line with the Task Force for Climate-related Financial Disclosures (TCFD) guidelines for the period from January 01, 2024 to December 31, 2024.

CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
STRATEGY		
C1 C2	c. Describe the resilience of the organization's strategy, considering different climate change scenarios, including a scenario of 2 °C or less.	We are updating our business strategy to incorporate climate scenario analyses, with a special focus on projections that consider a global temperature increase of up to 2 °C or less. This initiative is currently under development and aims to integrate qualitative and quantitative assessments that will allow us to be prepared for possible future climate changes. The issue of climate change is dealt with on an ongoing basis by our ESG Committee, reflecting the Company's commitment to integrating sustainable practices into our business model and aligning our operations with the principles of environmental, social and governance responsibility. Our focus is on building a robust strategy capable of withstanding climate change, ensuring not only the Company's long-term sustainability, but also the fulfillment of our social and environmental commitments. This strategy is reviewed periodically to ensure that we are adapted and prepared to respond to evolving climate trends. We have adopted strategies aimed at strengthening climate resilience, directing our efforts towards reducing emissions and minimizing the environmental impacts generated by our operations. This guidance reflects our ongoing commitment to responsible and sustainable business practices. We have the support of a strategic consultancy specializing in sustainability, which helps us to monitor science and adopt the best market practices. This partnership is essential to incorporate a scientific basis into our practical actions. We believe in an integrated approach and work to ensure that all GPS Group companies are aligned with best practices, consistently contributing to a sustainable future.

Task Force for Climate-related Financial Disclosures - TCFD

We report our actions and commitments in line with the Task Force for Climate-related Financial Disclosures (TCFD) guidelines for the period from January 01, 2024 to December 31, 2024.

CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
RISK MANAGEMENT		
C2.1 C2.2	a. Describe the processes used by the organization to identify and assess risks related to climate change.	We recognize the importance of sustainability and therefore continually develop processes capable of reducing climate-related risks. Our risk management framework monitors some climate risks inherent to our operations that have the potential to impact our company, both financially and strategically. This awareness allows us to integrate climate considerations into our business strategy, risk management and operational planning. We are committed to developing a comprehensive process that includes identifying climate risks specific to our operations and assessing their magnitude and likelihood. Developing strategies to mitigate potential adverse impacts from this process will ensure we are prepared to face climate-related challenges, protect our assets, and maintain business continuity and success.
C2.1 C2.2	b. Describe the processes used by the organization to manage risks related to climate change.	We recognize the importance of establishing such procedures, given the growing relevance of climate issues to the sustainability and resilience of our business. The Company's Sustainability Committee is responsible for integrating climate issues into corporate strategy, setting climate targets, managing climate-related risks and opportunities, and promoting sustainable practices throughout the organization. Other positions also have climate-related responsibilities in their respective areas. These officers, together with the Committee, have the task of promoting sustainability and the reduction of carbon emissions in the Company's various operations and projects, in line with its environmental and social goals. New formalized processes and systems will be added to the practices already adopted, in order to improve existing actions and models.
C2.1 C2.2 C2.4	c. Describe how the processes used by the organization to identify, assess and manage risks related to climate change are integrated into the organization's overall risk management.	Once implemented, the processes for identifying, assessing and managing climate-related risks will be integrated into the Company's general risk management, coordinated by the GPS Group, in accordance with the corporate processes established in our governance. This integration will be driven by a strategic approach led by the Sustainability Committee, which is responsible for defining strategies and guidelines to promote sustainability across all group companies. In addition, the Audit Committee and the Board of Directors will monitor and supervise this topic, guaranteeing comprehensive management in line with our organizational goals.

Task Force for Climate-related Financial Disclosures - TCFD

We report our actions and commitments in line with the Task Force for Climate-related Financial Disclosures (TCFD) guidelines for the period from January 01, 2024 to December 31, 2024.

CDP REFERENCE	TCFD RECOMMENDATION	DESCRIPTION
METRICS AND TARGETS		
C4.12 C7.2 C9.2	a. Indicate the metrics used by the organization to assess the risks and opportunities related to climate change in accordance with its strategy and risk management process.	Through this annual report, we communicate climate-related metrics including scope 1, 2, and 3 greenhouse gas emissions, energy consumption, and other natural resources. This allows us to monitor the progress of our indicators and learn about our practices and strategies adopted to mitigate emissions, in line with the mapping of climate-related risks and opportunities.
C6 C7	b. Report Scope 1, Scope 2 and, if applicable, Scope 3 greenhouse gas emissions and the risks related to them.	In the “emissions” section of this annual report, you can follow the emissions declared and audited in our greenhouse gas emissions inventory, drawn up in accordance with the guidelines of the Brazilian GHG Protocol Program.
C4.1 C4.2 C4.3 C4.12 C7.9	c. Describe the goals used by the organization to manage the risks and opportunities related to climate change, and the performance in relation to the goals.	In view of our significant growth, especially after the IPO, we have set absolute emissions reduction targets and are continuously implementing measures that result in reductions in our emissions. We have developed and implemented actions and strategies to reduce both our own emissions and the emissions produced at our Clients’ operating units. Over the years, our technological solutions (GPS vista, GPSvc and GPS 360) have been proven to enable reductions in the use of natural resources, as we use less paper, reduce water and energy consumption, among other possible benefits and mitigations.

Credits

OVERALL COORDINATION
SUSTAINABILITY AND MARKETING - GPS GROUP
MARCELO ROSA

INDICATOR CONSULTING, WRITING AND GRAPHIC DESIGN
SUSTAINABLE MANAGEMENT
GLERIANI FERREIRA

LAYOUT
PAMELA MANZINE DOS SANTOS
VICTORIA RODRIGUES DE CASTRO

PICTURES
GPS GROUP COLLECTION

GGPS

B3 LISTED NM

2024 SUSTAINABILITY REPORT