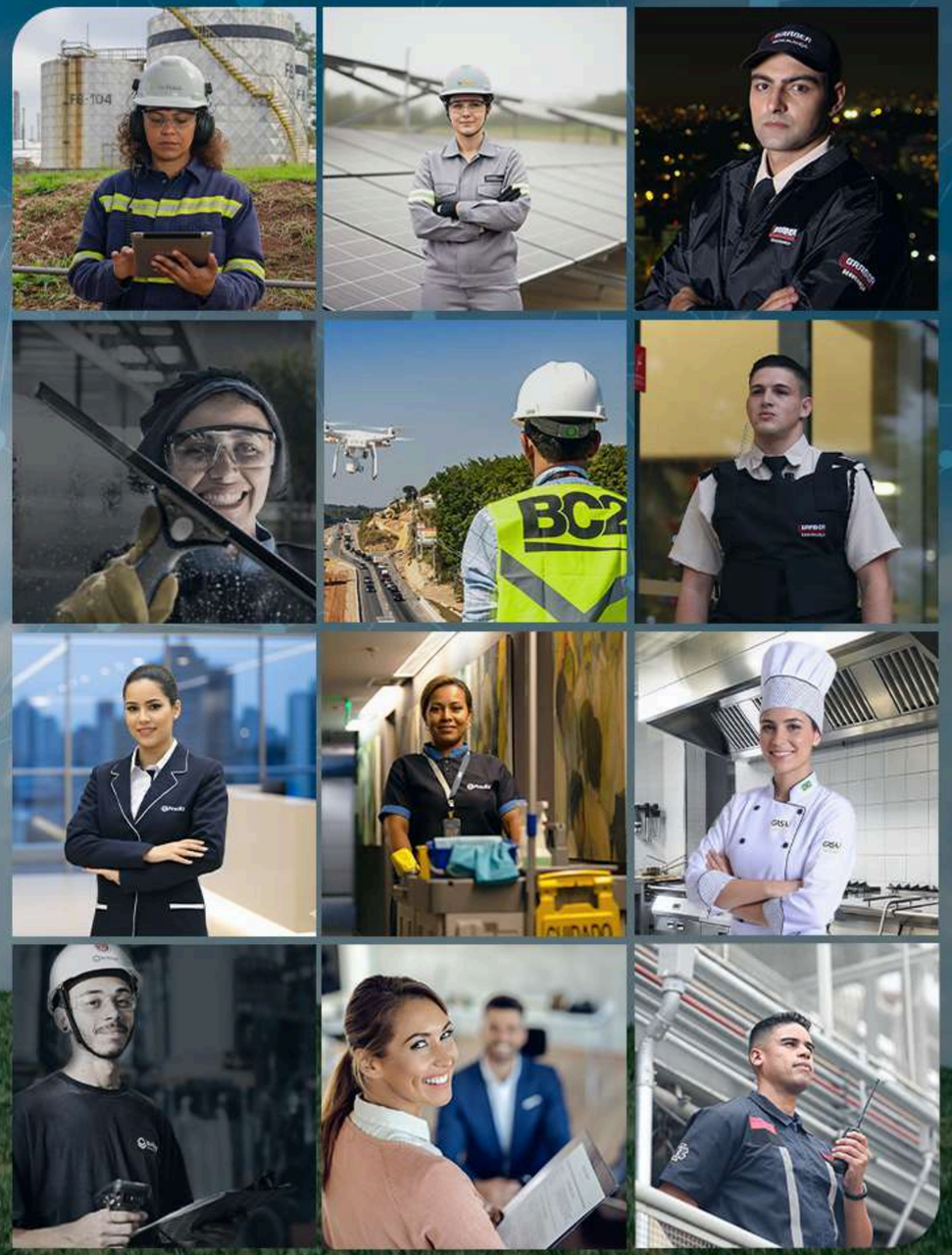
2025 Sustainability Report





GRUPO GPS

GGPS
B3 LISTED NM

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

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Message from Executive Leadership

[GRI 2-22]

The year 2025 represented another important cycle in the growth and consolidation trajectory of Grupo GPS. We maintained consistency in executing our strategy, making significant progress in integrating operations, expanding our Clients base, generating results, and developing new leaders.

With over 60 years of history, Grupo GPS combines financial strength, a nationwide presence, a diversified portfolio of solutions, and ongoing investments in technology to generate sustainable value for its stakeholders and build long-term relationships with them.

Throughout the year, we made structured progress in integrating GRSA into our management model, consolidating processes and systems, and capturing relevant synergies. Furthermore, we have entered new sectors, such as providing occupational medicine services through RHMED and supplying food products and everyday items through Nutricar's mini-markets. These moves strengthen our ability to integrate complex operations and expand our reach in strategic segments, as well as our competitive advantages.

The results achieved in 2025 reflect disciplined management and a focus on value creation. We recorded 17% growth in net revenue compared to 2024, with organic growth of 8%, thus maintaining our leadership in all segments of operation.

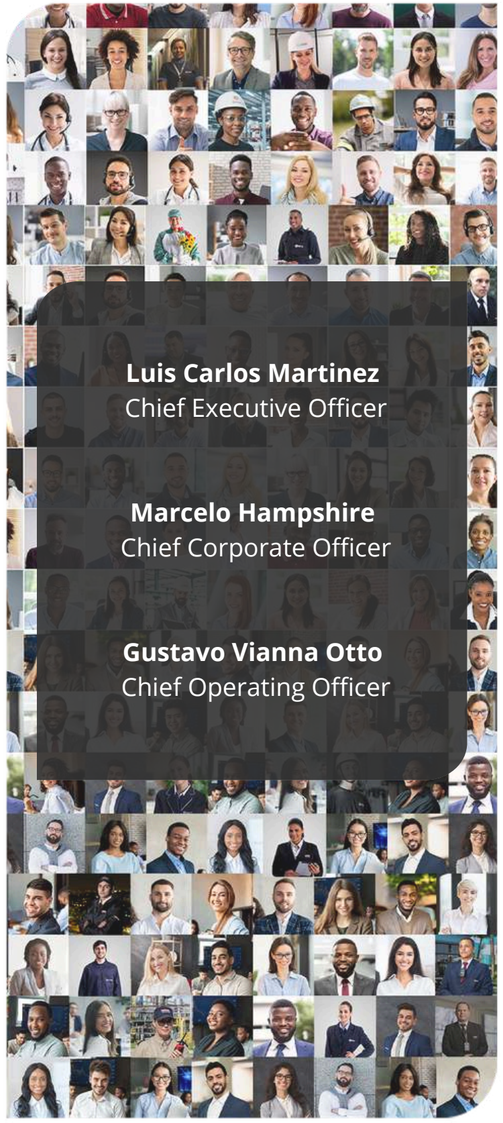
We continue to evolve in our pursuit of making our operations increasingly sustainable, with initiatives aimed at achieving the greatest possible social impact, operational excellence, and Clients' satisfaction, reflected in an NPS of 76%.

Another important milestone during this period was the progress in the construction of our new headquarters, a project that symbolizes our vision for the future and our commitment to the modernization, efficiency, and sustainability of our work environments.

In 2025, we also celebrated four years since our IPO, a period marked by consistent expansion, strengthened governance, and the consolidation of the Group as a benchmark in its sector.

Our sustainability agenda remains integrated into the business strategy, with continuous evolution of practices and indicators. In this cycle, we are moving forward with limited assurance of information, reinforcing the transparency and credibility of our reporting. We remain committed to generating long-term value, ensuring the perpetuity of the business, and contributing to the transition to a low-carbon economy.

We conclude this period with the conviction that we are on the right track: growing responsibly, with discipline in execution, valuing people, and focusing on generating a positive impact on society.



Our Report

[GRI 2-2 | 2-3 | 2-4 | 2-5 | 205-1 | SDGs 16]

This is the fourth consecutive year that a Sustainability Report has been issued in accordance with the standards of Global Reporting Initiative (GRI). We present data from January 01 to December 31, 2025, fulfilling and renewing our commitment to transparency and accountability in all our business dealings.

In terms of scope, the report compiles data from the headquarters, the new headquarters under construction, and 49 other offices in various cities across the country, representing all of our business lines and companies.

This sustainability report presents the same audited financial results in the Financial Statements duly disclosed on the Company's Investor Relations website (www.ri.gpssa.com.br/en/), where we follow the same information bases and the same reporting period for both. Additionally, information regarding greenhouse gas emissions was also verified and reported in accordance with the parameters established by the Public Emissions Registry of the Brazilian GHG Protocol Program.

Check out our addresses at::
https://gpssa.com.br/grupogps/

This report highlights the integration of sustainability into the Company's corporate strategy, establishing connections with the Sustainable Development Goals (SDGs) as a benchmark for generating long-term value.

Additionally, the document reflects the alignment of the Company's initiatives and practices with the standards of the Sustainability Accounting Standards Board (SASB), which guide the identification and dissemination of material topics related to sustainability, contributing to greater comparability and transparency of the information reported.

The publication of this report, conducted by the Sustainability Committee with the support of specialized consultants, is subject to approval by the Statutory Officers and the Board of Directors, and will proceed later this year with limited assurance by an independent auditor, contributing to the reliability and transparency of the information disclosed.

The report includes limited assurance by Ernst & Young (EY) regarding the GRI and SASB scopes. The Greenhouse Gas Emissions Inventory undergoes verification by ABNT.

Similarly, the report reinforces the commitment to transparency in managing risks and opportunities related to climate change, as well as clear and consistent communication with various stakeholders. Questions, comments, or suggestions can be sent to esg@gpssa.com.br.

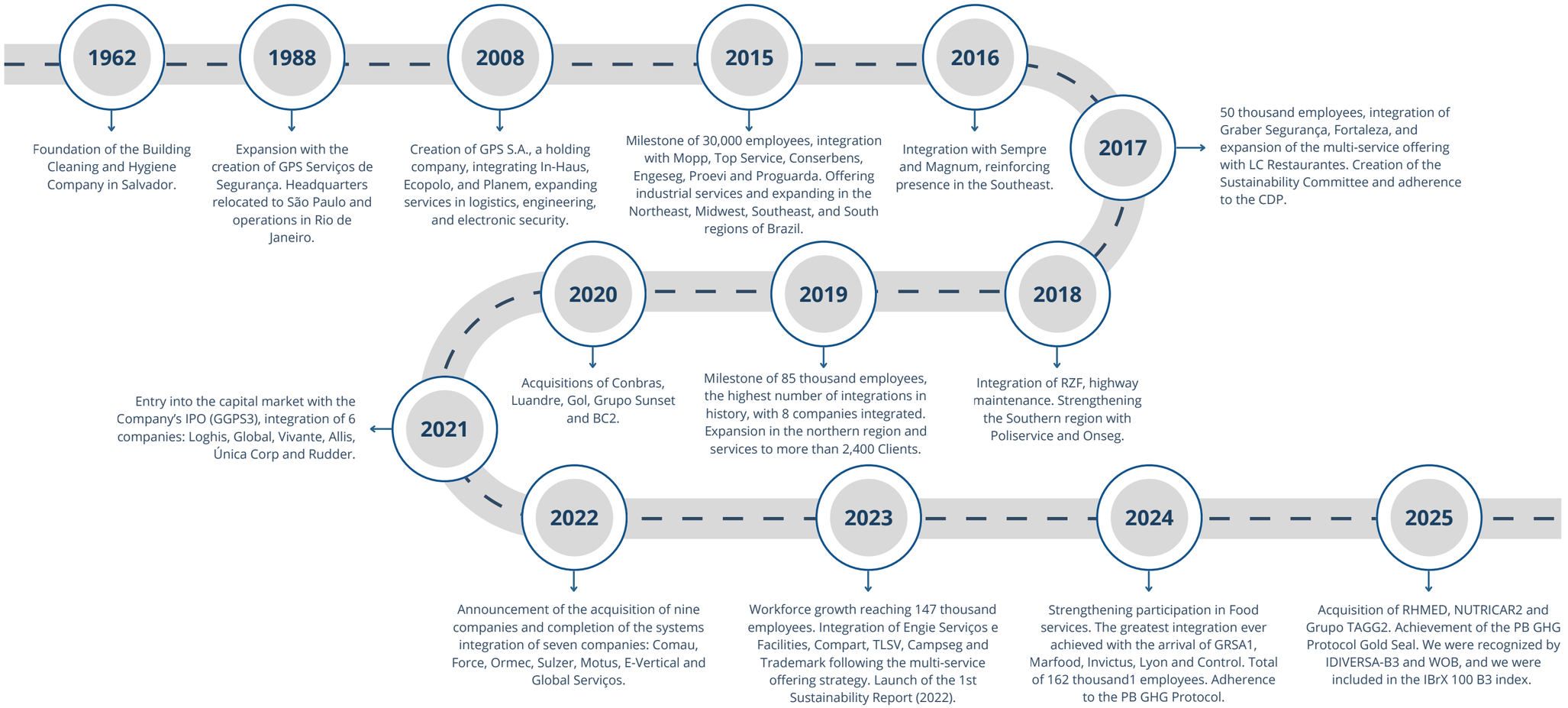


Grupo GPS

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Timeline

[GRI 2-1 | 2-2]



(1) The integration of GRSA was completed in January 2025;
(2) Except for the indicators whose reported values come from the financial statements as of December 31, 2025, the other indicators do not include, in the consolidated figures, the 2025 values of the companies Nutricar and Grupo TAGG, which will be integrated in January and May 2026, respectively.

Grupo GPS

[GRI 2-1| 2-2]

We are leaders in providing indoor services in Brazil, with integrated operations in facilities, security, indoor logistics, utilities engineering, industrial services, food services, temporary staffing, field marketing, and infrastructure services.

With over 60 years of history, we combine consolidated experience, financial strength, and the intensive use of information technology to control operations and continuously improve our management model. Our organizational macrostructure is decentralized and regionalized, with business owners located close to our Clients, ensuring agility, proximity, and greater adherence to the needs of each operation.

We operate throughout the Brazilian territory through our regional offices and administrative headquarters located at Av. Miguel Frias e Vasconcelos, nº 1205, Jaguaré, São Paulo - SP. We are GPS Participações e Empreendimentos S.A., a publicly traded company listed on the Novo Mercado da B3 S.A. – Brasil, Bolsa, Balcão, which brings together companies with the highest standards of corporate governance in Brazil. In line with our growth and modernization strategy, we are proceeding with the construction of our new headquarters, scheduled to open in 2026.

In this context, we promote a work environment that brings out the best in each team, fostering the generation of sustainable value. Throughout our journey, we have built long-term relationships and reinforced our commitment to consistent results, offering complete solutions and the best cost-benefit ratio for our Clients.

We are dynamic, positive, and business-focused

The acquisition of GRSA, completed in 2024, represented a significant milestone in our trajectory, being the largest transaction ever carried out by the Company and expanding our operations in the food and support services segment.

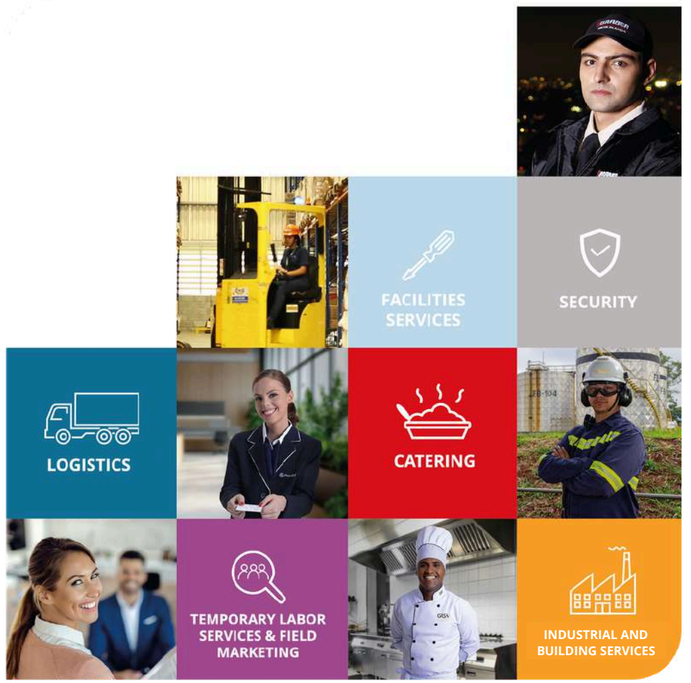
In 2025, we made progress in integrating GRSA into our management model, consolidating planning processes and integrating systems, as planned. The results obtained throughout the period reinforce the value creation associated with the operation.

Following full integration into our systems and the completion of a full fiscal year within the group, corresponding to the period from January 1 to December 31, the acquired companies will be included in all of the Company's official indicators and reports.

The year was also marked by a return to organic growth, driven by the acquisition of new contracts and Clients, with greater intensity in the second half of the year. This move had a temporary impact on profitability, due to the initial costs related to implementing the new operations.

Additionally, we are continuing our growth strategy through acquisitions, notably RHMED, Nutricar and Grupo Tagg, expanding our presence and diversifying our services.

Leader in providing indoor services in Brazil



Fundamental Principles



Mission

All serving with pride and dedication, making us essential to our Clients



Vision

To be the leader in Brazil's indoor services market, respected for offering innovative solutions, for the quality of its delivery, and for its ability to offer the best value for money to its Clients



Values

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

Our Strategic Pillars

Management



Sense of “owning”

Contract Managers are true entrepreneurs, with autonomy, acting with a spirit of service and making decisions capable of guaranteeing the satisfaction of our Clients

Partnership



We value relationships long term

The ongoing monitoring of Contract Performance Management (CPM) and Net Promoter Score (NPS) metrics reflects the sentiment of our Clients and helps us make decisions

Quality



Pride in serving

We love what we do and value the daily maintenance of the quality of our services, with attention, presence, and close relationships with the Client

Training



A Company of people, for people

Our training includes measures that develop and professionalize individuals; they recycle as they incorporate innovations and improvements into their activities; we guarantee satisfaction by maintaining excellence in the quality of services we deliver to our Clients

Innovation



The success of our revenue lies in innovation

We were created to Serve, and we want to Serve better and better. With this goal in mind, we continuously invest in technology, improve processes, and create solutions that guarantee efficiency and sustainability

Our Culture is to Serve

[GRI 2-6]

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

GRUPO GPS

Facilities Services

- Cleaning and conservation
- Firefighters
- Landscaping and plant maintenance
- Reception desk and gatehouse

Security

- Property security
- Personal security
- Monitoring center operations
- Integrated security solution
- Access Control
- Civil Aviation Security (APAC)

Catering

- Corporate Restaurant
- School Meals
- Hospital Food
- Snack Bar and Cafeteria
- Mini Markets
- Retail
- Honest Market
- Micro Kitchen
- Central Kitchen
- Catering for Events
- Maritime Hospitality

Industrial and Building Services

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

Logistics

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

Trade Marketing & Talents

- Trade Marketing
- Merchandising
- Communication Agency
- Recruitment & Selection
- Temporary Work & Staff Management

Present Throughout Brazil

[GRI 3-3 | 2-1 | 2-6 | 202-2 | 204-1]

Our Clients have the security of working with a solid Company, present in all regions of Brazil. In addition to being closer to their operations, we are able to guarantee service standards and meet the specific demands of each location.

A genuinely Brazilian Company operating exclusively nationwide, we are present in every state of the Federation, generating formal jobs, promoting inclusion, and providing real opportunities for professional development.

We contribute to the development of cities and municipalities, bringing employment and innovation through all our solutions in facilities management, security, indoor logistics, utilities engineering, industrial services, food services, temporary staffing, field marketing, and infrastructure services.

Decentralization in the management process strengthens regional relationships, intensifies the supply chain that operates primarily with local purchases, fostering development in all locations where we are present. This operational model reinforces the strategic importance of each of the 35 Regional offices to our operation. Therefore, we do not have a focus on key operational units, as all our units receive the same strategic direction.

The intangible value of our Client portfolio reflects our close relationship with and understanding of the specific needs of each operation. The diversity and complexity in each Client's operation makes us stronger, more resilient, and better prepared for complex environments. We work collaboratively to promote operational efficiency, continuous innovation, and responsible resource management.



EMPLOYEES

+185 thousand

LEADERSHIP TEAMS

10 Executive Officers

4 Technical Officers

6 Administrative Directors

OPERATING TEAMS

35 Regional Officers

550 Contract Managers

New House

[GRI 2-1 | SDGs 9]

In 2025, we began developing our new administrative headquarters in the city of São Paulo, designed to go beyond a traditional corporate space and act as a showcase for our solutions and capabilities.

The project envisions a modern and integrated environment, focusing on operational efficiency, safety, and innovation, as well as promoting greater interaction between departments and strengthening the organizational culture.

With a built area exceeding 36 thousand m², the new headquarters reinforces our presence in the city of São Paulo, where our main administrative center is located, contributing to greater integration of operations and supporting the Company's growth.

This initiative aligns with our sustainability agenda, incorporating state-of-the-art solutions in energy management, water conservation, ergonomics, accessibility, and other sustainability-focused conditions, contributing to improved working conditions and the continuous improvement of our operations.



Main Brands

[GRI 2-2 | 2-6]

We highlight our main brands and areas of operation that provide a broad and robust portfolio of specialized services, with scale and reach. The complete list of companies listed in this report can be found at the link below.



(1) The integration of GRSA was completed in January 2025;
(2) Except for the indicators whose reported figures are derived from the financial statements as of December 31, 2025, the other indicators do not include, on a consolidated basis, the 2025 figures for Nutricar and Grupo TAGG, whose integration will occur in January and May 2026, respectively.

Companies listed in this report: available in the Financial Statements, item two of the notes.
Click Here

Technology and Innovation

[GRI 3-3 | SDGs 9]

Operating efficiency guarantee

Technology plays a strategic role in the evolution of our business, contributing to the modernization of processes, greater operational efficiency, and reduced use of physical resources.

The diversity of our operations encourages the development of integrated solutions. In this context, we continuously evolve our services and expand proprietary platforms, such as GPSvc, GPS Vista, and GPS 360, to meet the complexity of our business, reinforcing the generation of sustainable value in the long term.

These solutions are developed in-house by a specialized team with in-depth knowledge of Grupo GPS's operational routines, enabling the creation of tools with a positive impact on meeting Clients needs. In 2025, more than R$ 9.7 million was invested in equipment infrastructure.



GPSvc

[GRI 3-3 | SDGs 9]

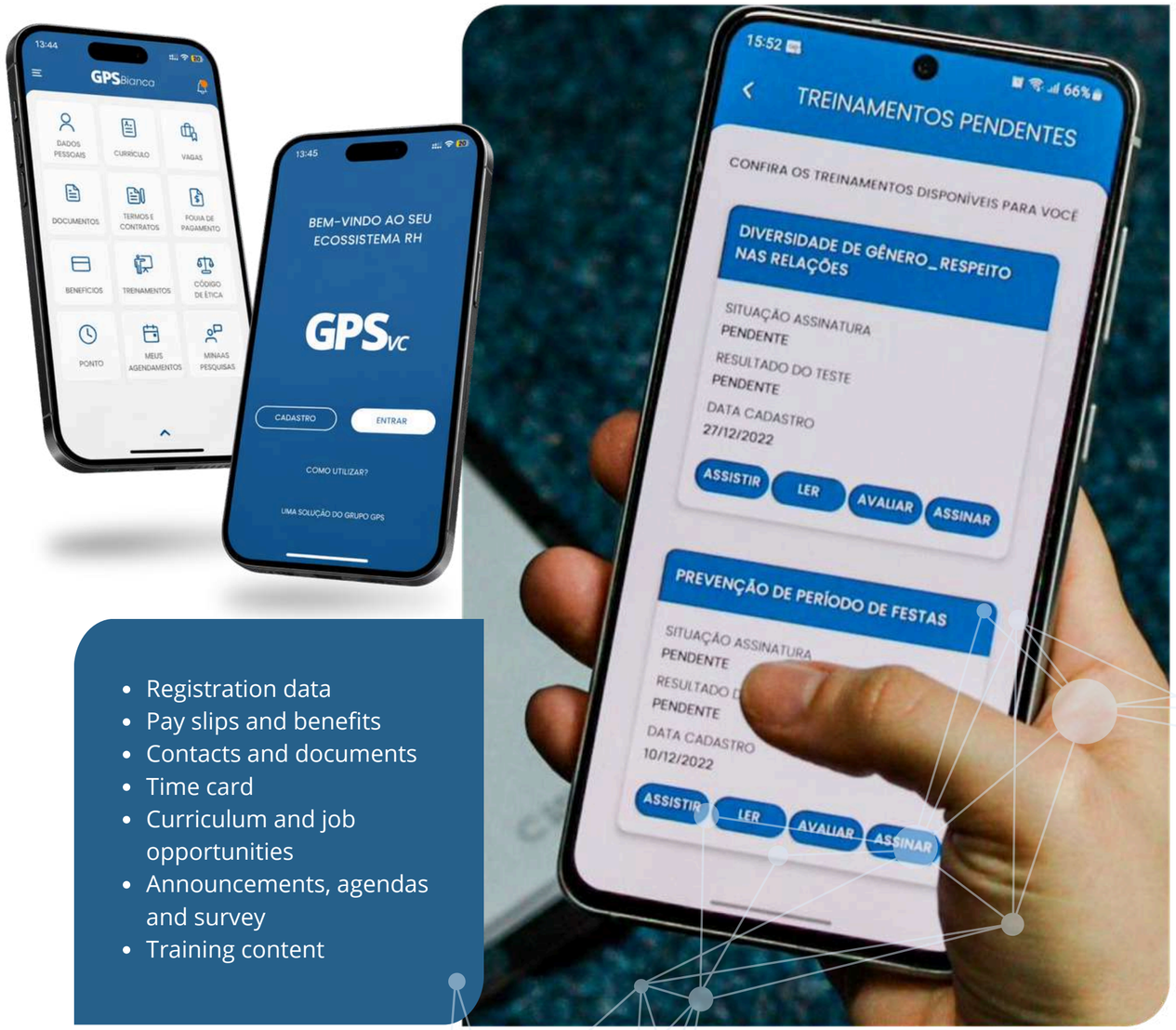
With **GPSvc**, all employees, candidates, and Clients have digital access to Human Resources services, and can use the features conveniently and immediately through mobile devices.

Among its features, this technology allows for the performance of various administrative activities digitally, such as sending documents, validating contracts, updating registration data, accessing pay slips and benefits, recording working hours, registering resumes, and applying for job opportunities, simplifying routines and expanding access to information.

The platform also provides announcements, schedules, internal surveys, and training content, contributing to the continuous development of teams and the dissemination of relevant information in day-to-day operations.

This technology ensures continuous training and agile support for employee demands, allowing for faster response times and increasing the time dedicated to Clients service activities.

In addition to supporting people management, the digital solutions of Grupo GPS generate positive impacts by facilitating user access to services and promoting greater efficiency in operations, demonstrating how technology can contribute to strengthening businesses and improving people's experience.



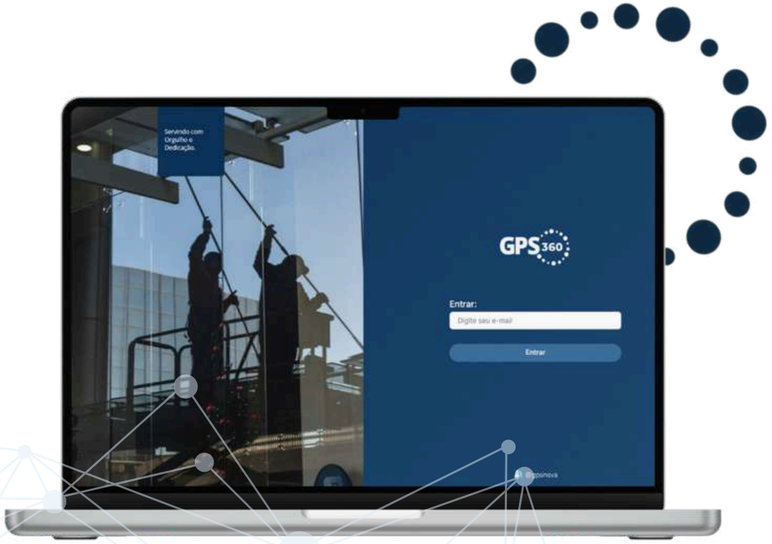
- Registration data
- Pay slips and benefits
- Contacts and documents
- Time card
- Curriculum and job opportunities
- Announcements, agendas and survey
- Training content

GPS 360

[GRI 3-3 | SDGs 9]

The GPS 360 platform brings together tools that support the monitoring of operations and the management of contracts in a structured and accessible way.

Through it, Clients and teams have access to relevant information for monitoring activities, promoting greater clarity in processes and better organization of operational routines.



One of the solution's main features is the monitoring of contractual performance, which allows users to view indicators, commitments made, and any areas requiring attention in their operations. This ongoing monitoring helps to strengthen service management and support the continuous improvement of service delivery.

The platform also organizes document management in a digital environment, bringing together receipts, records, and documents necessary for monitoring contractual and legal obligations. This centralization facilitates access to information and contributes to greater control and traceability of processes.

Personnel changes are recorded directly in the system, allowing for tracking of changes and updates related to the teams allocated to operations. Furthermore, research and evaluation tools make it possible to collect Clients feedback on the services provided, supporting the continuous improvement of activities.

The downloads area provides documents and operational materials in a simple and organized way, reducing the need for printing and contributing to more sustainable practices.

The development of these digital solutions considers the particularities of each contract and the specific demands of each Client, reinforcing the Grupo GPS's commitment to innovation and operational efficiency. The complete replacement of paper use ensures environmental and economic sustainability in all operations.

- Operational reports
- Contractual performance indicators
- Solidarity Documentation
- Employee changes
- Survey and evaluations
- Area for download of files

GPS VISTA

[GRI 3-3 | SDGs 9]

Present in all operations, GPS Vista ensures the digitization of routines previously performed on paper, increasing process agility, information traceability, and operational efficiency.

All our Clients have access to this technological solution developed to support operations management, with the possibility of adaptation to the specific needs of each contract.

The platform brings together, in a single digital environment, different functionalities aimed at monitoring activities and organizing operational demands.

Users can register service requests, such as emergency assistance, while the responsible teams monitor, execute, and record the completion of activities directly on the platform.

Traceability is ensured through the digital registration and monitoring of actions performed on the platform, increasing the transparency of information and contributing to governance practices in operations.

Furthermore, the solution reinforces Grupo GPS's commitment to sustainability by encouraging the digitization of processes, reducing the use of physical materials, and promoting greater efficiency in the management of activities.

Developed internally to meet the specific needs of Grupo GPS's operations, GPS Vista is available in all contracts and contributes to greater standardization, control, and transparency in service delivery.



- Planning and monitoring activities in real time
- Opening and tracking of tickets
- Request for operational services
- Access to operational information
- Integration with other technologies
- Online and offline operation



Highlights[1]

Operating indicators

+11.5 M
of training courses available

81% of the workforce in development programs

4,635
groups of Clients

76%
Net Promoter Score - NPS

Operational Team
35 Regional Officers
+550 Contract Managers

Consistent Growth

17%
with Net Revenue exceeding 2024

3
companies in the 2025 M&A Program

R$ 412 M
of Gross Revenue acquired in the 2025 M&A Program

8%
organic growth

Social and environmental Impact

+185 K
employees

99%
spend on local/national purchases

ISO
14001 | 45001

GHG Inventory
Brazilian GHG Protocol **(Gold)**

2.7 M
m³/year
total volume of water treated

Financial Performance

R$ 17.283 B
Net Revenue

R$ 1.674 B
Adjusted EBITDA excluding IFRS 16
12% higher than 2024

R$ 822 M
from adjusted net income
5% higher than 2024
4.8% net margin

16%
of Return on Invested Capital - ROIC

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Nourish, Care, and Grow

Food is our passion

The year 2025 consolidated the integration between GRSA and Grupo GPS, combining skills to expand the offering of integrated solutions with a high standard of delivery. As part of the Group, GRSA reaffirms its leading role in the food sector, combining solidity and a forward-thinking vision.

With the purpose of nurturing lives, we are present in the daily lives of millions of people in companies, industries, schools, hospitals, and passenger terminals. Our role goes beyond just the meal: we deliver care, safety, well-being, and experiences where life happens, valuing the people who build our history every day.

We are advancing our ESG agenda with initiatives that combine innovation and operational efficiency to reduce environmental impacts. This commitment reflects our ongoing pursuit of excellence and sustainable practices that generate real value for society and the environment.

GRSA
SOLUÇÕES EM ALIMENTAÇÃO E EM SERVIÇOS DE SUPORTE



Operating segments



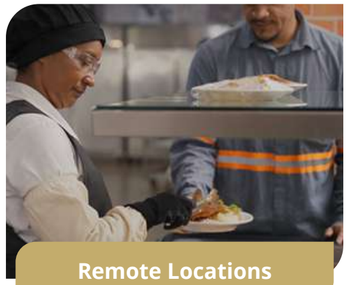
Industry and Offices



Hospitals



Schools and Universities



Remote Locations



Events



Retail

The Future of Paperless Management

Digitizing processes is one of the strategic approaches to increasing operational efficiency and promoting sustainability by reducing paper use. Through advanced technological solutions, it is possible to ensure more agile, transparent, and secure information management.

Smart Thermometer

Among the main initiatives, the modernization of food safety stands out with the FT (Food Temperature) Module, which replaces manual records with a 100% digitalized process integrated into the iFacility Platform. This solution focuses on the rigorous monitoring of temperatures during critical stages such as cooking, distribution, and cooling.

The smart thermometer stands out for its high precision through a system that ensures rigorous control with full traceability, generating immediate alerts and requiring documented corrective actions in case of non-compliance. The platform centralizes the control of equipment calibrations and stores digital reports to facilitate audits.

The cycle concludes with the digital validation of the nutritionists, allowing managers to monitor the performance of the units via detailed dashboards. This ecosystem aims for operational excellence, eliminating fraud and human error throughout the quality chain.

Digital Menus

GRSA provides its Customers with an app to view menus, nutritional information, and satisfaction surveys, eliminating the need for printed records.

Estrelas Program



For over a decade, the Estrelas Program has recognized and celebrated the dedication, talent, and growth of GRSA employees who embody the company's culture and contribute daily to the quality of the services provided. The initiative encompasses different areas of recognition, valuing everything from innovative ideas to operational excellence and professional development.

Estrelas da Inovação Category

This category recognizes employees who propose improvements and solutions with a direct impact on results and operations, contributing to a more efficient, modern, and sustainable performance.

- 19 Projects enrolled
- 3 Finalist projects
- 1 Winning project

Estrelas do Sabor Category

A culinary competition that highlights the creativity and technique of professionals working in kitchens. In 2025, with the theme "Brazilian Roots," the recipes explored the diversity and richness of our culture. As a result, this category gives rise to an exclusive recipe book that values and gives prominence to the employees, recording their creations and journeys.

- 197 Recipes enrolled
- 50 Selected recipes (book)
- 10 Finalist recipes
- 4 Award-winning recipes

Colaborador 5 Estrelas Category

Recognizes professionals who stand out for embodying the values of Grupo GPS in their daily work, inspiring teams through example and strengthening the organizational culture.

- 156 Nominees
- 14 Winners

Financial Sustainability

[GRI 3-3 | 201-1 | 201-4 | SDGs 16]

We ended 2025 with consistent progress in our key operational and financial indicators, reflecting the successful execution of our management model and the resumption of organic growth throughout the period.

Net revenue reached R$ 17.283 billion for the year, a 17% increase compared to 2024, with organic growth of 8%, driven by the acquisition of new contracts and greater commercial dynamism, especially in the second half of the year. In the indicators booklet, we detail the economic values generated and distributed during the reporting period. Facilities and food service operations stood out as the main revenue drivers, both accounting for 23%, highlighting the relevance of these verticals in the Company's portfolio.

Adjusted EBITDA excluding IFRS 16 totaled R$ 1.674 billion, representing a 12% increase compared to the previous year and a margin of 9.7%, reflecting the capture of synergies, especially related to the integration of GRSA, and operational discipline in contract management. Adjusted net profit reached R$ 822 million, a 5% increase compared to the same period last year.

During the reported period, R$ 12,480 million was allocated to social and cultural investments, carried out through incentivized resources.

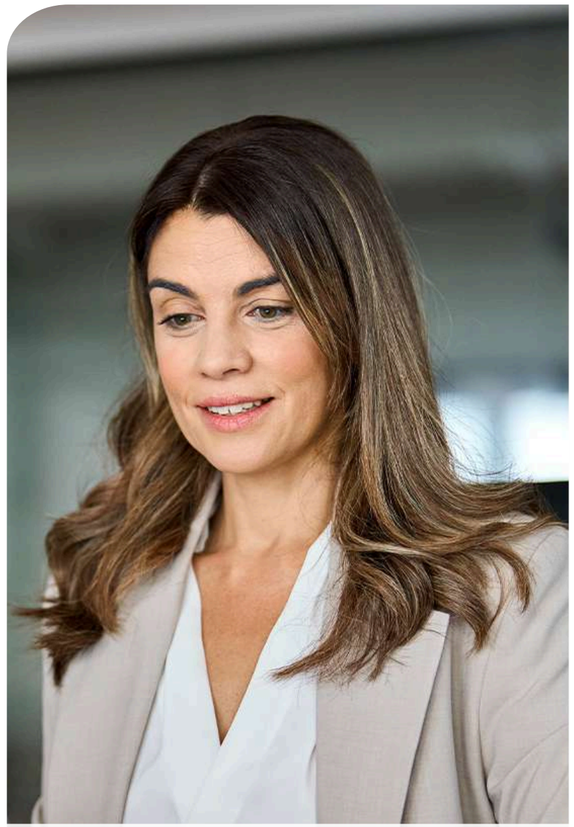
The acceleration of organic growth throughout the year generated occasional impacts on profitability, resulting from the initial costs of implementing new contracts, concentrated at the beginning of operations, with a tendency to normalize over time. We continue to execute our growth strategy based on a combination of organic expansion and acquisitions, notably the integration of GRSA and the takeover of companies RHMED, Nutricar, and Grupo Tagg.

We maintain a robust governance structure, with continuous monitoring of tax practices by Senior Management, Audits and the Audit Committee, in addition to the Fiscal Council' role in overseeing tax assessments. Our Reference Form outlines the key risks identified by the Company, including those that could impact financial performance and business continuity.

Given that our operations are concentrated within Brazilian territory, the Company's economic, financial, and tax information is fully collected and disclosed in a consolidated manner, as presented in our public documents available through our Investor Relations channels.

We remain vigilant in fulfilling all our legal obligations and, to date, have not received any government financial support. We strictly adhere to current tax legislation, ensuring that the profits from our activities are fully taxed according to the applicable rates in Brazil. The compliance of our procedures is verified through internal audits and external assurance conducted by an independent company.

The Fiscal Council, once established, acts as a governance and control body, responsible for overseeing and ensuring the compliance of tax assessments.



NET REVENUE (B REAIS)	
2024	14.774
2025	17.283

Financial information is available at: https://ri.gpssa.com.br/en/financial-information/results-center/

Materiality

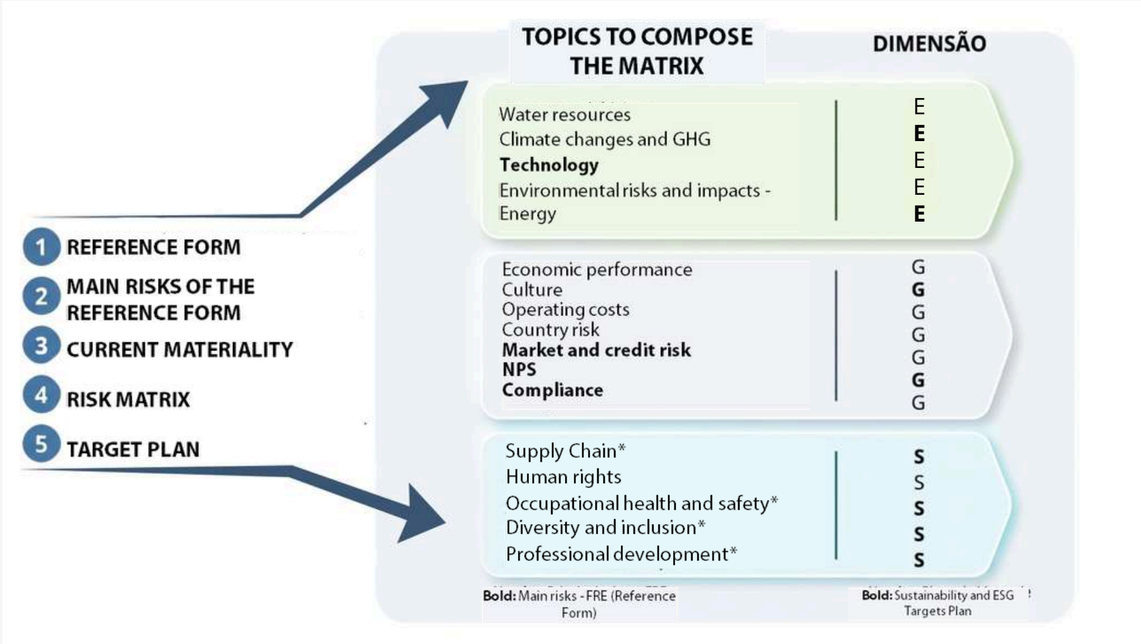
[GRI 2-4 | 3-1 | SDGs 16]

The Grupo GPS's Materiality Matrix has been updated in accordance with the guidelines of Global Reporting Initiative (GRI), focusing on the organization's most significant impacts on the economy, the environment, and people, including human rights. The process followed the identification and continuous evaluation steps recommended by the methodology.

Understanding the organizational context began with the categorization of risks present in the Reference Form, the previous Materiality Matrix, the Risk Matrix, and the Sustainability Targets Plan. This updated diagnosis was validated by the deliberative bodies, ensuring that all identified risks were included in the questionnaire of the new matrix.

In the impact identification phase (Step 2 - GRI), the instrument underwent validation by the Sustainability Committee and adjustments in a pre-testing process. The final format of the questionnaire to stakeholders, including investors, Clients, suppliers, communities, employees and unions, which resulted from a market benchmarking, structured around 17 topics mapped under the logic of dual materiality (external impacts on the Group and impacts of the Group on the external environment).

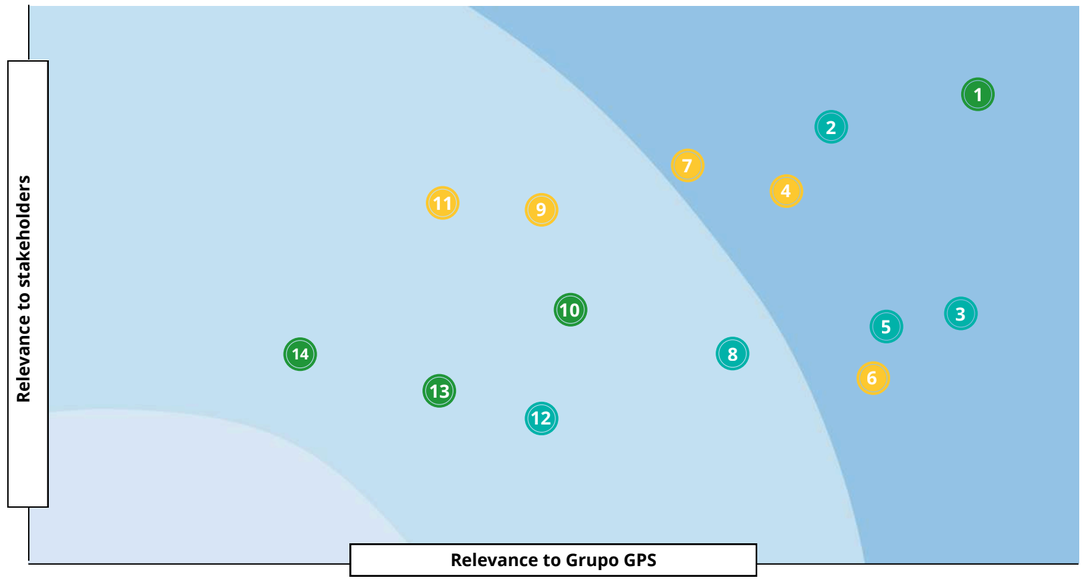
The survey was conducted via an electronic form, with mobilization reinforced by the internal IntegraGPS channel to broaden the response base. Finally, the data were analyzed using rigorous statistical methods and approved by the Sustainability Committee, which also defined the final layout based on best practices from large Brazilian companies.



Materiality Matrix

[GRI 2-4 | 3-1 | 3-2 | SDGs 16]

The new materiality matrix index highlights seven key topics* that guide our sustainability actions, in addition to our continuous development of processes capable of reducing climate-related risks.



Material Topics *

1. Technology and Innovation
2. Quality of services
3. Financial and operational
4. Occupational Health and Safety
5. Market and credit risk
6. Supply Chain
7. Professional development
8. Culture
9. Diversity and Inclusion
10. Climate change
11. Human rights
12. Legal compliance
13. Energy Transition
14. Water resources

Prioritary SDGs

In light of the topics defined as priorities in our Materiality Matrix, we reaffirm our alignment with the Sustainable Development Goals (SDGs) of the UN's 2030 Agenda. In this context, we highlight.



We promoted quality education through technological initiatives and solutions that broaden access to knowledge and strengthen lifelong learning



We innovated, aiming for operational efficiency through the development of processes, technologies, and solutions that strengthen the competitiveness and sustainability of our operations



We prioritized the health, safety, and well-being of employees, with initiatives focused on preventing occupational risks and promoting physical and mental health



We worked to ensure decent working conditions, respect for labor rights, and the generation of sustainable economic value



We promoted inclusion with diversity, equity, and real and fair opportunities in all the States where we operate

*See the Reference Form, available at https://ri.gpssa.com.br/en/financial-information/cvm-documents/

ESG Targets

[GRI 3-3 | SDGs 16]

On the topic Health and **Safety of Employees and Clients as a Non-Negotiable Value**, we exceeded our targets in 2025, reflecting the consistency of our preventative practices. The Lost-Time Injury Frequency Rate (LTIFR) reached 1.38, exceeding the target by 12.70%, while the Severity Rate (SR) reached 21.12, a result 1.20% above the objective. Additionally, we conducted 137,346 visits by operational leaders to the contracts, 6.6% above the target, reinforcing our presence in the field and consolidating the safety culture.

On the topic **Training and Professional Development**, we increased the average training hours per employee from 14.53 to 20.29, a growth of 39.64%, ahead of schedule, surpassing the targets of 15% by 2028 and 20% by 2030. This result demonstrates our ongoing commitment to team development and the evolution of organizational skills.

On the topic **Promoting Access to the Workforce for People Aged 50+**, we reached 19.68% of employees aged 50 or older, exceeding the minimum target of 18% by 9.33%, reinforcing the value placed on experience and age diversity within our workforce.

On the topic **Commitment to Ethical and Transparent Practices in All Operations**, we recorded 310 reports (1 critical and 309 high), all with 100% treatment, exceeding the target by 11.1%. Furthermore, we achieved a level of training for 88% of our employees in ethics and integrity, 3.53% above the target, consistently strengthening our governance culture.

On the topic **Sustainability in the Supply Chain**, we achieved 50% certification of eligible partners, in line with the timeline towards 90% by 2026, demonstrating continuous progress in incorporating responsible practices and compliance criteria in the value chain.

On the topic **Net Promoter Score (NPS)**, we achieved 75%, exceeding the minimum of 72% by 4.16%, a result that reinforces the quality of services provided and the generation of value for our Clients.

On the topic **Reducing GHG Emissions**, we continued to advance in updating our fleet of leased vehicles, and during this period we exceeded the transition from fossil fuels to ethanol by 17.48%, while in the same proportion we replaced combustion engine vehicles with electric vehicles for direct use and for operations with Clients, in line with the commitments made until 2027.

On the topic **Increasing the Proportion of Renewable Energy**, we achieved 60% of the projected progress, remaining on schedule until 2027 and reinforcing our agenda for energy efficiency and reduction of environmental impacts.

Based on these results, we conducted a review of the targets for the 2026–2030 cycle under the supervision of the Sustainability Committee and with the support of an independent evaluation. All targets were maintained or expanded, with no performance below expectations, and an increased level of ambition was observed in targets 2, 3, 5, 6, 7, and 8.



ESG Targets

[GRI 3-3 | SDGs 16]

2024

Preparation

- Risk mapping
- Benchmarking
- Preparation
- Approval

2025

1st Cycle

- Start of measurement
- BI under construction
- Communication and engagement
- Materiality Matrix Review
- Review of the targets for 2026

2026

2nd Cycle

- Analysis and comparison of results
- Review and adjustments
- Disclosure of targets and results
- Start of IFRS requirement
- Review of the targets for 2027

Target 1

Health and Safety of Employees and Clients

By 2026, reduce the Frequency and Severity Rates of Typical Lost-Time Accidents 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

Achieve a minimum completion rate of 90% in mandatory ESG matrix training, based on the average volume for 2025; achieve a minimum of 20 hours/year of training per employee, based on the average volume of 2025

Target 3

Promoting Access for People 50+ in the Workforce

Reaching a minimum of 26% of people aged 50+ in the workforce by 2030

Target 4

Commitment to Ethical and Transparent Practices

Promote and monitor the development of an ethical and integrity-driven 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

Certify up to 90% of partners with regular supply exceeding R$ 1 million per month to meet compliance requirements by 2026

Target 6

Net Promoter Score (NPS)

Maintain a Net Promoter Score (NPS) of at least 75%

Target 7

Reduce GHG Emissions

Transition from fossil fuels to ethanol in (passenger vehicles) with 30% ethanol as a percentage of total gasoline by 2026; Transition from combustion engine vehicles to electric vehicles by 2026, comprising 220 vehicles and 200 pieces of equipment

Target 8

Expand the Proportion of Renewable Energy

Increase the proportion of renewable energy to up to 22% by 2026 in the electricity mix of offices, based on 2024 consumption

Governance

28 - Risk Management
29 - Corporate Governance Structure
31 - Compliance
33 - Boards and Committees
34 - Organizational Chart
35 - Policies
37 - Regulations
38 - Privacy and Data Protection Program
39 - Cybersecurity
40 - Code of Ethics & Conduct
43 - Engagement
44 - Awards and Recognition

Risk Management

[GRI 2-12 I 2-14 | 2-25 | 2-29 | 3-3 | SDGs 16]

We affirm, at our highest level of governance, our unwavering commitment to protecting the health and safety of our employees, as well as to environmental preservation. These principles are fully integrated into our corporate strategy, in line with the best governance practices adopted in Brazil.

Our corporate risk management model ensures the timely identification and mitigation of occupational, environmental, operational, and reputational risks. Through a robust and continuously improved Management Program, we anticipate and control our relevant exposures, ensuring safe and compliant environments.

Our governance is supported by a clear definition of roles, involving the Board of Directors, the Executive Management, the Audit Committee, and Internal Audit, following the guidelines of the IBGC and the CVM.

The Board of Directors is responsible for approving the Company's policies, defining the strategic direction for risk and impact management, evaluating and approving the strategic risk matrix, and establishing the risk appetite. The body is also responsible for overseeing the risk management carried out by the Executive Board.

After their approval, the policies are published on the institutional website and accompanied by specific training sessions conducted by the responsible departments. If there are any questions about its application or about responsible business conduct practices, employees and other stakeholders can seek guidance from the areas responsible for each topic.

Our Executive Management is responsible for implementing an efficient risk management model, aligned with the Business Plan, and promoting a risk management culture, fostering an organizational culture focused on prevention. It is their responsibility, based on the guidelines established by the Board, to propose the level of risk appetite versus return, and also risk tolerance, and conduct periodic assessments of the effectiveness of our internal control and risk management systems, reporting to the Board regarding the assessment.

Our Internal Audit operates independently and on a risk-based basis, evaluating the effectiveness of our internal controls. Critical risks and opportunities for improvement are reported to the Audit Committee, which in turn reports to the Board, strengthening the integrity of our control environment.

We seek to ensure ways to engage with our internal audience, suppliers, Clients, and other stakeholders, strengthening dialogue and transparency in our relationships. We also ensure our adherence to standards through regular internal and external audits. This approach strengthens our operational and reputational resilience, reaffirming our commitment to generating sustainable value and the trust of shareholders and stakeholders.

Also, regarding risk assessment, the control of negative impacts occurs through the established governance and monitoring flow via the Ethics Hotline, for which no complaints about negative impacts were reported for the reporting year. Furthermore, we have a positive impact on the community, achieved through corporate social responsibility initiatives and our work with social projects supported by the Company. Our social initiatives can be found in the Social and Cultural Investment chapter.

Board of Directors	Defines risk management guidelines and strategies, approves risk matrices, oversees management, and reviews policies.
Policies	Establishes guidelines for identifying, assessing and monitoring risks, approved by the Board.
Fiscal Council	Supervises the actions of the administrators, verifies compliance with legal duties, provides opinions on annual reports and financial statements, and evaluates proposals submitted to the General Meeting, in accordance with the law.
Executive Board	Promotes a risk management culture, supports the implementation of risk management systems and carries out annual assessments.
Audits	Assesses the effectiveness of the risk management and internal control systems.
Sustainability Committee	Monitors the implementation of the sustainability policy.
Operating Efficiency	Adaptive risk management in line with regulations, focusing on corporate integrity.

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

Corporate Governance Structure

[GRI 2-9 | 2-10 | 2-11 | 2-17 | 2-18 | 2-19 | 2-20 | 3-3 | SDGs 16]

In our governance structure, we have adopted the highest standard of practices, in line with the requirements of the Novo Mercado, including a Board of Directors with 2 independent members; (ii) in addition to establishing the following advisory committees to the Board of Directors: (i) Audit Committee "(COAUD"); (ii) People and Organization Committee ("CP&O") and (iii) Finance and Strategy Committee ("CF&E"), all composed of professionals with notable expertise in specific subjects, who perform their duties with technical freedom and vision, in accordance with their respective regulations.

The Board of Directors, the highest level of governance, is currently composed of 7 full members, 2 independent members, and 2 alternate members, totaling 9 members. The process for nominating and appointing its members follows the provisions of the Brazilian Corporations Law, the Novo Mercado's Regulations, the Bylaws, and the Nomination Policy, which establishes criteria such as having an unblemished reputation, alignment and commitment to the Company's values and culture, exemption from conflict of interest with the Company, not holding a position in a company or entity that could be considered a competitor of the Company; and have reasonable availability of time to properly dedicate themselves to the role and responsibility assumed.

We structure periodic performance reviews of the Audit Committee and Board of Directors, following a biannual schedule. Furthermore, the assessment is independent, being carried out by the Company's Internal Audit department. The Company's Risk department is responsible for decision-making and monitoring the Group's impacts on the environment and people.

The election of members of the Board of Directors is the exclusive responsibility of the General Meeting. The development of competencies, as well as collective knowledge and skills, follows the guidelines of the Management's and Committees' Nomination Policy. These actions are based on monitoring the strategies of the Sustainability Program, as well as on standards for good practices related to environmental issues, social responsibility, governance, and sustainable development — items that are included in our Sustainability Policy, approved and signed by the Board of Directors.



Corporate Governance Structure

[GRI 2-9 | 2-10 | 2-11 | 2-17 | 2-18 | 2-19 | 2-20 | 3-3 | SDGs 16]

We have implemented an onboarding program for Board members to familiarize them with our culture, people, and business model, as well as its economic impact. Our Company has formal mechanisms in place, with biannual assessment questionnaires of the Audit Committee and Board of Directors, conducted independently by the Group's Internal Audit department. If any member fails to meet the expected performance, they will be subject to a new evaluation and criteria outlined in the regulations, illustrated by the adoption of a formal action plan.

We also have Statutory Officers with 6 members. Our Audit Committee, in its new configuration, now has 4 independent members. Furthermore, the Fiscal Council, established until the next Annual General Meeting, is composed of 3 full members and 3 alternate members, all independent. The Fiscal Council is a non-permanent body and will be established upon request of the Shareholders representing the quorum required by the Brazilian Corporations Law.

Items 2.2 and 2.3 of our Nomination Policy provide further details on the selection process for senior governance members. For the performance evaluation of our Executive Board, we use objective criteria defined by the Board of Directors, based on the achievement of financial and commercial targets (Net Income, EBITDA, Contract Retention and NPS). On February 28, 2025, we conducted the annual evaluation for the fiscal year 2024.

Our actions are geared towards the long-term interests and sustainability of the business. We have adopted a Risk Management Policy driven by the Board, the Executive Board, the Audit Committee, Internal Audit, the Compliance area, and Operational Managers.

We also have a Compensation Policy that sets out the guidelines for members of the Board, Executive Board, committees and Fiscal Council. Our leaders' variable compensation considers workplace safety and Clients satisfaction, reflecting the vital importance of these issues to us. The Independent Director participates in the People and Organization Committee, the body responsible for decisions related to remuneration, as stipulated in its Internal Regulation.

As defined in the Company's Bylaws, indicated in item 29, the Bylaws define the responsibilities of each body regarding the topic of compensation. Given that shareholders freely express their opinions through their votes, this is a direct matter for the General Meeting. Just as with Board of Directors meetings, the stakeholders in question have at least one annual event to voice their views on the subject. Additionally, independent external consultants may be hired to support specific analyses and topics.



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

Compliance

[GRI 2-4 | 2-13 | 2-16 | 3-3 | 205-1 | SDGs 16]

The function of Compliance plays a strategic role in the Company's sustainability agenda, acting as a structuring element of corporate governance and long-term value creation. In an environment of increasing regulatory demands and greater scrutiny from investors and stakeholders, strengthening integrity practices is crucial for protecting reputation and ensuring business resilience.

More than just ensuring regulatory compliance, Compliance is integrated into corporate strategy, supporting decision-making based on ethical criteria, transparency, and proper risk management. Their performance is directly connected to the Governance (G) pillar of ESG, contributing to the consistency and credibility of the Company's environmental and social initiatives.

The Integrity Program is structured based on best market practices, encompassing corporate guidelines, a Code of Conduct and Anti-Corruption Policy widely disseminated, with recurring training and independent, secure, and effective reporting channels. These mechanisms ensure the timely identification of deviations, as well as the rigorous and impartial conduct of investigations, guaranteeing confidentiality and non-retaliation.

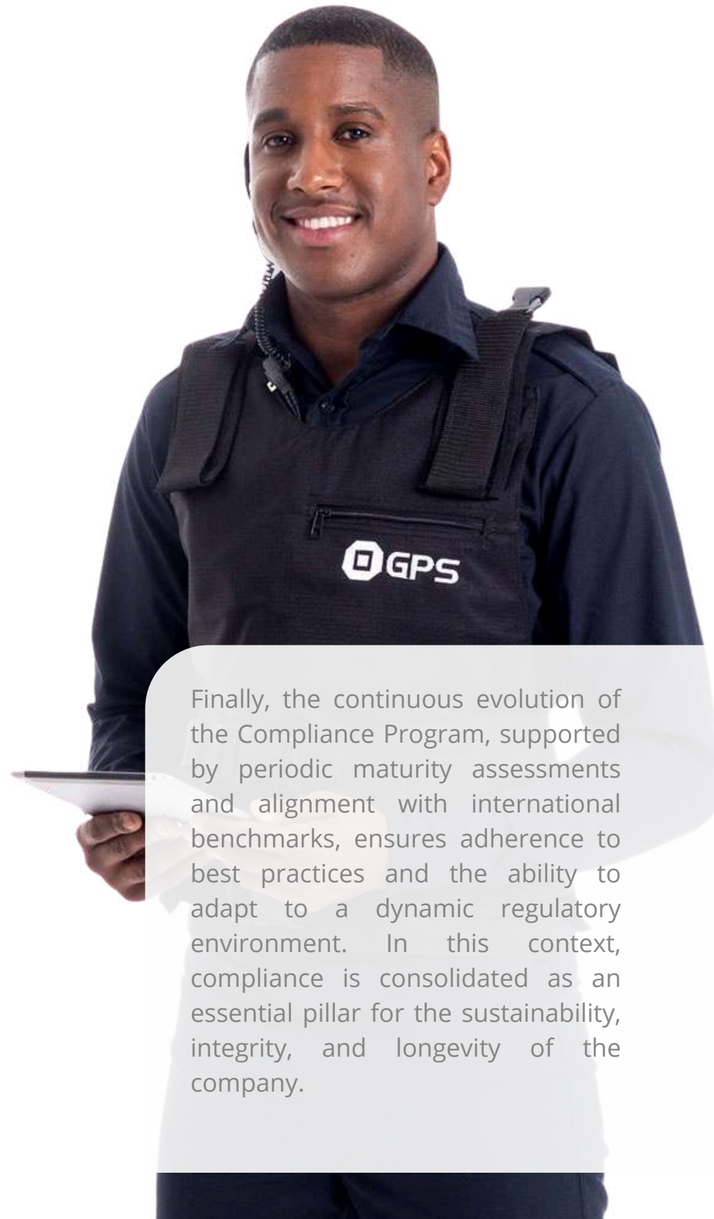
The reports to the Ethics Hotline originate from all operations of Grupo GPS, meaning that 100% of operations are assessed for risks, including corruption, as outlined in our Reference Form.

The integrated collaboration between Compliance, Internal Audit, Legal, and Risk Management strengthens the Company's ability to anticipate, mitigate, and respond to market and credit risks, through an analysis that encompasses all of the Company's businesses, with their actual and potential impacts — both positive and negative — on the economy, the environment, and people. Notable examples in this context include third-party due diligence processes, ongoing monitoring of the value chain, and the incorporation of integrity criteria into strategic initiatives, including mergers and acquisitions (M&A).

Leadership plays a fundamental role in consolidating a culture of integrity, with the alignment of senior management and the Board of Directors being what is called the tone at the top, a critical factor for the program's effectiveness. Every two months, during the six meetings held in 2025, the Audit Committee brought to the attention of the Board of Directors reports on the organization's impacts related to environmental, social, and governance (ESG) aspects. The continuous promotion of an ethical culture, supported by clear communication and targeted training, strengthens engagement at all levels of the organization.

In the context of transparency, the Company consistently and structurally reports its Compliance indicators, including metrics for training, complaint management, investigation deadlines, and corrective measures adopted. This approach reinforces market confidence and accountability to shareholders.

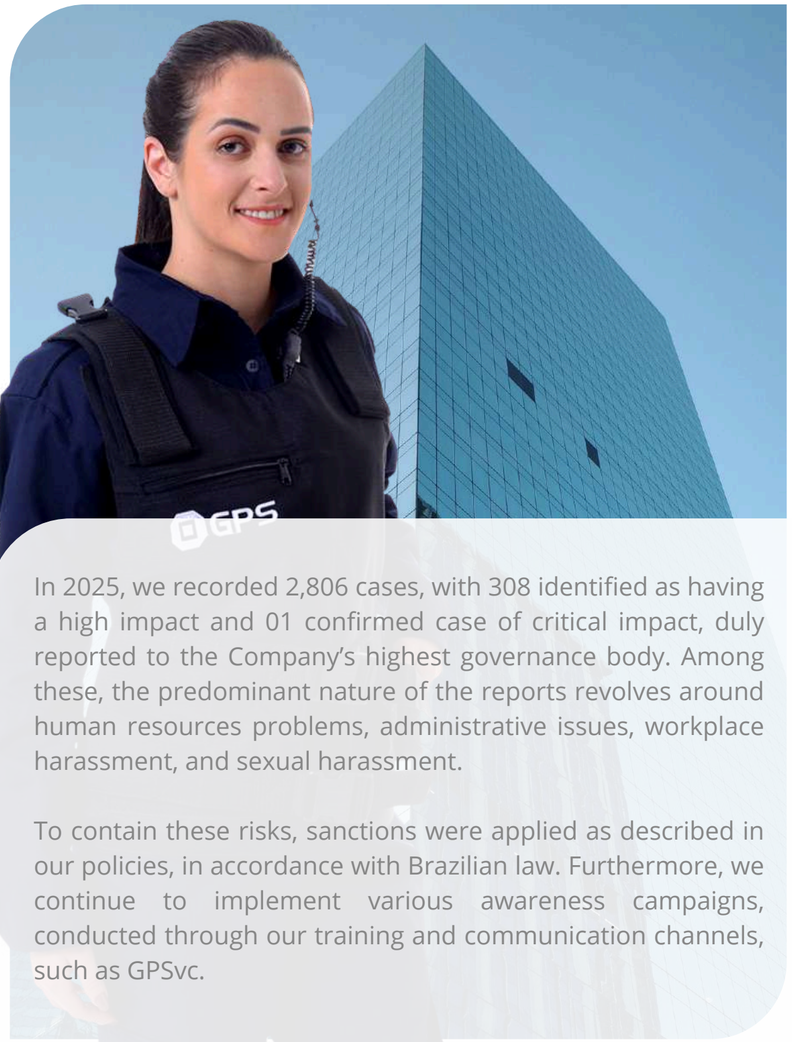
See Reference Form.
Click Here



Finally, the continuous evolution of the Compliance Program, supported by periodic maturity assessments and alignment with international benchmarks, ensures adherence to best practices and the ability to adapt to a dynamic regulatory environment. In this context, compliance is consolidated as an essential pillar for the sustainability, integrity, and longevity of the company.

Compliance

[GRI 2-4 | 2-13 | 2-16 | 3-3 | 205-1 | SDGs 16]



In 2025, we recorded 2,806 cases, with 308 identified as having a high impact and 01 confirmed case of critical impact, duly reported to the Company's highest governance body. Among these, the predominant nature of the reports revolves around human resources problems, administrative issues, workplace harassment, and sexual harassment.

To contain these risks, sanctions were applied as described in our policies, in accordance with Brazilian law. Furthermore, we continue to implement various awareness campaigns, conducted through our training and communication channels, such as GPSvc.

The nature of critical concerns

Nature refers to the set of strategic themes, relevant risks, and sensitive issues that could potentially affect the ethics and expected conduct of each employee of Grupo GPS, which are formally reported to the Audit Committee and the Board of Directors.

These concerns encompass the following categories: workplace harassment, misconduct/behavior, non-compliance with regulations, and conflicts of interest, among many others, cover financial, operational, regulatory, socio-environmental, and reputational issues, reflecting not only the organization's performance but also its ability to generate sustainable value in the long term. This involves qualified, consolidated, and prioritized information that allows senior governance to perform its supervisory role with a comprehensive vision focused on the business's long-term sustainability. This allows for addressing the root cause of problems, thereby mitigating the associated risks.

Furthermore, describing this dynamic helps to strengthen stakeholder confidence by demonstrating that strategic decisions are made based on critical and properly processed information. It also demonstrates that the organization has structured mechanisms for reporting, escalating, and monitoring relevant issues, ensuring that potential negative impacts are mitigated and sustainable opportunities are captured. Ultimately, this practice reinforces the accountability of the senior management and supports governance aligned with best market practices.

Operations assessed for risk

We carried out periodic assessments of corruption-related risks using a corporate risk management methodology, considering factors such as sector of activity, geographic location, interaction with public agents and third parties, critical processes, regulatory aspects, and reputational, financial, and operational exposure.

The assessments are conducted in an integrated manner by the areas of Internal Audit, Compliance, Legal, Internal Controls and business leadership, covering third parties, commercial processes, mergers and acquisitions, donations, sponsorships and other activities exposed to risks of fraud, bribery and corruption.

The results support preventive controls and mitigation plans, including third-party due diligence, training, control reviews, and an Ethics Hotline, with periodic reporting to Senior Management and governance bodies.

[GRI 2-9]

Board of Directors

José Caetano Paula de Lacerda
– Chairman

Cláudio Petruz
– Vice Chairman

Fernanda Didider N. Pedreira
– Affiliated Board Member

Livia Xavier de Mello
– Independent Board Member

Pedro Franco Sales
– Independent Member

Piero Paolo Picchioni Minardi
– Independent Member

Roberto Lopes Pontes Simões
– Independent Member

Luis Carlos Martinez Romero
– Substitute Member

Marcelo Niemeyer Hampshire
– Alternate Board Member

Fiscal Council

Helena Turola de Araújo Penna
– Coordinator

Arvelino Cassaro
– Full Member

Edson Neves de Souza
– Full Member

José Eduardo Burti Jardim
– Alternate Member

Ricardo Bacconi Neto
– Alternate Member

Warley de Oliveira Dias
– Alternate 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

Audit Committee

Carlos Roberto Asciutti
– Coordinator

Livia Xavier de Mello
– Member

Marcos Luiz Abreu de Lima
– Member

Pedro Franco Sales
– Member

Sustainability Committee

Alessandro Avila
– Executive Director

Alexandre Gushiken
– Commercial Director

Anderson Nunes da Silva
– Controllership Director

Beatriz Santiago Monteiro dos Santos
– Legal Governance Manager

Bruna Massucato
– People Solutions Manager

Cassiano José Gonçalves Vianna
– People & Organization Director

Cesar Luís Nunes Moraes
– Supply Director

Edilaine Siena
– Specialist Business Director

Gustavo Vianna Otto
– Chief Operating Officer

Marcelo Ricardo Rosa
– Marketing & ESG Manager

Maria Elsa Alba Bernhoeft
– Investor Relations Officer

Romario Maron Júnior
– HSE Manager

Tatiana Aparecida Vieira
– Accounting Manager

Thiago Nunes Costa
– IT Director

Finance & Strategy Committee

Roberto Lopes Pontes Simões
– Coordinator

Fernanda Didier Nascimento Pedreira
– Member

Livia Xavier de Mello
– Member

Pedro Franco Sales
– Member

People & Organization Committee

José Caetano Paula de Lacerda
– Coordinator

Cláudio Petruz
– Member

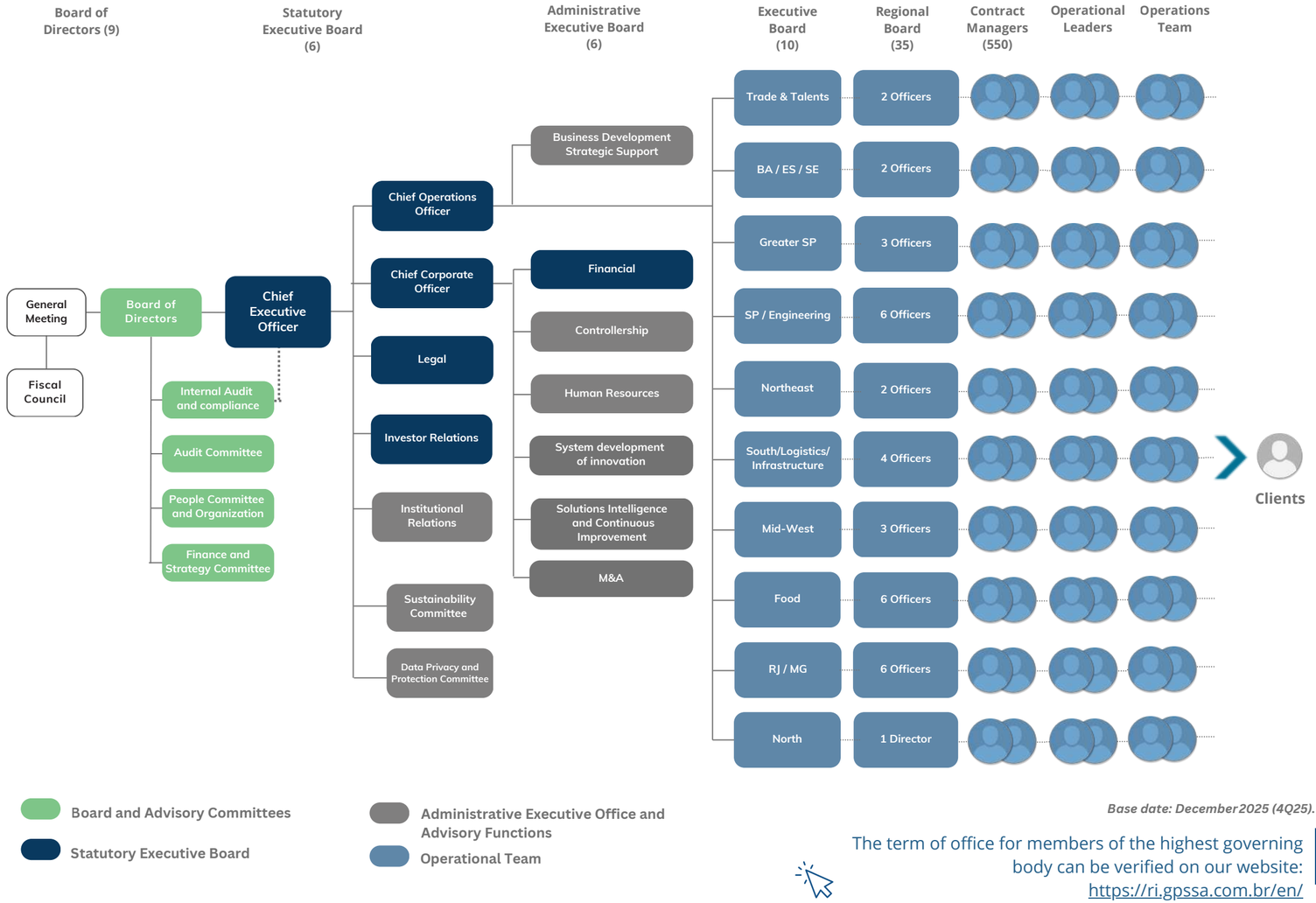
Fernanda Didier Nascimento Pedreira
– Member

Piero Paolo Picchioni Minardi
– Member

Check out the list of governing bodies and their committees, as well as the term of office of their members, available at https://ri.gpssa.com.br/en/corporate-governance/executive-board-council-and-committees/.

Organizational Chart

[GRI 3-3 | 2-9 | 202-2 | SDGs 10 | 16]



Base date: December 2025 (4Q25).

The term of office for members of the highest governing body can be verified on our website: https://ri.gpssa.com.br/en/

The Company's organizational structure is based on decentralization, allowing for closer proximity to operations and rapid responses to Clients needs throughout the country.

The Presidency, Vice-Presidency, and Executive Boards work in an integrated manner, ensuring strategic alignment and support to the different business areas. They are responsible for making strategic and administrative decisions, overseeing the organization's activities, and ensuring that its objectives are achieved. The administrative and technical departments, in turn, have specialized teams that ensure the necessary support for operations.

Our regional directorates, comprised of leaders from diverse sectors, are intensely dedicated to implementing the defined strategies, promoting the effective execution of our plans. Thus, they are responsible for the day-to-day management of the Company and monitoring the implementation of defined policies and guidelines, aiming to achieve the established strategic and operational objectives.

All of our Regional Officers come from communities in the locations where we operate. They manage business units distributed across 24 states and the Federal District, contributing in-depth knowledge and supporting local development with technical expertise, strengthening management and the quality of services provided.

Contract Managers lead the operations under their responsibility with the autonomy to organize their structures and adapt solutions according to specific needs.

This model reinforces a collaborative culture, geared towards integration between areas and excellence in delivery to Clients.

Policies

[GRI 3-3 | 2-23 | 2-24 | SDGs 16]

The continuous strengthening of corporate governance is supported by the evolution of our regulatory library, which brings together policies and regulations designed to ensure clarity of guidelines, consistency in decisions, and alignment with best market practices.

These instruments structure and define responsibilities, guide leadership actions, and support integrated risk management, contributing to institutional strength and business sustainability.

In 2025, we advanced this process with the creation of the Anti-Corruption Policy, in line with Law 12,846/2013, Decree 11129/2022, our Code of Ethics and Conduct, and its policies. The Purchasing Policy was revised as part of an ongoing process of governance and strengthening of oversight mechanisms, transparency, and efficiency in corporate processes.

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

Anti-Corruption Policy	It defines the principles, guidelines, and rules that Grupo GPS must apply in preventing and combating corruption and bribery
Purchasing Policy	Defines the principles and guidelines that must be followed in Grupo GPS'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 Grupo GPS's people management processes
Acts Disclosure Policy – Material Facts	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
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 Grupo GPS, and continuous improvement in the quality of service provision

Policies

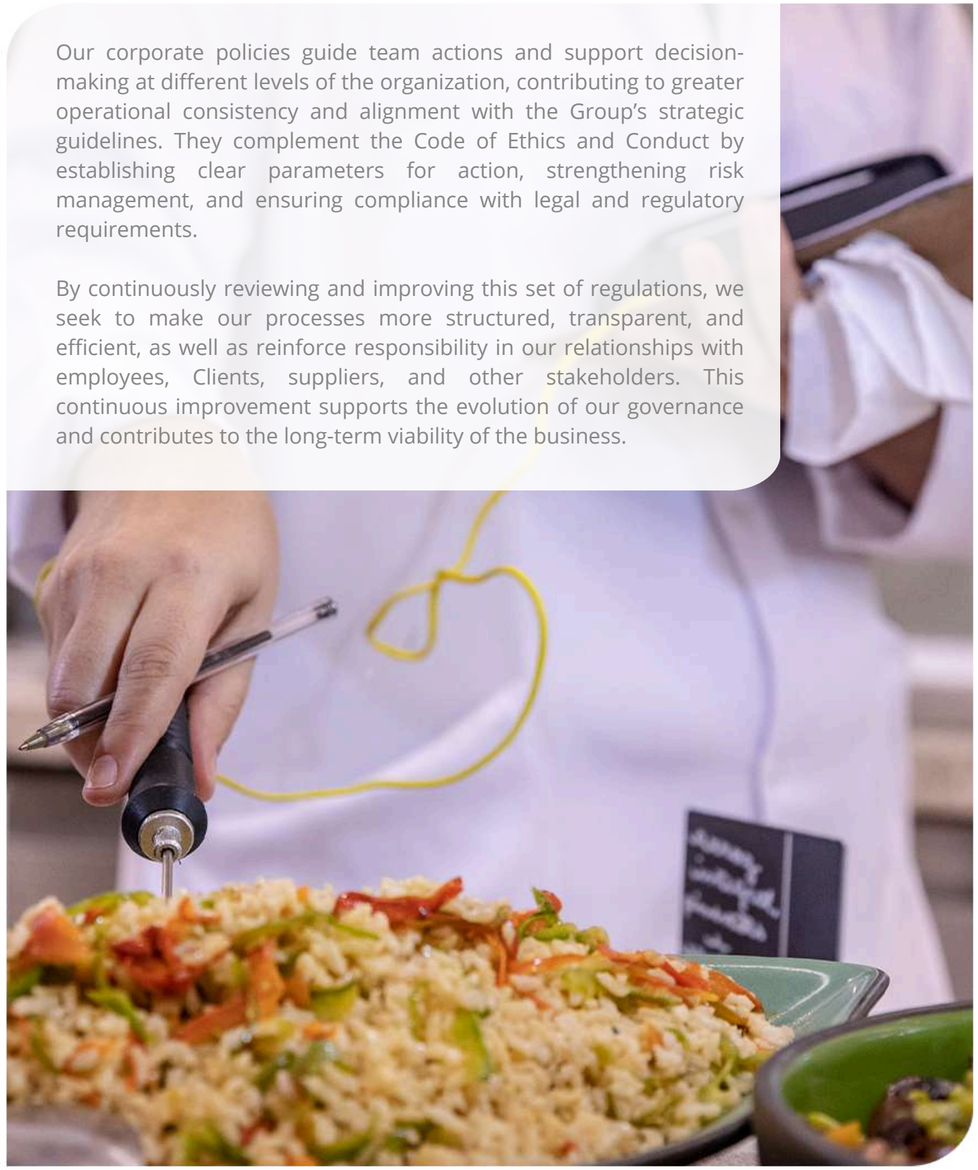
[GRI 2-19 | 2-23 | 2-24 | 3-3 | SDGs 16]

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
Securities Trading Policy	Establishes rules aimed at preventing and punishing the use of privileged information about a relevant act or fact
Privacy and Personal Data Protection Policy	Ensures the processing and protection of data to which the Company has access in the course of its business activities
Quality, Safety, Health and Environment Policy	Establishes the Grupo GPS's guidelines in accordance with the Principles of Quality, Health, Safety and the Environment
Remuneration Policy	Aligns the interests of the Executives and the objectives 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
Related Party Transactions Policy	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

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

Our corporate policies guide team actions and support decision-making at different levels of the organization, contributing to greater operational consistency and alignment with the Group's strategic guidelines. They complement the Code of Ethics and Conduct by establishing clear parameters for action, strengthening risk management, and ensuring compliance with legal and regulatory requirements.

By continuously reviewing and improving this set of regulations, we seek to make our processes more structured, transparent, and efficient, as well as reinforce responsibility in our relationships with employees, Clients, suppliers, and other stakeholders. This continuous improvement supports the evolution of our governance and contributes to the long-term viability of the business.



Regulations

[GRI 2-15 | 2-24 | 3-3 | SDGs 16]

Our regulatory instruments establish the basis for the functioning of the governance structure. Through them, the roles, duties, and responsibilities of the agents involved in the decision-making processes are defined, ensuring clarity in the actions of each instance and contributing to greater organization and effectiveness in management.

At the moment, regulations guide the actions of the different governance forums. These instruments contribute to the standardization of adopted practices, increase the transparency of decisions, and assist in the prevention and mitigation of risks associated with the activities of the boards, reinforcing the commitment to recognized standards of corporate governance and the generation of sustainable value.

We do not make corporate contributions to candidates or political parties and, in addition to the provisions of Law 6,404/1976, we follow specific mechanisms for identifying and managing potential conflicts of interest. As set forth in our Related Party Transactions Policy, any disputes are handled in accordance with the regulations, the Brazilian Corporations Law, and applicable policies and internal regulations. In these situations, the member of management must declare the conflict, whether it involves cross-ownership, transactions with outstanding balances, or any other type of conflict of interest, and abstain from participating in the relevant decisions. Additionally, the controlling shareholders are governed by a Shareholders' Agreement that regulates any potential disagreements between them. The Bylaws and Related Parties Policy establish guidelines for handling conflicts of interest, specifying how these cases will be addressed.

To broaden the reach of governance guidelines and strengthen the culture of integrity, the Company provides training through the GPSvc app, which translates this content into accessible language applicable to day-to-day operations. In this way, internal principles and standards become clearer to all employees, contributing to the guidance of conduct, compliance with rules, and alignment with the organization's practices.



Board of Directors' Internal Regulations

Fiscal Council's Internal Regulations

Audit Committee's Internal Regulations

Finance and Strategy Committee's Internal Regulations

People and Organization Committee's Internal Regulations

Data Privacy and Protection Program

[GRI 3-3 | 206-1 | 417-3 | 418-1 | SASB SV-PS-230a.1 | SV-PS-230a.2 | SV-PS-230a.3 | SV-PS-510a.1]

Ethics Channel:
https://en.gpssa.com.br/canal-de-etica/

Given the opportunities and challenges brought about by digital transformation, we maintain a proactive and structured approach to managing risks related to privacy and the protection of personal data.

Our systems and processes are continuously evaluated and improved to ensure that access to and retention of Clients data complies with the General Data Protection Law (LGPD) and other applicable regulations, reinforcing our commitment to information security and respect for the rights of data subjects.

To ensure regulatory compliance and information protection, we have adopted controls and procedures focused on legality, transparency, and security in data processing, in addition to promoting continuous monitoring and improvement of information security practices.

We have a Privacy and Personal Data Protection Policy that ensures the processing and protection of data to which the Company has access in the course of its business activities.

The collection, use, and retention of internal and Clients information are essential activities for delivering quality services, personalizing the Clients experience, and supporting data-driven strategic decisions.

As part of our approach to data privacy and security, we conduct internal communication and awareness campaigns aimed at guiding our employees on the risks involved and the importance of protecting personal data in day-to-day operations.

Thus, we have an internal regulatory framework that defines the criteria for data collection, usage limits, applicable legal bases, sharing standards, retention rules, and secure disposal of information. Our approach is geared towards the data lifecycle, ensuring that Clients information is handled responsibly from its origin to its destruction, with controls proportionate to the level of sensitivity and associated risk.

Our Privacy and Personal Data Protection Committee, in turn, guides and monitors the Governance Program for Privacy and Personal Data Protection. The aforementioned committee meets bimonthly and operates based on its own regulations, which define its structure, responsibilities, and the appointment of the Data Protection Officer (DPO).

We highlight as relevant events the leakage or loss of confidential data and information, as well as the critical unavailability of systems and operations. As reported in the table to the side, we had zero incidents for each of the cases.

These initiatives reinforce our commitment to the security and integrity of information, leading us to a record of zero data breaches, whether involving confidential business information or personally identifiable Clients data.



Cyber Security

[GRI 3-3 | 418-1 | SV-PS-230a.1 | SV-PS-230a.2 | SV-PS-510a.1]

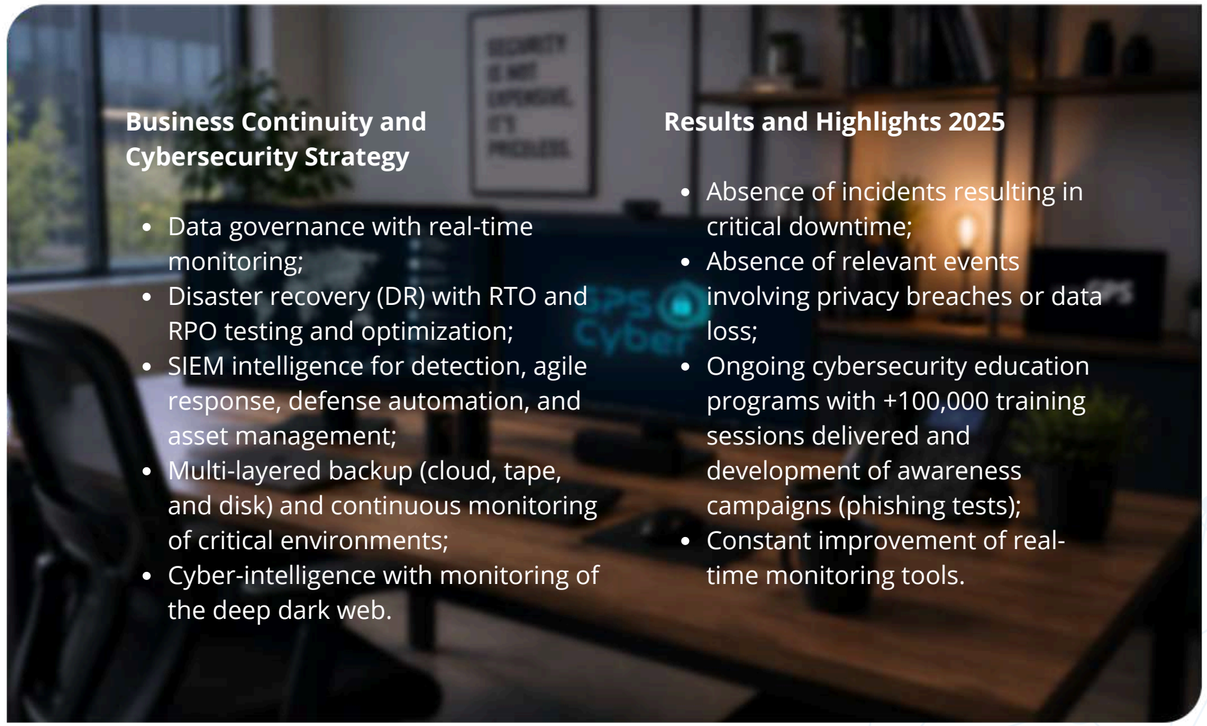
Through the Information Security and Business Continuity Sustainability Program, we reaffirm our commitment to cyber resilience and the protection of the Company's critical assets, with practices based on recognized frameworks and aligned with best data governance practices.

Our strategy is based on three pillars: technology, continuous training, and a culture of engagement, supported by corporate policies such as the Code of Ethics and Conduct and internal guidelines, which establish principles related to professional integrity, independence, conflict of interest, confidentiality, Client relations, fraud prevention, and regulatory compliance. The governance structure includes continuous oversight from senior management and control bodies.

The Company promotes professional integrity through communication programs, mandatory training, awareness campaigns, and monitoring and accountability mechanisms. The approach considers the risks inherent in operational and strategic activities, promoting continuous training on expected ethical standards, responsible decision-making, prevention of misconduct, and strengthening a culture of compliance.

Information Security and Business Continuity Sustainability Program

With this, we strengthen data protection, regulatory compliance, and incident response, ensuring the confidentiality, integrity, availability, and authenticity of information. We maintain a continuous cycle of reviews and investments in cyber intelligence, disaster recovery, and key performance indicators (KPIs), ensuring the protection of Company data, Clients data, employee data, and stakeholder data.



Business Continuity and Cybersecurity Strategy

- Data governance with real-time monitoring;
- Disaster recovery (DR) with RTO and RPO testing and optimization;
- SIEM intelligence for detection, agile response, defense automation, and asset management;
- Multi-layered backup (cloud, tape, and disk) and continuous monitoring of critical environments;
- Cyber-intelligence with monitoring of the deep dark web.

Results and Highlights 2025

- Absence of incidents resulting in critical downtime;
- Absence of relevant events involving privacy breaches or data loss;
- Ongoing cybersecurity education programs with +100,000 training sessions delivered and development of awareness campaigns (phishing tests);
- Constant improvement of real-time monitoring tools.

Code of Ethics & Conduct

[GRI 2-4 | 2-25 | 2-26 | 3-3 | 205-1 | 205-2 | 205-3 | SV-PS-510a.1 | SDGs 8 | 12 | 16]

We value excellence and quality in all our activities and believe that, by operating within the strictest standards of integrity and ethics, we are contributing not only to a safe and ethical work environment, but also to a more just society.

Our Compliance Department is responsible for implementing this Code of Ethics and Conduct, ensuring its mandatory dissemination, understanding, and observance, as well as updating it when necessary.

The Code of Ethics and Conduct and the Anti-Corruption Policy, approved by the Board of Directors, present ethical principles and standards guide the internal and external relationships of our employees with each other, with our Clients, shareholders, suppliers, competitors, government agencies, and the community.

Both are widely available and accessible to 100% of employees, in addition to being integrated into the Grupo GPS's onboarding program, applicable to employees, suppliers, shareholders and other third parties who initiate a relationship with the Company. All Directors are aware of the content, and the training offered on the GPSvc platform is gradually updated to incorporate this content.

Ethics Hotline

In 2025, 143,218 employees (77.33% of the total) completed the updated training on the topic, reinforcing the culture of ethics and integrity.

Our Ethics Hotline is the mechanism created to allow employees, Clients, suppliers, and other stakeholders to report ethical concerns, inappropriate behavior, irregularities, harassment, fraud, abuse, complaints of negative impacts, or other violations of internal policies. The channel is made available to our employees via the internet and telephone so that they can easily report their concerns. We have an independent third-party partner who receives these complaints, conducts a screening process, and subsequently initiates a formal investigation. The Company has an investigation methodology that parameters the criticality of reports, and opinions are released between 7 and 35 days, depending on the complexity of the report and the investigation itself. The increasing numbers, as indicated in our indicators, attest to the channel's credibility and the continued trust of our employees. This channel, along with our Anti-Corruption Policy and Code of Conduct, provides guidance on how to implement the organization's policies and practices. Through this channel, we promote a culture of transparency, accountability, ethical compliance, and a commitment to repairing any identified negative impacts.

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 and Conduct, the policies of Grupo GPS and/or current legislation. The Ethics Hotline is managed by an independent company, which ensures confidentiality, anonymity for good-faith whistleblowers, and impartiality in handling complaints.



Code of Ethics & Conduct

[GRI 2-4 | 3-3 | 205-1 | 205-3 | SV-PS-510a.1 | SDGs 16]

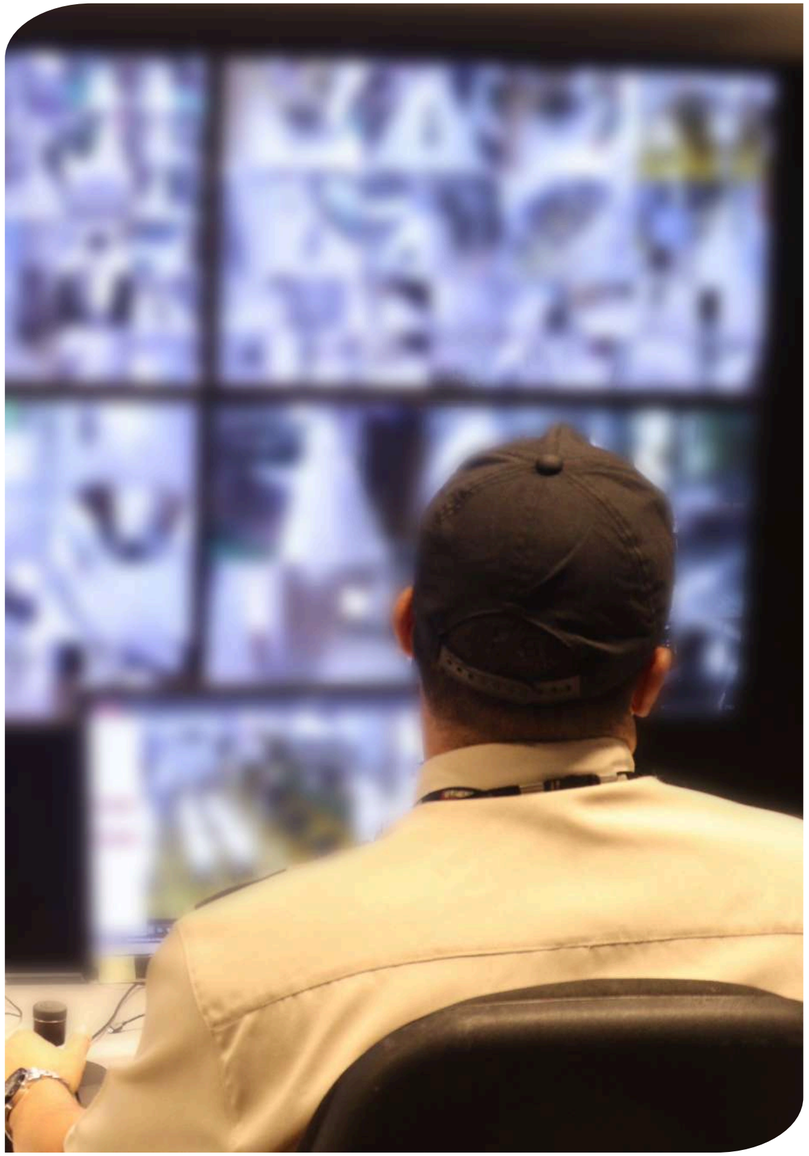
For classification and disclosure purposes, Grupo GPS separates corruption incidents into two categories. The first includes those involving the Public Administration, whether national or foreign, and follows the harmful acts outlined in Law No. 12,846/2013 and other applicable regulations.

[1]The second includes those that occur in dealings between private parties and/or internally. In the private context, corruption cases are considered to include: bribery practices, kickback payments, fraud, extortion, collusion, and money laundering. Each incident is analyzed based on its circumstances and evidence to determine the nature of the conduct, its material impact, and the appropriate measures.

Legal accuracy note: Law No. 12,846/2013 deals with the accountability of legal entities for acts harmful to the Public Administration; it does not provide an exhaustive definition of public corruption. Accordingly, the three private-sector irregularities described below do not constitute, under the country's legislation, corruption in the strict legal sense.

[2]The three confirmed cases of corruption involved improper payments and receipts. Corrective measures were taken in all three cases, resulting in the dismissal of the respective employees.

	CONFIRMED CASES OF CORRUPTION
	2025
CONFIRMED CASES OF CORRUPTION[1]	3
CONFIRMED CASES WHERE EMPLOYEES WERE FIRED OR DISCIPLINED FOR CORRUPTION[2]	3



Code of Ethics & Conduct

[GRI 2-4 | 2-25 | 2-26 | 3-3 | 205-1 | 205-2 | 205-3 | SV-PS-510a.1 | SDGs 8 | 12 | 16]

In 2025, the upward trend in reports submitted through the Ethics Hotline continued, rising from 2,263 in 2024 to 2,806 in 2025. This reflects both the strengthening of the Company's culture of integrity and the growth of its workforce, which increased by more than 20 thousand employees.

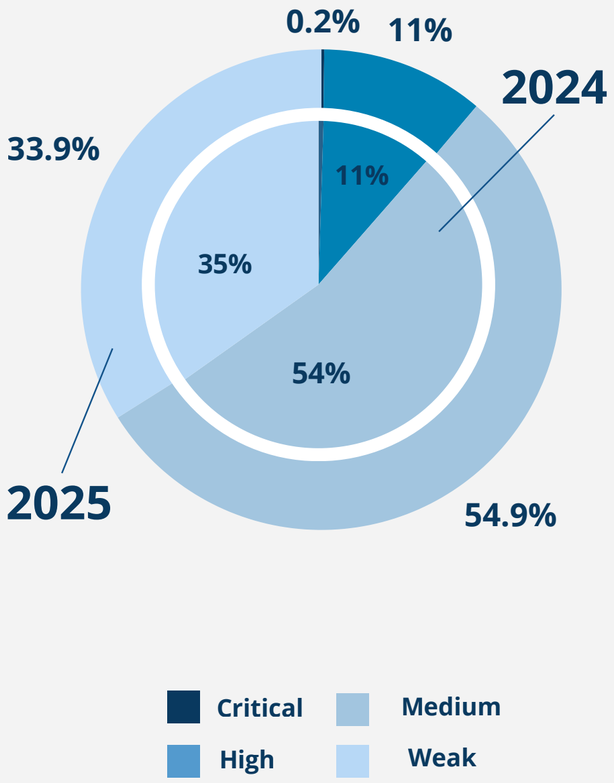
During the reporting period, we did not receive any complaints of negative impacts on the community.

There was 30% reduction in the volume of sanctions applied (from 550 in 2024 to 384 in 2025). It is estimated that this is a positive reflection stemming from the reduction in recorded incidents, resulting from various awareness campaigns carried out through different channels and formats.

The Anti-Corruption Policy and Code of Conduct are available at:
https://en.gpssa.com.br/canal-de-etica/

https://ri.gpssa.com.br/en/

Ethics Hotline



ESG Target

The relevance of the topic can be confirmed by our ESG Targets, which establish:

- 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 members trained within 1 year.



Engagement

[GRI 2-17 | 2-29 | 3-3 | SASB SV-PS-330a.3 | SDGs 4]

Communication as a Catalyst for Impact:

Throughout 2025, we consolidated communication as an instrument for engagement and awareness, integrating sustainability themes into the daily lives of employees, Clients, investors, partners, directors, suppliers and communities, identified as priority audiences of the Company. Engagement aims to strengthen alignment with corporate strategy, promote transparency, and encourage ongoing dialogue through various communication channels and initiatives.

Governance and Strategic Leadership in ESG:

The Sustainability and Governance (ESG) agenda has matured over the period, with a cross-cutting presence in decision-making bodies. We hold meetings and communication sessions and engagement using proprietary solutions working with leadership and regional teams, expanding the reach of strategic guidelines and promoting engagement throughout the organization.

Digital Transformation and Ecosystem Mobilization:

The use of our technological infrastructure was one of the main differentiators throughout 2025 in controlling the level of engagement shown in the Indicators Booklet.

Expanded reach:

Through an integrated channel strategy (websites, social media, and meetings), we significantly expanded the reach of our communications, impacting a relevant audience in our news feed, reaching over 1,880,000 active users.

HR Ecosystem (GPSvc):

The app has established itself as an important hub for the development and dissemination of content, where continuous training contributes to the formation of more aware professionals aligned with the Company's guidelines.

Impact beyond the workplace:

We believe that knowledge about the responsible use of natural resources goes beyond the professional context, generating value for the personal lives of employees and contributing to more sustainable practices through exchanges and feedback with the teams.

APPROACHES TO SUSTAINABILITY/ESG	No.	%
MEETINGS OF THE BOARD OF DIRECTORS	6/6	(100.00%)
REPUTATIONAL RISK LIVE	4/12	(33.33%)
WDN BUSINESS DEVELOPMENT WORKSHOP	1/1	(100.00%)
SALES CONNECTION LIVE	3/10	(30.00%)
ELASGPS LIVE	7/7	(100.00%)
INTERNAL COMMUNICATIONS VIA E-MAIL	12/28	(42.85%)

TOPIC ENGAGEMENT BY EMPLOYEES	No.	%
RATIONAL USE OF WATER	111,150	(60.01%)
SUSTAINABILITY POLICY	109,350	(59.04%)
WORLD ENVIRONMENT DAY	5.636	(3.04%)
WASTE DISPOSAL	3,592	(1.93%)
CONSCIOUS CONSUMPTION	1,473	(0.79%)
SUSTAINABILITY	136,122	(73.50%)



Awards and Recognitions

[GRI 2-28 | 3-3]



GGPS
B3 LISTED NM

Five years ago, on April 23, 2021, we took a transformative step in our journey by entering the capital markets with our IPO and listing on the Novo Mercado da B3 S.A. – Brasil, Bolsa, Balcão (“B3”).

This milestone was the result of a journey built with solidity and discipline, supported by a robust corporate governance model and external audits since 2008.

When we went public, this commitment was recognized by the market: we have become part of the IGC-B3, an index that brings together companies with the highest standards of corporate governance.

Celebrating this achievement reaffirms our commitment to transparency, ethics, and generating sustainable value for all of our stakeholders.

Awards and Recognitions

[GRI 2-28 | 3-3]

The recognitions and achievements embody the Company's commitment to offering innovative and high-quality solutions to its Clients, as well as generating value for its stakeholders. This validation reinforces our quality target and connects to the satisfaction indicator, achieving an NPS of 76%, which endorses our performance at the level of excellence.

IBRX100 B3

Grupo GPS integrates IBrX 100, an index from B3 that brings together the 100 most liquid and representative stocks in the Brazilian market.

Our presence in this indicator reflects:

- **Market Relevance:** Highlight in the trading volume of our shares;
- **Visibility:** Greater exposure to investors and capital managers;
- **Recognition:** Consolidation of the Group as a benchmark for performance on the stock exchange.

IGC B3

The IGC reflects the average performance of assets listed on the Novo Mercado or Levels 1 and 2 of B3. It brings together companies that adopt corporate governance practices that exceed those required by law, focusing on transparency and shareholder protection.

When compiling the IGC, the company demonstrates:

- It adopts more advanced governance practices;
- It has greater transparency with investors;
- It has clear rules for administration and oversight;
- It offers more protection to minority shareholders;
- It follows additional standards beyond the minimum required by law.

WOB

The Women on Board is an independent initiative that recognizes and promotes companies with female representation on their boards of directors or advisory boards. The seal values diversity in leadership as a strategic asset, promoting benefits for the business world and for society.

By earning the certification, the company reinforces its commitment to:

- **Efficiency and Creativity:** Driven by a plurality of perspectives;
- **Social Responsibility:** Good practices that impact the corporate environment.
- **Strategic Highlight:** Differentiation in the market through inclusive governance

IDIVERSA B3

In 2025, we achieved another important recognition: Grupo GPS is part of the IDIVERSA B3 2025 portfolio.

IDIVERSA B3 recognizes listed companies with the best performance in diversity and which, therefore, contribute to the advancement of inclusion of underrepresented groups in the labor market.

Being included in this important index is more than just recognition: this confirms our commitment to diversity, inclusion, and social responsibility.

Pacto Global Rede Brasil

The Global Compact is the world's largest corporate sustainability initiative, focused on aligning business strategies with principles of Human Rights, Labor, Environment and Anti-Corruption.

Grupo GPS integrates this movement through RHMED, an acquired company that maintains this active commitment to:

- **Corporate citizenship:** Promoting sustainable and social growth;
- **Agenda 2030:** Focus on the UN's 17 Sustainable Development Goals (SDGs);
- **Innovative Management:** Implementation of global best governance practices.

Social

47 - Workforce
48 - Diversity & Inclusion
50 - Social Impact
51 - Occupational Health and Safety
54 - Training
56 - Suppliers and Partners
57 - ElasGPS
58 - Social and Cultural Investment
59 - Supported Projects

Workforce

[GRI 2-4 | 2-7 | 3-3 | 403-8 | SDGs 8]

The year 2025 confirmed growth projections and represented a 14.9% increase in our workforce, with more than 185 thousand employees.

We remain a Brazilian Company that offers access to formal employment and occupational health and safety management system, hires locally and practices inclusion throughout the country.

We are one of the largest private employers in Brazil, bringing together and engaging workers from all regions of the country.

We offer training focused on developing the skills required for each role, but we also develop citizenship, practice respect, with dedication and excellence.

Each professional, within the scope of their responsibilities, contributes to building a Clients-oriented culture, supported by solid values and a collective sense of making a difference.



+185 thousand

employees

+7.7 M

of participation in training

TOTAL NUMBER OF EMPLOYEES

2024	161,176
2025	185,199

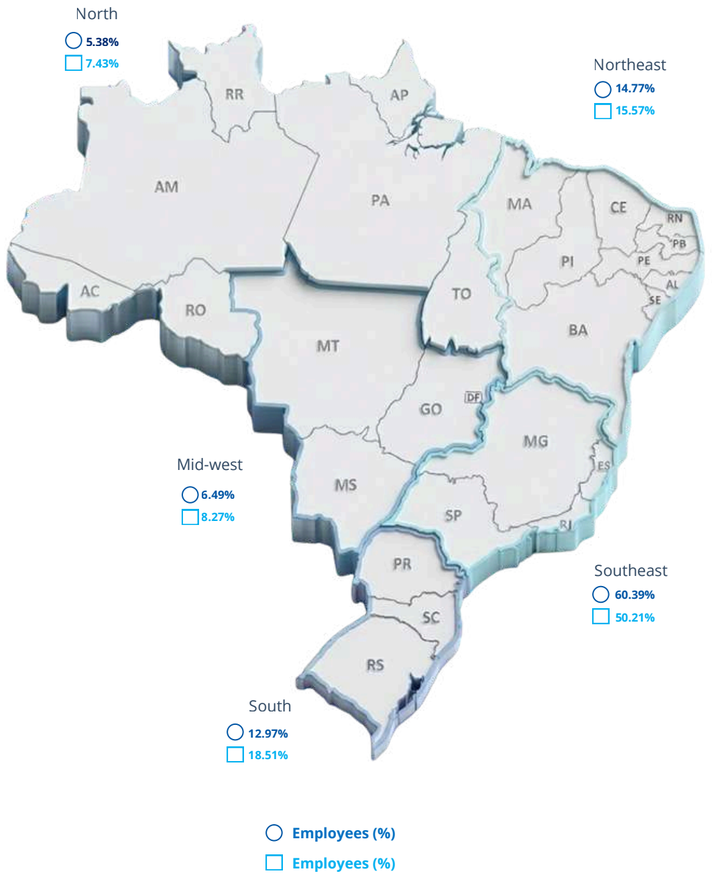
Workforce

[GRI 2-7 | 2-30 | 3-3 | 407-1 | SV-PS-330a.3 | SV-PS-000.A | SDGs 8]

Our nationwide reach allows us to bring jobs, income, and development opportunities to all Brazilian states. We fully comply with all labor and social security obligations, guaranteeing formal employment to all employees who are part of our workforce.

We maintain dialogue with all trade unions with a view to representing the interests of employees from all areas of activity. By maintaining 100% of our employees with formal employment contracts and 94.43% of our workforce covered by collective bargaining agreements, we ensure labor rights, freedom of association, professional integrity, and the maintenance of a healthy and collaborative relationship with trade unions. Those not covered by our collective bargaining agreement are covered by our Clients' collective agreements.

We continue working to ensure a fair, safe, and respectful work environment, supported by our Human Rights Policy which follows the International Labor Organization (ILO) Declaration as a basis for all employees, in accordance with current legislation and the highest ethical standards.



TYPE OF CONTRACT*	2024	2025
FIXED-TERM	8,638 (5.4%)	12,022 (6.5%)
INDEFINITE TERM	152,538 (94.6%)	173,177 (93.5%)

*The numbers presented refer to the total number of employees at the end of 2025. Details:
1- Fixed-term: Apprentices, interns, fixed-term contracts, and temporary contracts. 2- Indefinite-term: employees under the CLT (Brazilian labor law), intermittent workers, freelancers, and those working on a Management Compensation basis. 3- Integral: work schedules of 220 hours and 180 hours (firefighters) 4- Part-time: Other work hours.

AGREEMENTS	2024	2025
COLLECTIVE BARGAINING	(95.33%)	(94.43%)

WORKLOAD*	2024	2025
FULL-TIME	151,049 (93.7%)	174,709 (94.3%)
PART TIME	10,127 (6.3%)	10,490 (5.7%)

STATE	NUMBER OF UNIONS	ASSETS	%
São Paulo	190	59,337	(33.93%)
Rio de Janeiro	63	22,646	(12.95%)
Minas Gerais	89	18,848	(10.78%)
Rio Grande do Sul	47	11,749	(6.72%)
Paraná	50	8,193	(4.69%)
Bahia	25	8,063	(4.61%)
Pará	26	5,512	(3.15%)
Distrito Federal	13	5,485	(3.14%)
Pernambuco	15	4,784	(2.74%)
Espírito Santo	16	4,771	(2.73%)
Alagoas	6	3,874	(2.22%)
Goiás	18	3,713	(2.12%)
Amazonas	12	3,153	(1.80%)
Ceará	13	3,043	(1.74%)
Santa Catarina	35	2,744	(1.57%)
Paraíba	9	1,621	(0.93%)
Maranhão	19	1,620	(0.93%)
Rio Grande do Norte	11	1,617	(0.92%)
Mato Grosso do Sul	13	1,173	(0.67%)
Mato Grosso	15	983	(0.56%)
Piauí	6	716	(0.41%)
Sergipe	7	492	(0.28%)
Rondônia	5	374	(0.21%)
Tocantins	3	278	(0.16%)
Amapá	3	76	(0.04%)
Acre	3	8	(0.00%)
Roraima	1	3	(0.00%)
TOTAL IN 2025	**713**	**174,876**	**(100.00%)**

Diversity and Inclusion

[GRI 405-1 | 410-1 | SASB SV-PS-330a.1 | SDGs 5 | 10]

52%
INCREASE IN LEADERSHIP POSITIONS HELD BY WOMEN

96%
SECURITY PERSONNEL TRAINED IN HUMAN RIGHTS

51%
OF LEADERSHIP POSITIONS ARE BLACK OR MIXED-RACE

Diversity is present throughout our workforce, reflecting the plurality of Brazilian society, including in leadership positions. In 2025, we continued to advance the representation of Black and Brown people, reinforcing our commitment to inclusion and equal opportunities.

Over 50% of people in leadership positions are Black or mixed-race, demonstrating consistent progress in promoting racial equity within the organization. This result reflects ongoing efforts to broaden access to opportunities and strengthen representation in strategic positions.

It is also important to highlight the growing presence of women in leadership positions, consolidating a trajectory of progress in gender equality. This move reinforces the organization's commitment to ensuring a more diverse and inclusive environment with equal opportunities for professional development and advancement.

We promote an environment based on respect, valuing differences, and the continuous development of teams, strengthening more collaborative relationships in day-to-day operations.

The presence of women continues to grow at all levels of the organization. In 2025, we maintained the Women's Seal, which recognizes companies committed to valuing, protecting, and ensuring gender equality, as well as promoting a work environment free from violence and prejudice against women. Furthermore, we have earned the *Segurança sem Preconceito* Seal, which reflects our equity initiatives for our security business employees, by promoting training on human rights, respect in relationships, racial discrimination, among other topics.

These recognitions reinforce the work of the Sustainability and ESG Committee and our alignment with best practices, contributing to a fairer and more inclusive organizational culture.

	GENDER DIVERSITY	
	2024	2025
MEN	(67.75%)	(60.55%)
WOMEN	(32.25%)	(39.45%)

	LEADERSHIP POSITIONS		NON-LEADERSHIP POSITIONS	
	2024	2025	2024	2025
ASIAN	(1.01%)	(0.80%)	(0.35%)	(0.43%)
WHITE	(41.85%)	(47.39%)	(22.84%)	(23.27%)
BLACK	(3.00%)	(3.76%)	(5.72%)	(7.09%)
MIXED-RACE	(50.57%)	(47.32%)	(66.07%)	(67.94%)
INDIGENOUS	(1.15%)	(0.63%)	(0.23%)	(0.18%)
UNDECLARED	(2.42%)	(0.10%)	(4.79%)	(1.09%)
TOTAL	**(100.00%)**	**(100.00%)**	**(100.00%)**	**(100.00%)**

	SECURITY PERSONNEL TRAINED IN HUMAN RIGHTS IN 2025	
	NUMBER	%
EMPLOYEES	37,039	(96.05%)
TOTAL	**38,560**	**(100.00%)**

	PERCENTAGE OF EMPLOYEES BY GENDER AND POSITION					
			WOMEN		MEN	
	2024	2025	2024	2025	2024	2025
NON-LEADERSHIP POSITION	(98.59%)	(97.85%)	(31.78%)	(38.25%)	(66.81%)	(59.60%)
LEADERSHIP POSITION	(1.41%)	(2.15%)	(0.46%)	(1.21%)	(0.94%)	(0.95%)
COORDINATORS	(0.94%)	(0.94%)	(0.32%)	(0.37%)	(0.61%)	(0.56%)
MANAGERS	(0.37%)	(1.12%)	(0.13%)	(0.81%)	(0.25%)	(0.31%)
DIRECTORS	(0.10%)	(0.09%)	(0.02%)	(0.02%)	(0.08%)	(0.07%)
TOTAL	**(100.00%)**	**(100.00%)**	**(32.25%)**	**(39.45%)**	**(67.75%)**	**(60.55%)**

Social Impact

[GRI 2-4 | 3-3 | 401-1 | 411-1 | SV-PS-330a.2 | SDGs 5| 8 | 10]

Our workforce directly reflects our commitment to the social development of the country. In 2025, we maintained job and income generation for the population in income brackets D and E, reinforcing our role as an agent of inclusion and promotion of opportunities. We continue to have over 97% of our employees within these income brackets, demonstrating our contribution to the financial security of thousands of Brazilian families.

Throughout the period, we also made progress in promoting diversity and inclusion, notably expanding the inclusion program for people over fifty, which recorded a growth of 32.98% compared to the previous year, increasing representation and strengthening a more diverse environment in line with the Company's targets.

	SOCIAL CLASS IN 2025
SALARY RANGE	**%**
CLASS E - UP TO 02 MINIMUM WAGES	(89.30%)
CLASS D - BETWEEN 02 AND 04 MINIMUM WAGES	(8.56%)
CLASS C - BETWEEN 04 AND 10 MINIMUM WAGES	(1.85%)
CLASS B - BETWEEN 10 AND 20 MINIMUM WAGES	(0.23%)
CLASS A - OVER 20 MINIMUM WAGES	(0.05%)
TOTAL	**(100.00%)**

Our commitment to respecting human rights and protecting minority groups translates into effective and continuous actions. By 2025, there were no recorded cases of violations of the rights of indigenous peoples in our operations.

This context reinforces our conviction that the plurality of ideas and perspectives, stemming from different experiences and realities, contributes to a richer, more collaborative work environment aligned with the generation of sustainable value.

The nature of our operations directly impacts labor hiring, based on the volume of new, renewed, or terminated contracts in each region and segment where we operate. Although these are circumstantial situations, we made efforts to reduce the turnover rate, which we successfully achieved in 2025.

The involuntary turnover rate, which includes staff dismissals, redundancy, and non-renewal of contracts, registered a reduction of 2.99% compared to the previous year, resulting in 4.87%. Similarly, the voluntary turnover rate motivated by employee decision decreased by 2.8% compared to the previous year, resulting in 2.08%.

More details in the Indicators Booklet.

Note: We consider voluntary resignations to be those resulting from the employee's decision, and involuntary resignations to be those resulting from the employer's decision. The calculation is based on the quantity verified in the period and the average number of employees as the denominator.



Occupational Health and Safety

[GRI 2-4 | 2-7 | 3-3 | 403-1 | 403-2 | 403-3 | 403-4 |403-6 | 403-8 | 403-9 | SV-PS-000.B | SDGs 3 | 8]

The topics related to Quality, Safety, Health and Environment Management (QSHE) are significant in our Company. Our commitment is to execute activities with excellence, ensuring the integrity of our employees, the quality of services provided, and the minimization of environmental impacts in our Clients' operations.

The Company has an occupational health program integrated into its management and monitoring system, in which we identify opportunities for improvement and care that value life, whose guidelines and practices are available on Grupo GPS website. Our workforce is primarily composed of employees hired under Brazilian labor law, working in our operations throughout the country, according to the needs of the services provided.

Our occupational health professionals, listed in the Specialized Services in Occupational Safety and Medicine (SESMT) registry, in accordance with NR-04, include Managers, Technicians, Engineers and Occupational Safety Assistants, Environmental Analysts, Nurses and Nursing Assistants. In addition to our occupational health management services, we offer private medical and dental insurance plans, providing access to extensive and diverse healthcare networks throughout the country. Furthermore, we have access to a healthcare network for basic services such as examinations, consultations, vaccinations, hospitalizations, and more.

We have an occupational health and safety management system that covers our entire workforce of 185,199 employees (100%), structured from our security DNA, which guides the Security Master Plan (SMP). Performance is monitored and discussed periodically in monthly meetings, and all actions are based on the Regulatory Standards (NRs) of the Ministry of Labor, in accordance with Ordinance 3214/1978.

This system encompasses all employees, activities, and workplaces. All professionals receive training through safety inductions, in accordance with NR-01, including guidelines on their responsibilities and the use of the tools provided for in the PDS (Performance Development Plan).

Our QHSE Policy guides this action, focusing on the protection of life, operational excellence, environmental preservation, and responsible relationships with communities, always in accordance with current legislation and the Code of Ethics and Conduct, the General Data Protection Law (LGPD) and internal guidelines.



Company Target 1 is directly related to this theme, reinforcing the commitment to the continuous improvement of the indicators. In 2025, we reviewed and updated the targets for the 2026–2030 cycle, under the supervision of the Sustainability Committee and with the support of an independent evaluation. Analysis of the previous cycle indicated consistent performance, with no record of targets falling short of expectations.

As a result, for another consecutive year, we have observed improvements in safety indicators: in 2025, the frequency rates of Lost-Time Accident (LTA) and severity rates showed a reduction of 16.87% and 6.16%, respectively, compared to the previous year.

Hazard identification and occupational risk assessment are carried out through the Risk Management Program (PGR), in accordance with NR-01. The hazard, risk, aspect, and impact spreadsheets follow methodologies aligned with ISO 45001 and ISO 14001, remaining available in the contracts and subject to internal, external, and Client audits. The risks/hazards identified in accident investigations or in prevention tools are addressed within the hierarchy of controls, that is, elimination, substitution, engineering methods, administrative actions, and PPEs.

We utilize tools from the Safety Master Plan, such as behavioral walks, Daily Safety Dialogues (DDS), and the Preventive Alert for risk registration. Performance analysis is conducted in meetings with leadership and the CIPA (Internal Commission for Accident Prevention), with deviations managed through dashboards (BI).

Occupational Health and Safety

[GRI 2-4 | 3-3 | 403-1 | 403-2 | 403-3 | 403-4 | 403-7 | 403-8 | 403-9 | 403-10 | SV-PS-000.B | SDGs 3 | 8]

Occupational health services are provided by professionals who are members of the SESMT, as established by NR-04 of Ordinance 3214/1978, working together to identify risks and health promotion and safety of workers. Information related to health, safety, and the environment is made available through the corporate portal and the GPSvc platform, in addition to management dashboards visible in the contracts.

Employees are continuously informed by their leaders and through monthly meetings, like the "*Risco Operacional*" meeting, held remotely, where performance indicators are presented. On the GPSvc portal, all accidents/incidents and negative environmental impacts are reported and investigated through the Company's internal procedures and legal requirements. The action or consequence management plans are monitored by the corporate HSE team and regional HSE heads. Our internal procedures include the 5W2H methodology and the Ishikawa diagram for identifying causes, feeding action plans, and assessing effectiveness.

We have a corporate structure responsible for managing internal health, safety, and environmental committees. The ESG Committee discusses targets and best practices, while the technical committee evaluates the results of the regional operations and occupational accident and diseases prevention, the main ones being: occupational noise-induced hearing loss (NIHL), silicosis (dust), distal hernia, contact dermatitis, tendinitis, bursitis, epicondylitis, repetitive strain injury (RSI), work-related musculoskeletal disorders (WRMSDs), physical and chemical burns.

The Company adopts the Safety Management Plan (SMP) as the basis of its HSE management system, applicable to all employees and aligned with the Brazilian Ministry of Labor's Regulatory Standards (NRs). The system establishes mandatory guidelines aimed at preventing risks and promoting safe operating conditions for Clients.

	OCCUPATIONAL ACCIDENTS	
	2024	2025
NUMBER OF HOURS WORKED (1)	267,465,510	305,508,188
FREQUENCY RATE (FR) (2)	1.66	1.38
SEVERITY RATE (SR) (3)	22.73	21.33

NOTES:
(1) THW: Total Hours Worked, based on a workforce of 185,199 employees as of 12/31/2025, totaling 305,508,188 hours worked.
(2) Frequency rate: Tf = n X 1,000,000/THW where "n" is the absolute number of accidents;
(3) The Severity Rate: SR = number of days lost X 1,000,000/THW where number of days lost = (LTA leave).



Occupational Health and Safety

[GRI 2-4 | 3-3 | 403-1 | 403-2 | 403-3 | 403-4 | 403-7 | 403-8 | 403-9 | 403-10 | SV-PS-000.B | SDGs 3 | 8]

All of our business units, encompassing all of our 185,199 employees, have internally audited Health, Safety and Environment Management Systems. In the Bahia and São Paulo regions, where we have 67,400 employees, or 36.39% of the total, our systems undergo external audits in accordance with the ISO 45001 standard.

Employees undergo safety onboarding and must meet corporate HSE (Health, Safety, and Environment) requirements, including compliance with standards such as ISO 45001, ISO 14001, and ISO 9001, in addition to periodic assessments and receive guidance regarding their rights, such as the right to refuse activities in risky situations. They also participate in preventive routines, such as *Diálogos Diários de Segurança* (DDS), reporting deviations through Preventive Alerts, corporate campaigns, and audits.

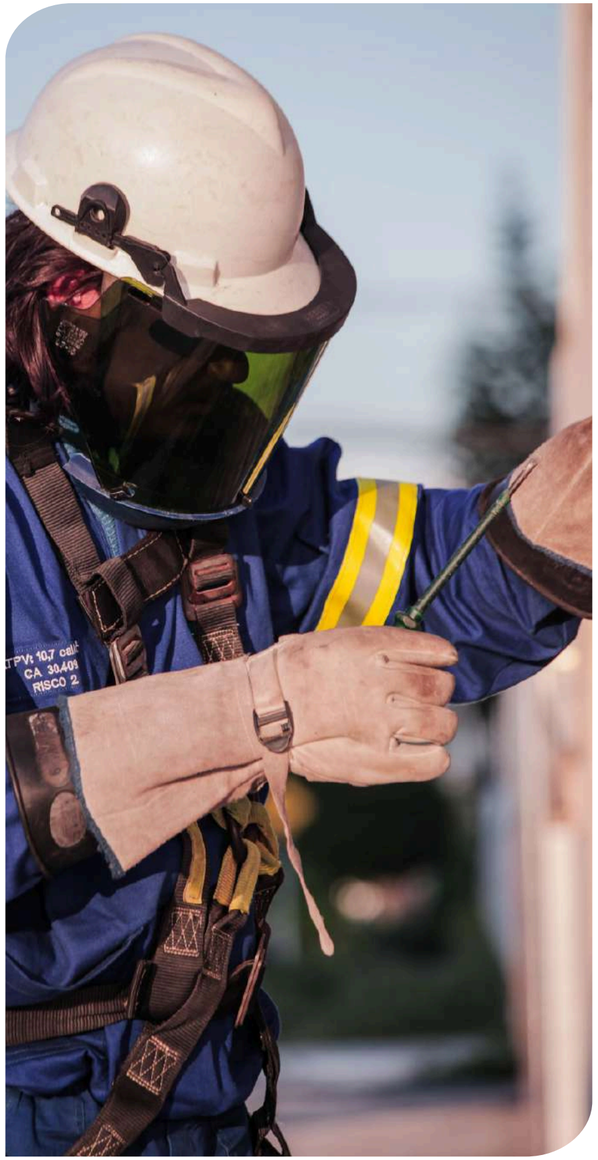
The risks are identified, investigated and monitored through the Risk Management Program (RMP). Incidents are recorded, investigated, and addressed with corrective and preventive action plans, monitored by indicators and dashboards. The governance of the process is ensured through audits, critical analyses, and leadership oversight, without excluding any categories from these practices.

In contracts, the Internal Accident Prevention Committees (CIPA) are involved in discussing improvements, with the participation of local leaders and employees. The Company has an occupational health program integrated into its management system, whose guidelines and practices are available on Grupo GPS portal.

The health impacts vary depending on the different activities carried out in our portfolio. For each activity, the impacts are measured based on the risks inherent to the functions, applying the correct sizing of the necessary Personal Protective Equipment, as well as associated training and occupational safety practices. Quantitative data on workplace accidents and deaths presented in the Social Indicators Booklet.

	WORK ACCIDENTS IN 2025 *	
	FREQUENCY RATE	NUMBER
LTI - LOST-TIME INJURY	1.38	424
NLTI - NON-LOST-TIME INJURY	4.84	1,483
LTI + NLTI - MANDATORY COMMUNICATION WITH LTI	6.24	1,907
FATAL ACCIDENTS	0.02	6

* Based on accidents with time off (LTI), the main causing agents are: working at heights, working on ladders and falls on the same level, working with rotary tools, and riding/falling with motorcycles and patrols.



Training

[GRI 3-3 | 403-5 | 404-2 | SDGs 3 | 4 | 8]

We believe that investing in individual growth reflects positively on our entire community. Therefore, we continue to improve our training programs, expanding options beyond technical skills and actively contributing to reducing disparities and creating new perspectives.

Throughout 2025, we prioritized the continuous development of our employees, encouraging initiatives that strengthen both professional growth and personal development. This dynamic underpins the excellence of our results and the value we deliver to our Clients. Our commitment to Professional Development encompasses all of the Company's businesses, and is reflected in actions monitored by our ESG Target 2.

We maintain our Annual Training Matrix strategically structured, offering a 360° view of essential topics. It is defined annually to meet legal requirements, allowing each contract to develop its own customized matrix, aligned with corporate guidelines.

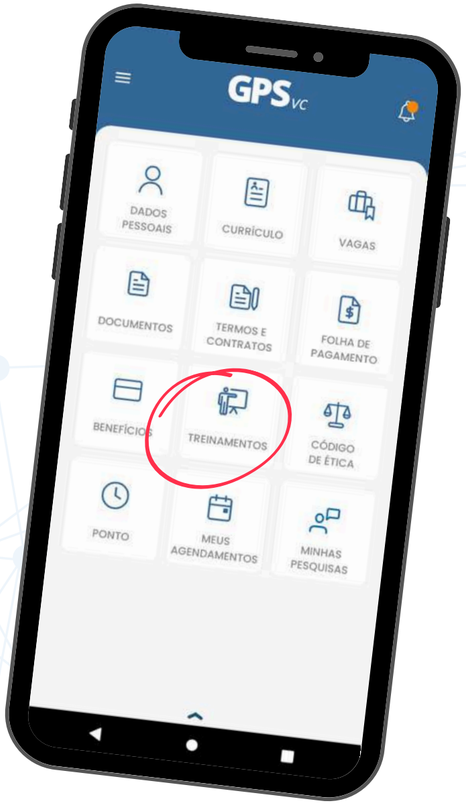
We believe that each training program we provide strengthens the professional and personal development of our employees and delivers greater value to our Clients in the form of quality services and personalized attention. The indirect impact of promoting personal and professional development translates into workforce improvement and the learning of new techniques and skills, including opportunities for career transition.

The GPSvc platform remains an essential pillar in this process, functioning as a complete HR ecosystem that facilitates access to learning. Through it, we offer development paths that cover:

- **Diverse categories:** behavioral, institutional, technical, and ESG-focused content;
- **Behavioral and health topics:** emotional intelligence, mental health (White January), nonviolent communication, and operational posture;
- **Awareness and diversity:** monthly health campaigns (Purple February, Lilac March, and Pink October) and training on gender and age diversity and the inclusion of people with disabilities;
- **Safety and Ethics:** LGPD, Information Security, Prevention of Sexual and Moral Harassment, in addition to the Code of Ethics and Ethics Hotline;
- **Workplace safety (Zero Accidents):** accident prevention, ergonomics (RSI/WRULD) and IMS policies.

Through the GPSvc platform, which ensures wide dissemination and access to content to all our employees, we also provide training in occupational health and safety, and we have external consultants and internal multipliers, with hours and content aligned with applicable legislation. All participants are evaluated and receive certification. Mandatory training covers topics stipulated in the NR (Regulatory Standards), including general safety (NR-01), use of PPE (NR-06), electrical installations (NR-10), cargo handling (NR-11), machinery and equipment (NR-12), chemical products (NR-20), confined spaces (NR-33), and work at height (NR-35). Additionally, the platform offers health campaigns and behavioral training, reinforcing a culture of prevention.

We are confident that learning paths, made widely available to all employees, drive professional development within the Company. The Leadership Development Program (LDP) stands out, consisting of 12 training courses aimed at developing leaders. As a result, these initiatives contribute to career progression, both within and outside the Company.



Training

[GRI 2-4 | 3-3 | 205-2 |404-2 | 403-5 | SV-PS-510a.1 | SDGs 3 | 4 | 8]

In 2025, we expanded access to training, focusing on increasing the average number of learning hours per employee. The GPSvc platform allows individual access, using a CPF [SSN] and password, and tracking of the journey through modules that include video, theoretical content, evaluation, and certificate issuance.

More than just providing content, we seek to strengthen a culture of continuous development, improving skills and ensuring personal and professional growth. The table to the side demonstrates our commitment to ethical and anti-corruption issues.

Our training program addresses both technical demands and transversal skills, as well as providing personal support such as guidance on family finances and retirement planning.

We remain guided by our ESG Target Plan, ensuring the inclusion of priority themes, such as combating forced labor and respecting Human Rights. Our commitment is to offer flexible and inclusive learning, reinforcing personal and professional development, resulting in teams that are better prepared and aligned with the needs of our Clients.

Our Training Program focuses on improving skills and employability, assisting with career advancement within the Company, but does not provide support for career transitions or retirement. More details about the training available can be found in the Indicators Booklet.

TRAINING IN ANTI-CORRUPTION POLICIES**	2025
CODE OF ETHICS & CONDUCT	143,218 (77.33%)
ANTI-CORRUPTION*	168,878 (91.19%)
SIGNATURES FROM SENIOR GOVERNANCE CODE OF ETHICS AND CONDUCT	15/15 (100.00%)
SIGNATURES FROM SENIOR GOVERNANCE ANTI-CORRUPTION POLICY	9/9 (100.00%)

Note:
*For the 2024 report, total training enrollment numbers were considered, with 94,355 for the Code of Ethics and Conduct and 454,673 for Anti-Corruption.
In 2025, the number of employees who completed the training was considered.
**For the purposes of addressing GRI 205-2, the completeness of the Code of Ethics and Conduct is considered.

Annual Training Matrix

The content library available on GPSvc brings together technical training and initiatives focused on developing behavioral skills, including topics such as personal presentation, leadership, proactivity, professional conduct, and mental health. This content supports the continuous development of our employees and the strengthening of our organizational culture.

Our Annual Training Matrix is structured to meet the specific demands of our business lines and the topics relevant to the society in which we operate. The content is continuously updated, ensuring access to materials aligned with social transformations and the demands of the work environment, always connected to the reality of Grupo GPS's operations.





With a library of **1,364 topics**, in 2025, **308 training topics** were made available for our employees.

Suppliers & Partners

[GRI 2-4 | 2-6 | 3-3 | 205-2 | 308-1 | 308-2 | 414-1 | 414-2 | SDGs 12]

Our business operations are governed by a Purchasing Policy guided by principles of ethics, sustainability, and value creation, always seeking the best cost-benefit ratio for our Clients.

Our commitment to the Supply Chain encompasses all of the Company's businesses, with their real and potential impacts, both positive and negative, on the economy, the environment, and people. This commitment is reflected in our Supply Chain Sustainability actions, monitored by our ESG Target 5.

Supplier selection follows the guidelines of our Supplier Requirements and Selection Program, which is constantly updated and improved for analysis in terms of social assessment and the fight against discrimination, child labor, forced labor, and human trafficking.

We evaluated all 198,560 suppliers (97,341 active and 101,219 inactive) for social criteria. All 20,034 new suppliers, (100%) of those joining the base in 2025 (19,934 active and 99 inactive), were informed of the policies, Code of Ethics and Conduct, and Anti-Corruption Policy, and were also evaluated based on social compliance criteria. Of these, 23 suppliers, representing 0.001% of the base, were also assessed as for environmental and anti-corruption aspects. Regarding environmental criteria, we did not identify any actual or potential sources of impact in our database. Among the new entrants, 2 suppliers were identified as causing real and potential negative social impacts. According to a search on the Ministry of Labor and Employment's "Dirty List" related to labor rights violations, such as forced labor, these suppliers were already inactive and had their commercial relationship blocked.



In 2025, 99.65% of our material and supply acquisitions are made in the domestic market, and local purchases contribute to reducing logistics costs, increasing delivery speed, and fostering economic development in the regions where we operate.

The terms of our partnership relationships adhere to the principles of the UN Global Compact and the Sustainable Development Goals (SDGs), as well as our Code of Ethics and Conduct.

We adopt an ethical stance in all business relationships, promoting free competition, preventing conflicts of interest, and ensuring audit, monitoring, and due diligence processes, as well as data protection and confidentiality of information.

Our commitments are recognized with the Ecovadis label, representing an assessment of our practices based on fundamental principles, in line with the fairest and most collaborative recommendations for supply chains.

Particularly strategic for our business, the management of our partnerships is guided by one of the ESG targets, so that by 2026, we should have 90% of our partners certified with regular supply above R$ 1 million p.m., in compliance with the requirements.

We Share Value

We continuously invest in innovation and rely on our partners to develop new products, services, and processes

Our partnerships consider social, environmental, ethical, and governance aspects

We repudiate, do not engage with, and monitor our supply chain and partners in order to combat the use of child labor, as established by Recommendation 146 of ILO – International Labor Organization

Similarly, we do not support the use of forced labor and/or labor analogous to slavery

Ecovadis Verification

ElasGPS: A Legacy of Protagonism and Connection

[SDGs 5]

ElasGPS was founded in April 2025 as a movement to connect, develop, and empower women within the Company.

Currently, the movement already brings together more than 750 women connected in its community, totaling more than 2,000 participations in training sessions and meetings focused on personal and professional growth. The initiative reaches more than 40 areas of the Company, fostering dialogue and collaboration between different teams.

Throughout this period, ElasGPS promoted a consistent development agenda through live streams, meetings, and content focused on personal and professional growth. Among the topics covered, highlights include mental health and coping with stress, Pink October, a bond of love for life, Blue November, simplifying daily work with the use of Microsoft Office 365, empowerment and the courage to speak out, as well as topics related to therapies and affections, such as the journey of a mother with a child with autism.

Regarding the audience profile, approximately 45% of participants in the initiatives are women, with men also present and a portion of the base without gender identification. This data demonstrates that, although ElasGPS focuses on empowering women, the movement already mobilizes different audiences within the Company, expanding its reach and contributing to a more collaborative and diverse culture.

And this is just the beginning. We continue to expand our reach, strengthen connections, and develop people, while simultaneously empowering women and contributing to a collaborative, diverse environment prepared for the challenges of the future.



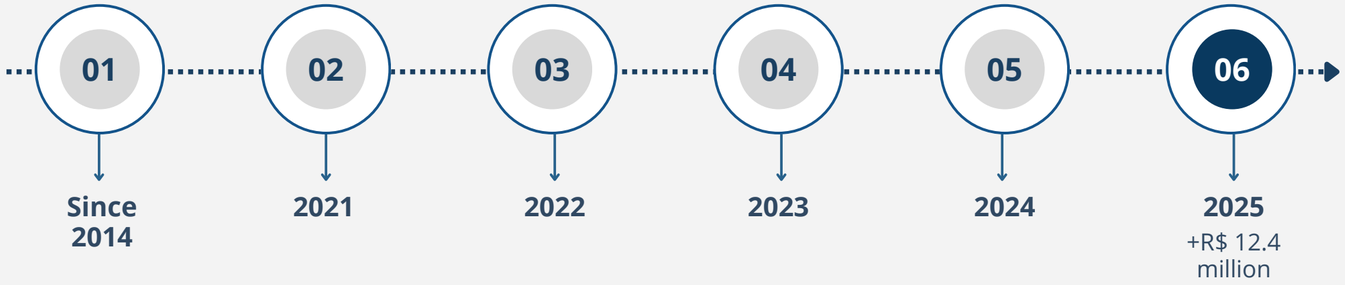
Social and Cultural Investment

[GRI 2-25 | SDGs 1 | 2 | 3 | 4 | 5 | 8 | 9 | 10 | 11 | 13 | 17]

The continuation of social investments, which have been carried out for over a decade, reflects our commitment to the country's development and the generation of positive impacts on communities.

Our process of analyzing and 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.

We believe in the transformative potential of social actions and continue to contribute to and monitor positive social impacts in a structured manner, aligned with the vision of the Sustainable Development Goals (SDGs).







In 2025, the allocation of incentivized funds for social projects was 6.32% higher than the volume of the previous year.

40 Social Projects assisted

R$ 12.4 M invested

10 distributed in States of the Federation

Associated to **11** SDGs

Supported projects

[GRI 2-25 | SDGs 3 | 4 | 10 | 16 | 17]

We support projects dedicated to health and well-being, quality education, reducing inequalities, and professional development that directly benefited more than 6,380 people in 2025 reinforcing our positive impacts within the communities.

Projects promoting culture through workshops and activities aimed at children, people with multiple disabilities, and the elderly were also supported.













Environmental

61 - Sustainable Purchases
62 - Circular Economy
64 - Combating Food Waste
65 - From Farm to Table
66 - Climate Change
67 - Emissions
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69 - Drones
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Sustainable Purchases

Applied sustainability, qualified data, and real impact

[GRI 2-6 | 3-3 | 407-1 | SDGs 12]

We have made significant progress on our sustainability journey by conducting a thorough analysis of over 350 thousand items in our database, identifying sustainable and efficient products aligned with the Sustainable Development Goals (SDGs).

Categorizing these items promotes more conscious management, supports decision-making by operational teams, and reinforces the Company's commitment to incorporating responsible practices in its activities and Clients service.

Grupo GPS's value chain is predominantly geared towards providing integrated services, supported by suppliers of equipment, technologies, operational inputs, food raw materials, and skilled labor. The Company works directly in Clients' operations, offering services such as industrial maintenance, facilities management, security, water and wastewater treatment, commerce, and food services for various sectors.

Integrated action across the value chain increases proximity to innovations, strengthens the alignment of principles and values with suppliers, and contributes to greater synergy and efficiency in the use of resources, directly impacting the solutions offered to Clients.



In 2025, 99.65% of payments to suppliers were directed to companies based in Brazil, distributed across 24 states plus the Federal District, demonstrating our commitment to strengthening the Brazilian economy and developing the regions in which we operate. In addition to our supply chain being predominantly domestic, as indicated above, no risks were identified for suppliers in their operations with regard to labor and union legislation, except for the two cases already identified and duly addressed, as described in the Suppliers & Partners Chapter.

The main products purchased were: perishable and non-perishable goods, fuels, and cleaning supplies. Regarding services, the main ones were: vehicle and equipment rentals, and general consulting services. For the benefits group, the main purchases were: food and meal vouchers and medical assistance.

Technology and Suppliers

Technology is our ally in our commitment to sustainable operations. Therefore, we select suppliers committed to innovation and offer our Clients complete solutions that combine environmental preservation, a commitment to access to balanced nutrition and quality, at a fair and affordable cost.

In the food business, we have adopted biodigesters, electric ovens, and thermometers capable of providing greater control over processes, contributing to operational efficiency, waste reduction, and more responsible use of resources in operations.

Circular Economy

[SDGs 12]

Our actions aimed at promoting circular economy practices continue to evolve, focusing on expanding the reuse of materials and reducing environmental impacts throughout the equipment lifecycle. Among the initiatives, the technical dismantling of communication and IT equipment for maintenance, recovery, and component replacement stands out, prioritizing the extension of the assets' useful life.

At the end of the operational cycle, items that cannot be reused are sent to specialized partner companies, ensuring environmentally sound disposal and the reintegration of materials into other production chains, strengthening practices aligned with the circular economy.



1,241

kg of eletronics

In 2025, we responsibly disposed of 77 kg of electronic waste through a partnership with Cooperativa de Reciclagem do Vale do Itajaí, which specializes in managing this type of material. The initiative, aligned with ESG guidelines and ISO 14001 requirements, prioritizes the circular economy by directing equipment towards technical dismantling, component reuse, and environmentally sound disposal of remaining waste.

Working together with the cooperative strengthens local production chains, contributing to job and income generation, as well as ensuring process traceability through the issuance of the Certificate of Final Destination (CDF), in accordance with reverse logistics practices.

Our commitment to responsible disposal also includes the management of Personal Protective Equipment (PPE), with structured processes for recovery, segregation, and proper final disposal, in accordance with environmental and safety requirements.

In 2025, we advanced responsible waste management with a focus on reuse solutions and proper disposal. The main waste stream generated by the Company is uniforms, which accounted for 6,397 kg destined for recycling during the period. After their useful life ends, the uniforms are sent to specialized partners who carry out the de-characterization of the material and its transformation into blends for co-processing used in our own services.

Furthermore, we properly managed the reverse logistics of 741 pesticide containers, ensuring the responsible handling of these materials and reducing potential environmental impacts. These initiatives contribute to reducing waste and strengthening practices aligned with the principles of the circular economy in our operations.



Circular Economy

[SDGs 12]

Trays with UBQ Technology

GRSA is a pioneer in adopting trays produced with UBQ technology in the collective food service segment.

The initiative is a partnership with Semaza, a company specializing in the manufacture of sustainable plastic products.

Technology (b)

It transforms municipal solid waste, including organic and difficult-to-recycle materials, into climate-positive thermoplastic material.



Durable raw material, 100% recycled and recyclable

For every 1 kg of UBQ produced

Deviates:

1.5 kg of waste

which would be destined for landfills and incinerators.

It generates a negative carbon footprint:

-1.2 kg of CO_2e

Avoids the emission of

7.6 kg of methane

in the atmosphere

The production process is also notable for:

- Use of green energy and recycled water;
- Absence of effluents;
- Zero combustion.



Certification in Sustainable Practices

GRSA is recognized by the Green Kitchen seal, a certification aimed at professional kitchens that consistently incorporate sustainable practices into their production chain. The certification encompasses aspects such as reducing food waste, efficient use of water and energy, proper waste management, responsible selection of inputs, and food safety practices integrated with sustainability and team engagement.

The implementation of these practices occurs in a structured way, with defined processes, monitoring of indicators, and continuous training, ensuring the standardization and evolution of operations in different segments served by GRSA.

In 2025, the Company consolidated this trajectory by expanding the number of certified operations, reaching eight units with the Green Kitchen Seal. This advancement reaffirms GRSA's commitment to a sustainable organizational culture, balancing operational efficiency with high standards of delivery.

Combating Waste de Alimentos

Quanto Pesa o Desperdício Program

[SDGs 2]

The "*Quanto Pesa o Desperdício*" program continues as an important GRSA initiative aimed at reducing food waste. Through a dynamic and educational approach, the initiative invites employees and consumers to reflect on the environmental impacts of waste in their daily lives.

Integrated into operations, the program promotes daily monitoring of waste disposal in production and encourages more conscious consumption practices. Over the years, the initiative has contributed to strengthening a culture of responsibility and reducing waste, aligning operational efficiency and sustainability.

In 2025, the program included

311

Participating units

It prevented the waste of

903

tons of food

Result

30%

higher than that recorded in 2024

Menus Sustainable

Receita do Bem Program



Through the development of plant-based menus, the "*Receita do Bem*" program demonstrates, in practice, that it is possible to combine quality nutrition with the reduction of environmental impacts, encouraging the consumption of plant-based protein preparations as an alternative to animal proteins.

The program acts as an educational platform, promoting awareness among Clients and consumers about the relationship between food choices and their environmental impact, especially in reducing carbon footprint, aligned with global trends in responsible consumption.

Food disinfection with ozone

Innovation, food safety and zero use of chemicals

The adoption of ozone in the disinfection process is part of our innovation strategy applied to sustainability and food safety, in which it acts as an antimicrobial agent, safely and without compromising the quality, characteristics and nutritional value of food. The process stands out because it does not use chemicals and decomposes naturally into oxygen after application.

The use of ozone in direct contact with food is recognized by international regulatory bodies such as the FDA and USDA, and its application is aligned with the requirements of RDC 216/2004.

Benefits

47%/ month

reduction in electricity consumption

66%

reduction in the time required to disinfect food

Water reuse

to other activities, such as pre-washing dishes

From Farm to Table

A partnership that values family farming

[SDGs 2]

The partnership between our operation and that of a major Client took an important step towards sustainability in October 2025. With a focus on strengthening family farming, we started a supply project that connects the Quilombola Esperança Community, in Belo Oriente (MG), directly to our restaurants.

The initiative aims to integrate local produce into our menus, ensuring fresh food and promoting a more responsible supply chain.

Results from the first three months (from October to December 2025) already show the strength of this union:

More than **8 tons** of purchased food directly from community

1,413 kg cassava

3,801 kg of banana

3,106 kg of pulp of fruit

More than **10** **families benefited by the project**

By incorporating locally grown ingredients into the menu served in the Client's restaurants, concrete benefits are generated for the entire chain:

- Strengthening the local economy
- Freshness and nutritional quality
- Cultural appreciation
- Encouraging entrepreneurship
- Sustainability in practice
- Traceability and transparency





The era of biodigesters in waste management

The adoption of biodigesters is part of GRSA's practices aimed at more sustainable management of organic waste in its operations, reducing the volume destined for disposal.

We have adopted different technologies capable of transforming organic waste into liquid effluent, reuse water, and organic fertilizer, expanding the possibilities for reusing and adding value to these materials.

By treating waste directly at the point of generation, the solution minimizes impacts associated with transportation and final disposal, as well as contributing to the reduction of emissions resulting from improper decomposition.

Climate Change

[GRI 3-3 | 201-2 | SDGs 13]

The Company continuously monitors risks and opportunities related to climate change, aligning its strategy and strengthening its climate governance in preparation for the adoption of IFRS S1 and S2 standards.

Mapping helps us identify and classify potential changes in operations such as:

- Chronic physical risks: increased temperatures and extreme weather events impacting the health and productivity of our employees;
- Market and regulatory risks: the volatility of raw materials is due to both geopolitical issues and the need to adapt to climate regulations;
- Operational physical risks: extreme weather events, such as extratropical cyclones, have the potential to affect assets and operational continuity.

Opportunities:
Expansion of sustainable solutions, including water treatment, drones and more efficient products, growing demand for sustainable services and decarbonization solutions.

The identified climate risks and opportunities have the potential to generate financial, operational, and reputational impacts on the Company, such as risks of increased operational and healthcare costs, reduced productivity, reputational impacts, and operational disruptions. On the other hand, the opportunities can positively impact revenue growth, increased operational efficiency, strengthened corporate reputation, and reduced consumption of natural resources.

Through assessments of the potential financial impacts related to the mapped risks and opportunities, it was possible to broaden our understanding and plan our operations from the perspective of climate change, something that, before these assessments, did not allow us to take concrete actions for mitigation and leveraging synergies.

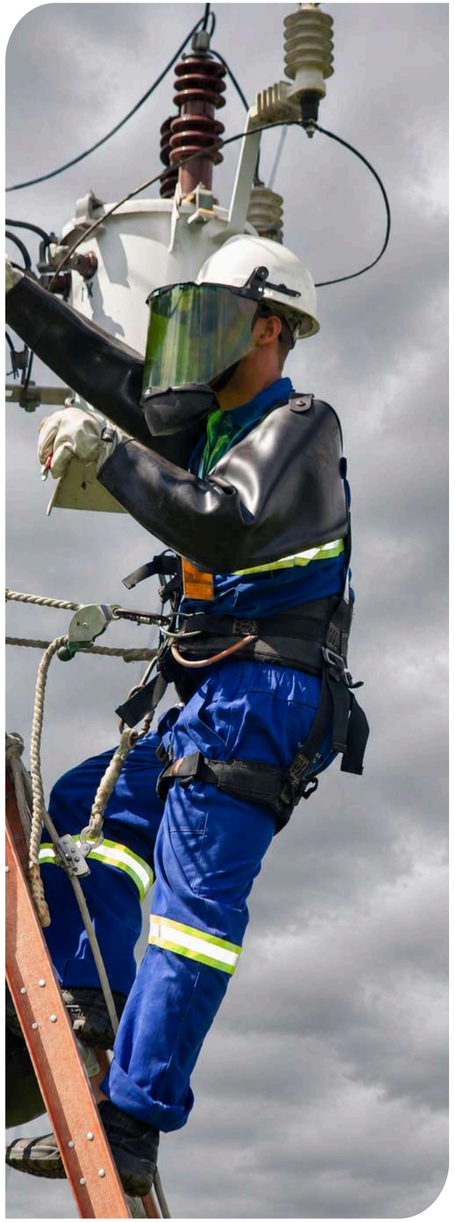
The detailed financial measurement of climate risks and opportunities is still in the process of methodological refinement and integration into corporate financial planning in line with IFRS S1 and S2.

Climate management is conducted by the Sustainability Committee in conjunction with the Risk Management area and monitored by the Board of Directors.

Measures for managing risks include ESG targets, emissions reduction, continuous improvement and monitoring of climate risks, awareness-raising, and governance with internal audit.

In order to broaden our understanding of climate change, we have made continuous investments in sustainability initiatives, ranging from training specialized teams and hiring consultants to using specific management solutions for sustainable development, investing in operational efficiency, emissions management and control, setting emissions reduction targets, implementing technological solutions across all our business lines, digitizing processes, raising awareness among more than 185 thousand employees, and reducing the consumption of fossil fuels, both in our own operations and as a strategic player in the operations of our more than 4,600 Clients throughout Brazil.

The detailed costs of these initiatives are not yet fully measured separately at the time of the reporting period, due to the extent of the business lines and geographic scope. The Company is enhancing its climate management and reporting systems to increase the level of detail in line with new climate standards.



Emissions

[GRI 305-1 | 305-2 | 305-3 | SDGs 13]

Managing greenhouse gas (GHG) emissions is one of the pillars of our environmental strategy. In 2025, for the second consecutive year, we maintained our operational control approach and obtained the Gold Seal from the Brazilian GHG Protocol Program, reflecting the consistency of our emissions monitoring and control actions, as well as the reliability of our inventory.

Continuous evolution applies both to our activities (Scope 1) and to activities carried out on our Clients' premises, characterized as relevant indirect emissions (Scope 3), which also includes business travel. The methodological alignment adopted ensures consistency, traceability, and comparability of the reported information, using 2024 as the base year for future analyses.

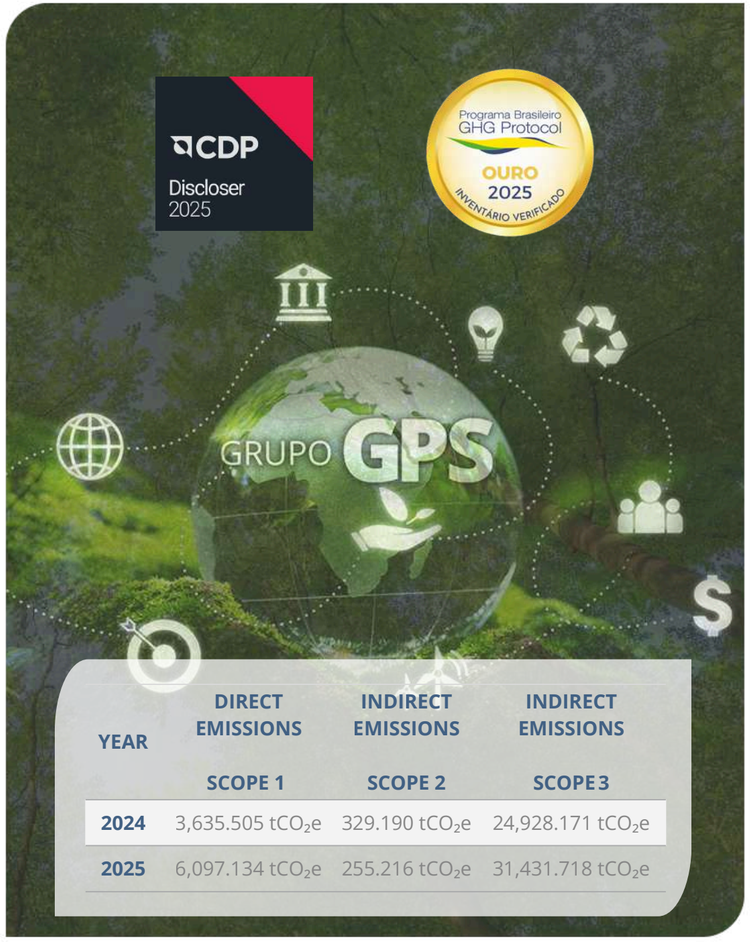
The Company adopts a location-based approach for calculating Scope 2 emissions, considering emission intensity associated with the energy matrix of the Brazilian Interconnected System (SIN). The choice of 2024 as the base year is associated with the start of audit activities on the GHG inventory.

During this period, we observed an increase in emissions, a direct reflection of the expansion of our operations, with a 17% growth in revenue and a 14.9% increase in the number of employees, in addition to the progress of the construction of our new headquarters, which also contributed to the improvement in these indicators.

We continue to invest in the constant renewal of our vehicle fleet, which is systematically renewed in order to guarantee efficiency and predictability in the services we perform, with continuous monitoring of fuel consumption and encouragement of the use of alternatives with lower emission intensity. Our controls are supported by proprietary systems, developed in-house and integrated with strategic partner platforms.

Our set of ESG Targets reinforces our commitment to reducing emissions, specifically with regard to Target 7, which addresses the transition from fossil fuels to ethanol in passenger vehicles, with ethanol accounting for 30% of total gasoline by 2026. In addition to the transition from combustion engine vehicles to electric vehicles in 2026, this includes 220 vehicles and 200 pieces of equipment.

Our initiatives reinforce our commitment to tackling climate change and advancing towards meeting the decarbonization target approved by the Sustainability Committee. Thus, by quantifying emissions, the Company is preparing for the newly created Brazilian Emissions Trading System (SBCE). The gases considered in our emissions inventory can be found in the Environmental Indicators Booklet.



YEAR	DIRECT EMISSIONS SCOPE 1	INDIRECT EMISSIONS SCOPE 2	INDIRECT EMISSIONS SCOPE 3
2024	3,635.505 tCO_2e	329.190 tCO_2e	24,928.171 tCO_2e
2025	6,097.134 tCO_2e	255.216 tCO_2e	31,431.718 tCO_2e

Energy

[GRI 302-1 | 305-2 | SDGs 7]

Efficient energy consumption management is an integral part of our operational and environmental strategy, ensuring adequate support for our administrative and operational activities. Our offices across the country feature solutions focused on conscious use, such as efficient lighting and automated control systems.

Adopting responsible energy consumption practices reflects our commitment to sustainability, and is incorporated into both internal activities and operations carried out on our Clients' premises. In this context, we prioritize the use of equipment with better energy efficiency and the continuous application of good maintenance practices.

In the GHG inventory (Scope 2), guided by the methodology of the Brazilian GHG Protocol Program, emissions related to monthly electricity consumption from the public grid were calculated, based on the national average factor. The inventory covers the energy consumption of all Grupo GPS units operating from January to December 2025, this being our only source of electricity.

Thus, it was possible to determine a 15.2% reduction in energy consumption, even with the expansion of operations and the integration of the GRSA Company, which demonstrates the effectiveness of the initiatives implemented over the last few cycles, aimed at energy efficiency and optimizing the use of resources.

Sustainability continues to guide our decisions in equipment certification and operations management, contributing to consistent energy efficiency gains, even in a growth environment.

We continued with our commitment to the energy transition, aiming to increase the proportion of renewable energy in the electricity mix of offices to up to 22% by 2026, based on 2024 consumption levels. Conversion factors and other energy sources can be found in the Environmental Indicators Booklet.



YEAR	ENERGY CONSUMPTION (MWH)
2024	6,069
2025	5,531

Drones

[GRI 3-3 | SDGs 8 | 9 | 13]

Technology at the service of security

The use of drones has established itself as an efficient technological solution for Operational Management with several objectives: Property security, acting in the control of protected areas and audits that require temperature and volume controls, among others.

Technology offers real-time visual support, increasing safety for all professionals involved and contributing to greater accuracy in managing risk situations, generating key performance indicators (KPIs).

We are operating with the solution in a semi-autonomous way, reducing operational risks and gaining greater control over processes. Our solution can be equipped with night vision cameras and thermal sensors. It is important to highlight the care taken in storing data and integrating it with tools that deliver online reports after each flight.

Our goal is to provide remote management of this solution with a single standardized approach across all field activities. By implementing these resources, we increase the effectiveness of operations and strengthen the protection of the teams involved, reducing risks and operational costs, and delivering data to our Clients.

The benefits associated with the use of drones drove a 21% increase in operations in 2025, reaching 235,692 kilometers traveled, with high standards of operational efficiency and Clients satisfaction.

235,692

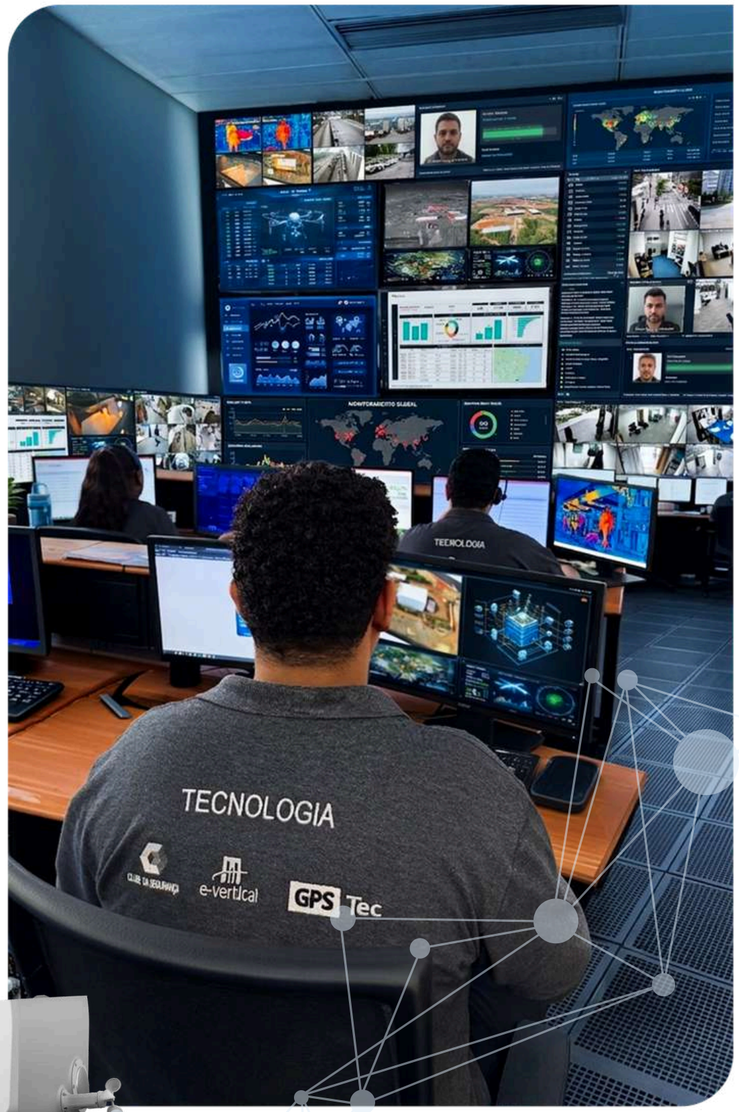
km traveled in 2025

21%

of growth in drone operations, compared to the previous year







Water

[GRI 303-3| 303-5 | SDGs 6]

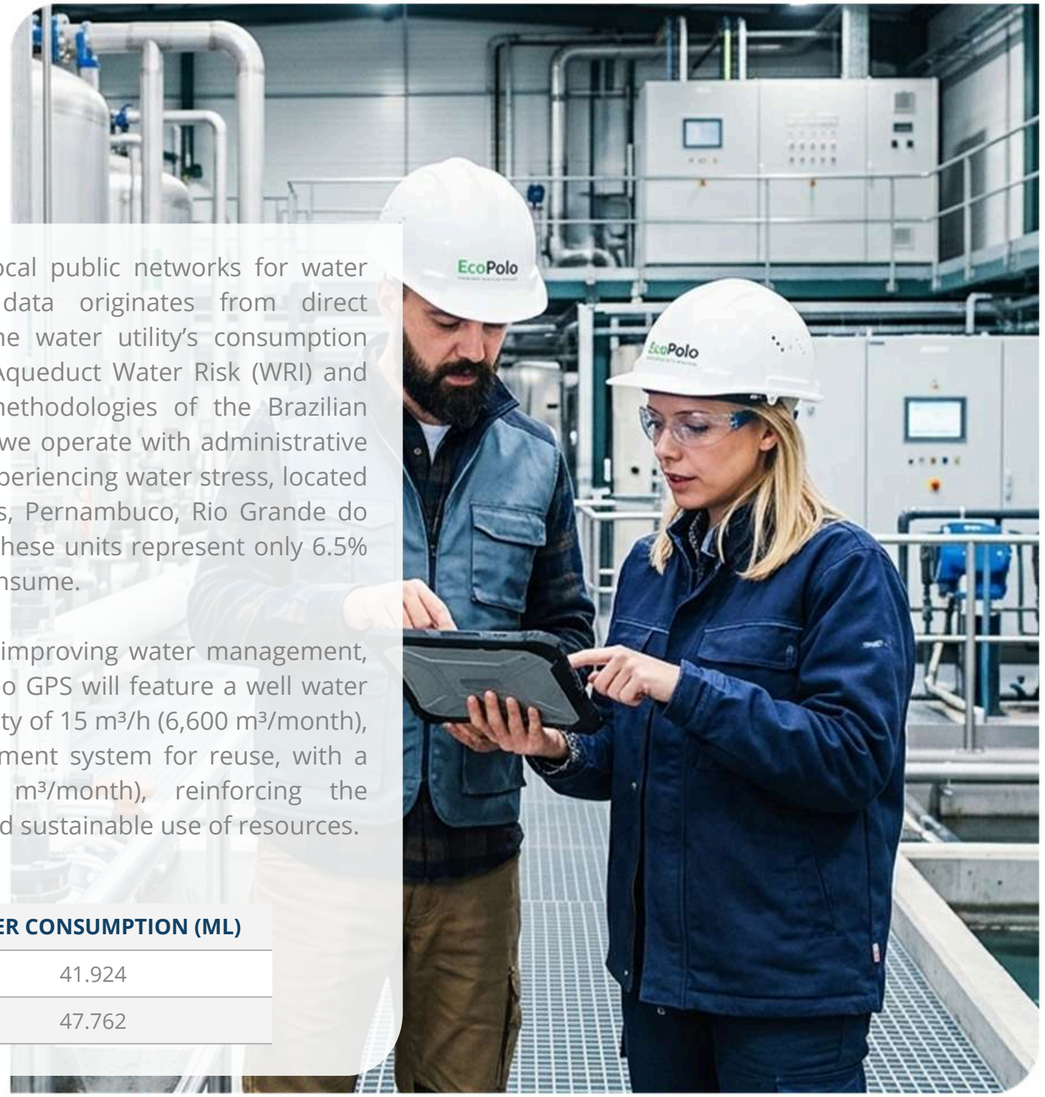
Administrative activities have a low direct impact on water consumption; however, the Company still promotes awareness initiatives and internal campaigns focused on the efficient use of resources and the reduction of waste among employees. Furthermore, recognizing the importance of responsible water resource management, we have voluntarily committed to reporting indicators on this topic to the CDP.

In cleaning, facilities, and food service operations, we have expanded our reach by adopting water efficiency practices both in our own facilities and those of our Clients, contributing to a reduction in the water footprint associated with our activities, far beyond our own consumption.

In 2025, the variation in water consumption followed the expansion of the Company's operations, driven by the integration of new businesses and the consolidation of acquisitions made in the previous period. This movement reflects the growth of the operational and administrative structure, in line with the evolution of the volume of activities.

Our consumption meets the needs of our administrative units, according to resources distributed by the public water supply system, which follows the water quality parameters for human consumption, in accordance with MS Ordinance 888/2021 and Conama Resolution 420/2011.

CDP Discloser 2025



All administrative units use local public networks for water supply and disposal. The data originates from direct measurements taken from the water utility's consumption bills. In accordance with the Aqueduct Water Risk (WRI) and Water Security Index (ISH) methodologies of the Brazilian National Water Agency (ANA), we operate with administrative offices in five municipalities experiencing water stress, located in the states of Bahia, Alagoas, Pernambuco, Rio Grande do Norte, and Ceará. Combined, these units represent only 6.5% (3.1045 mL) of the water we consume.

With a focus on continuously improving water management, the new headquarters of Grupo GPS will feature a well water treatment system with a capacity of 15 m³/h (6,600 m³/month), as well as a wastewater treatment system for reuse, with a capacity of 3 m³/h (660 m³/month), reinforcing the commitment to the efficient and sustainable use of resources.

YEAR	WATER CONSUMPTION (ML)
2024	41.924
2025	47.762

Water Management

[SDGs 6]

We conduct our water management with a focus on mitigating environmental impacts in industrial, commercial, and residential projects, through the adoption of efficient and sustainable solutions.

In this context, we rely on Ecopolo, a Grupo GPS Company that acts as a solutions integrator and specializes in the development, implementation, and operation of water and wastewater treatment systems. To guarantee the best balance between cost, benefit, and technology, our engineering team establishes partnerships with leading suppliers in the market, ensuring the application of efficient and innovative solutions.

We provide comprehensive solutions aligned with ESG practices and in compliance with current environmental legislation, ranging from the supply of potable and industrial water to the treatment of effluents for disposal or reuse, including advanced technologies such as membrane bioreactor (MBR) systems.

We prioritize the development of customized solutions, focusing on operational efficiency and environmental performance, contributing to the reduction of water consumption and effluent generation in our Clients' operations.

Additionally, we incorporated technological solutions for monitoring and managing water consumption, such as telemetry systems integrated with the GPSmi platform, which allow for real-time monitoring, target setting, and identification of opportunities for improvement, including leak detection.

Through these initiatives, we reinforce our commitment to preserving water resources, promoting environmental and operational gains for our Clients and for society.

2.75 M/m³

TREATED WATER FOR CONSUMPTION, DISPOSAL AND REUSE IN 2025



Remote Control of Water Consumption

- Simplified monitoring of consumption;
- Personalized targets;
- Receiving alerts when approaching the established limit.

Consumption History

- It allows you to view a complete record of consumption;
- Compare current consumption with previous periods;
- Identify consumption peaks.

Indicators

73 - Global Reporting Initiative - GRI
87 - Sustainability Accounting Standards Board - SASB
90 - Environmental, Social, Governance, and Economic Indicators
101 - Assurance Report
103 - Credits

Global Reporting Initiative - GRI

Statement of Use	GPS Participações e Empreendimentos S.A. reported the information mentioned in this GRI content summary for the period from January 1, 2025, to December 31, 2025, based on the GRI Standards.
	GRI 1: Foundation 2021

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
The organization and its reporting practices						
GRI 2: General Disclosures 2021	2-1	Organizational details	Pages 7, 8, 12, 13 | SDGs 9 GPS Participações e Empreendimentos S.A., a publicly traded Company.			
	2-2	Entities included in the organizati on's sustainability reporting	Pages 5, 7, 8, 14 This report covers the same activities as the financial report. Information is available on the Investor Relations website (www.ri.gpssa.com.br/en/).			
	2-3	Reporting period, frequency and contact point	Pages 5, 103			
	2-4	Restatements of information	Pages 5, 23, 24, 31, 32, 40, 41, 42, 47, 50, 51, 52, 53, 55, 56, 91, 92, 94, 95 | SDGs 16 Item 2-5: previously, both financial results and the GHG inventory were audited; in 2025, in addition to the audits already mentioned, this report also underwent assurance. Item 3-2: Grupo GPS's materiality matrix was updated in 2025, resulting in the replacement and prioritization of new topics, as reported in items 3-1 to 3-3. Some quantitative indicators do not have comparative data, as the Company revised its materiality matrix in 2025 (308-1, 308-2, 403-8, 414-1, 414-2). In 2024, some criteria were not disclosed in full (205-1, 403-9), and the indicators (205-2, 401-1) used a different measurement metric. Item 205-3: The restatement is intended to clarify that corruption cases may occur in the public or private sector. It also clarifies that the three cases confirmed for the year ended December 31, 2025, occurred in the private sector. No cases involving the Public Administration, as contemplated by the Brazilian Anti-Corruption Law (Law No. 12,846/2013), were confirmed. The restatement did not change the number of confirmed cases.			
	2-5	External assurance	Pages 5, 101, 102 | SDGs 16			
Activities and workers						
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	Pages 11, 12, 14, 56, 61, 93 | SDGs 12			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Activities and workers						
GRI 2: General Disclosures 2021	2-7	Employees	Pages 47, 48, 51, 90 | SDGs 8			
	2-8	Workers who are not employees	Not Applicable. The premise of Grupo GPS's business model is the direct formal hiring of its workforce, totaling more than 185 thousand employees (as detailed in the GRI 2-7 indicator).			
Governance						
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Pages 29, 30, 33, 34, 96, 97 | SDGs 10, 16			
	2-10	Nomination and selection of the highest governance body	Pages 29, 30 | SDGs 16			
	2-11	Chair of the highest governance body	Pages 29, 30 | SDGs 16			
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 28 | SDGs 16			
	2-13	Delegation of responsibility for managing impacts	Pages 31, 32 | SDGs 16			
	2-14	Role of the highest governance body in sustainability reporting	Page 28 | SDGs 16			
	2-15	Conflicts of interest	Page 37 | SDGs 16			
	2-16	Communication of critical concerns	Pages 31, 32 | SDGs 16			
	2-17	Collective knowledge of the highest governance body	Pages 29, 30, 43 | SDGs 4, 16			
	2-18	Evaluation of the performance of the highest governance body	Pages 29, 30 | SDGs 16			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Governance						
GRI 2: General Disclosures 2021	2-19	Remuneration policies	Pages 29, 30, 36 | SDGs 16			
	2-20	Process to determine remuneration	Pages 29, 30 | SDGs 16			
	2-21	Annual total compensation ratio		Complete omission	Confidentiality constraints	The Company treats absolute information regarding the compensation of the highest-paid individual and their salary proportions as strictly confidential data, as its public disclosure could compromise the Group's leadership retention strategy and commercial competitiveness in a market under constant pressure for price reductions. However, reinforcing its commitment to transparency and in accordance with Law 15,177/2025 (which amended Article 133 of the Brazilian Corporations Law), the Company discloses in its Management Report the ratio between the average remuneration of women and men, presenting an index of 0.94 for the Executive Board and Board and 0.92 for the general workforce. The Company continues to improve its motivation and retention tools, maintaining confidentiality only regarding data that could reveal its competitive advantage.
Strategy, policies and practices						
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Page 4			
	2-23	Policy commitments	Pages 35, 36 | SDGs 16			
	2-24	Embedding policy commitments	Pages 35, 36, 37 | SDGs 16			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Strategy, policies and practices						
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Pages 28, 40, 42, 58, 59 | SDGs 8, 12, 16, 17			
	2-26	Mechanisms for seeking advice and raising concerns	Pages 40, 42 | SDGs 8, 12, 16			
	2-27	Compliance with laws and regulations		Complete omission	Confidentiality constraints	The Company maintains continuous monitoring of its contingencies, recording as of December 31, 2025, a provision of R$ 2.09 billion for tax, civil, and labor risks, the details of which, regarding their nature and probability of loss, are set forth in Note 30 of the Financial Statements. However, extracting the total number of non-compliance instances and segregating the nature of the sanctions (financial vs. non-monetary) required by the standard are unavailable for the current cycle due to the decentralization of the legal and administrative systems of the recently acquired subsidiaries (such as GRSA, which is in the process of system integration). For reporting purposes, the Group defines “significant cases” as occurrences classified as having a “Critical” or “High” impact in its Risk Criticality Matrix, developed by the Compliance area. This definition is based on criteria of (i) financial materiality (direct impact on EBITDA), (ii) severity of violation of the Code of Ethics and (iii) reputational risk to the brand. The Company is unifying its legal governance to centralize the tracking of the nature and characteristics of administrative fines, with a commitment to full reporting by March 2028. More details can be found in Note 30 of the Financial Statement Here.
	2-28	Membership associations	Pages 44, 45			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Stakeholder engagement						
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	Pages 28, 43 | SDGs 4, 16			
	2-30	Collective bargaining agreements	Page 48 | SDGs 8			
Material Topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Pages 23, 24 | SDGs 16 The definition of material topics considered all of the Company's business activities and relationships, with their respective real and potential positive impacts on the economy, the environment, and people (including human rights).			
	3-2	List of material topics	Page 24 | SDGs 16 New material topics: Quality of services; Economic performance, Market and credit risk, Supply chain, Professional development. That are no longer material: Labor practices, Diversity and inclusion, Risk and critical incident management, Working conditions and human rights, Climate change and greenhouse gas emissions, Stakeholder relations and professional integrity, Water resources management, Environmental preservation and biodiversity.			
Technology and Innovation						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages. 15, 16, 17, 18, 38, 39, 69 | SDGs 9			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Quality of Services						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 25, 26, 35, 36, 37, 38, 39, 44, 45 Our commitment to Service Quality encompasses all of the Company's businesses, with their real and potential impacts, both positive and negative, on the economy, the environment, and people, as reflected in the NPS assessment that we monitor through Target 6. Our Policies and Regulations (pages 35, 36 and 37) reflect the measures taken to prevent and mitigate potential negative impacts, as do our Privacy and Data Protection Programs and our Information Security and Business Continuity Sustainability Programs (pages 38 and 39).			
GRI 417: Marketing and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	Page 38			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Pages 38, 39			
Economic Performance						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 12, 22, 34, 66, 99 | SDGs 16 Our commitment to Economic Performance is reflected in the measures taken to prevent/mitigate potential negative impacts, such as maintaining robust governance and establishing an active Fiscal Council (pages 22, 28, 29 and 30).			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Pages 22, 99| SDGs 16			
	201-2	Financial implications and other risks and opportunities due to climate change	Page 66 | SDGs 13			
	201-4	Financial assistance received from government	Page 22 | SDGs 16			
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	Pages 12, 34 | SDGs 10, 16 A person is considered a local community when there was no need to relocate for the purpose of hiring, nor was there a need to stay overnight away from home due to the distance between home and work exceeding 200 km.			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 38, 50, 51, 52, 53, 92 | SDGs 3, 8 Our QHSE Policy, associated with the Occupational Health Program, reflects our actions to prevent and mitigate potential negative impacts regarding the risks associated with operations developed in all of the Company's businesses, translated into actions monitored by our ESG Target 1.			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Pages 51, 52, 53 | SDGs 3, 8			
	403-2	Hazard identification, risk assessment, and incident investigation	Pages 51, 52, 53 | SDGs 3, 8			
	403-3	Occupational health services	Pages 51, 52, 53 | SDGs 3, 8			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Pages 51, 52, 53 | SDGs 3, 8			
	403-5	Worker training on occupational health and safety	Pages 54, 55 | SDGs 3, 4, 8			
	403-6	Promotion of worker health	Page 51 | SDGs 3, 8			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 52, 53 | SDGs 3, 8			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 38, 47, 48, 50, 51, 52, 53 | SDGs 3, 8			
	403-8	Workers covered by an occupational health and safety management system	Pages 47, 51, 52, 53 | SDGs 3, 8			
	403-9	Work-related injuries	Pages 51, 52, 53 | SDGs 3, 8			
GRI 403: Occupational Health and Safety 2018	403-10	Work-related ill health	Pages 52, 53 | SDGs 3, 8 | item b. Not Applicable	Partial omission (items a. c.ii)	Information unavailable	The Company ended the 2025 cycle with a workforce of 185,199 employees (a growth of 14.9% compared to the previous year), operating in all regions of Brazil. Due to operational complexity and the massive integration of new units, such as GRSA, information relating to occupational diseases (items a and c.ii) is currently decentralized at the regional level and in legacy systems. To mitigate this data gap, in 2025 the Group made a strategic acquisition of RHMED, a Company specializing in occupational medicine services, aiming to structure and unify health controls throughout the Group. The Company has established a timeline for improving its HSE management systems and expects to complete the survey and full consolidation of these indicators for reporting by March 2028. Item (b) of the standard is not applicable to the Company's business model.

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Market and Credit Risk						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 31, 32, 35, 36, 37, 38, 40, 41, 42, 92 | SDGs 8, 16 Our Policies and Regulations (pages 35, 36 and 37) address topics such as corruption, disclosure of relevant acts or facts, risk management, securities trading, related party transactions, among others, reflecting the measures taken to prevent and mitigate potential negative impacts with regard to market and credit risk.			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Pages 5, 31, 32, 40, 41, 42 | SDGs 8, 12, 16 See the Reference Form, available Here			
	205-2	Communication and training about anti-corruption policies and procedures	Pages 40, 42, 55, 56, 95 | SDGs 3, 4, 8, 12, 16			
	205-3	Confirmed incidents of corruption and actions taken	Pages 40, 41, 42 | SDGs 8, 12, 16	Partial omission	Information unavailable (items c. and d.)	The Company transparently reported the identification of 3 confirmed cases of corruption in the 2025 cycle, all related to the management of third parties, which resulted in the application of sanctions and the dismissal of the professionals involved. However, information regarding the total number of contracts with business partners that were terminated or not renewed, specifically due to corruption-related violations (item c), and details of the results of public judicial proceedings (item d), are unavailable for full consolidation in this report. This gap stems from the decentralization of contract management and legal systems of the integrated subsidiaries in 2025, such as GRSA. The Company is in the process of unifying these databases and improving "professional integrity" controls, as mentioned in the SASB report (SV-PS-510a.2), with a commitment to fully disclose these metrics by March 2028.
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Page 38			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Supply Chain						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 12, 38, 56, 61, 93 | SDGs 12 Our anti-corruption, procurement, human rights, securities trading, and related party transactions policies, among others, reflect the measures taken to prevent and mitigate potential negative impacts on the supply chain (pages 35 and 36), as well as our Supplier Requirements and Selection Program.			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Pages 12, 93 | SDGs 12 A supplier is considered local when both the purchasing unit of the Company and the supplier are located in the same State of the Federation. All units within the Group are reported and therefore considered important.			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Page 56 | SDGs 12			
	308-2	Negative environmental impacts in the supply chain and actions taken	Page 56 | SDGs 12			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 48, 61 | SDGs 8, 12			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Page 56 | SDGs 12			
	414-2	Negative social impacts in the supply chain and actions taken	Page 56 | SDGs 12			
Professional Development						
GRI 3: Material Topics 2021	3-3	Management of material topics	Pages 16, 54, 55, 94, 98 | SDGs 3, 4, 5, 8, 10 Our training matrix (pages 54 and 55) reflects the actions taken to leverage positive impacts, as well as to prevent and mitigate potential negative impacts with regard to behavior and the quality of practices adopted, covering all of the Company's businesses.			
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	Page 49 | SDGs 5, 10 | item b. Not Applicable			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Professional Development						
	401-1	New employee hires and employee turnover	Pages 50, 91, 92 | SDGs 5, 8, 10			
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Complete omission	Information unavailable	The Company ended the 2025 cycle with 185,199 employees, a growth of 14.9% driven largely by the integration of GRSA in January 2025. Currently, the Company has a decentralized benefits structure, inherited from various acquired subsidiaries, with different eligibility rules for the 174,709 full-time employees (94.3% of the workforce) and for workers under fixed-term or intermittent contracts. The consolidated statistical extraction and segregation of this data by “significant operational units,” as required by the standard, are unavailable in the current cycle due to the unification phase of the ERP and HR (payroll) systems. The Group has established a timeline for standardizing human capital data governance and is committed to completing the survey for full reporting of this indicator by March 2028.
	401-3	Parental leave	Page 92			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Page 94 The functional category is comprised of all employees in non-leadership and leadership positions, with the latter categorized as coordinators, managers, and directors.			
	404-2	Programs for upgrading employee skills and transition assistance programs	Pages 54, 55, 94 | SDGs 3, 4, 8			
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 98			
Non-material topics						
Energy						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Pages 68, 100 | SDGs 7, 13 | Items C. ii, iii, iv, D. Not Applicable. Not Applicable. The Company does not consume energy for heating, cooling, or steam generation purposes, only electricity from the Brazilian Interconnected System. Furthermore, it does not sell energy.			
Water						
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Page 70 | SDGs 6			
	303-5	Water consumption	Page 70 | SDGs 6			

Global Reporting Initiative - GRI

GRI	REF. No.	DISCLOSURE	LOCATION	REQUIREMENTS		
				OMISSIONS	REASON	EXPLANATION
Emissions						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Pages 67, 100 | SDGs 13			
	305-2	Energy indirect (Scope 2) GHG emissions	Pages 67, 68, 100 | SDGs 13			
	305-3	Other indirect (Scope 3) GHG emissions	Pages 67, 100 | SDGs 13			
Diversity and Equal Opportunity						
Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Pages 49, 96, 97 | SDGs 5, 10			
Indigenous peoples' rights						
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Page 50 | SDGs 5, 8, 10			

Sustainability Accounting Standards Board - SASB

TOPIC	CODE	MEASUREMENT UNIT	CATEGORY	METRIC	LOCATION	REQUIREMENTS		
						OMISSIONS	REASON	EXPLANATION
Data security	SV-PS-230a.1	N/A	Discussion and Analysis	Description of approach to identifying and addressing data security risks	Pages 38, 39			
Data security	SV-PS-230a.2	N/A	Discussion and Analysis	Description of policies and practices relating to collection, usage, and retention of customer information	Pages 38, 39			
Data security	SV-PS-230a.3	Number, Percentage (%)	Quantitative	(1) Number of data breaches, (2) percentage involving sensitive business information or personally identifiable information of customers, (3) number of customers affected	Page 38 No violations were reported during the reporting period or the previous period			
Workforce Diversity and Engagement	SV-PS-330a.1	Percentage (%)	Quantitative	Percentage of (1) gender and (2) diversity group representation for (a) executive management, non-executive management, and all other employees;	Page 49			
Workforce Diversity and Engagement	SV-PS-330a.2	Percentage (%)	Quantitative	(1) Voluntary and (2) involuntary turnover rate for employees	Pages 50, 92			

Sustainability Accounting Standards Board - SASB

TOPIC	CODE	MEASUREMENT UNIT	CATEGORY	METRIC	LOCATION	REQUIREMENTS		
						OMISSIONS	REASON	EXPLANATION
Workforce Diversity and Engagement	SV-PS-330a.3	Percentage (%)	Quantitative	Employee engagement as a percentage	Pages 43, 48	Partial omission	Information unavailable	Currently, the Company is in the process of improving the structure of its systemic controls for integrated management of training and engagement data, aiming to align with IFRS S1 and IFRS S2 requirements. Although it uses advanced training tools (such as GPSvc), the exact quantification of engagement level metrics, as required by this standard, is unavailable due to the recent incorporation of more than 24 thousand new employees through acquisitions (such as GRSA and RHMED) in 2025. The diversity of roles and the decentralization of systems make segregation by “eligibility” difficult, which could generate incorrect low engagement rates when comparing specific training for a segment against the total employee base. The Group is committed to unifying these indicators for full reporting by March 2028.
Professional integrity	SV-PS-510a.1	N/A	Discussion and Analysis	Description of approach to ensuring professional integrity	Pages 38, 39, 40, 41, 42, 55			

Sustainability Accounting Standards Board - SASB

TOPIC	CODE	MEASUREMENT UNIT	CATEGORY	METRIC	LOCATION	REQUIREMENTS		
						OMISSIONS	REASON	EXPLANATION
Professional Integrity	SV-PS-510a.2	Presentation currency	Quantitative	Total amount of monetary losses as a result of legal proceedings associated with professional integrity		Complete omission	Information unavailable	Although the Company maintains rigorous monitoring of its contingencies — recording a total provision of R$ 2.09 billion for tax, civil and labor risks as of December 31, 2025 (detailed in Note 30) — the current structure of the legal management systems of the newly integrated subsidiaries does not allow for the segregated and auditable statistical extraction of monetary values of losses arising exclusively from lawsuits associated with “professional integrity” as defined by the SASB standard. Reinforcing its commitment to integrity, Grupo GPS already actively discloses its disciplinary metrics, having recorded 3 confirmed cases of corruption and applied 384 internal sanctions in the 2025 cycle. The Company is in the process of unifying its ERP and Legal Governance systems to allow for granular tracking of these losses across all its business units, with a commitment to complete this assessment for full reporting by March 2028.
Activity Metrics	SV-PS-000.A	Number	Quantitative	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Pages 48, 90			
Activity Metrics	SV-PS-000.B	Hours	Quantitative	Employee hours worked, percentage billable	Pages 51, 52, 53			

Social Indicators

[GRI 2-7 | SASB SV-PS-000.A]

We can take a detailed look at the distribution of employees under contract, separated by gender and region, considering the criteria of fixed-term, permanent, part-time, and full-time. All the data collected is based on December 31, 2025, for all Group's employees, unless stated otherwise.

Workforce Distribution

Employees of acquired companies whose systems have not yet been integrated are excluded from these indicators, for example, Nutricar and Grupo Tagg, which will only be integrated in 2026. In this cycle, we observed a 14.9% increase in the number of employees compared to 2024, mainly due to the integration of GRSA in January 2025, in addition to the usual fluctuations related to the nature of the business.

STANDARDS		REGION	MID-WEST			NORTHEAST			NORTH			SOUTHEAST			SOUTH			TOTAL GENERATED BY CONTRACT TYPE	
SASB	GRI	Type of Contract	Fem	Male	Total	Fem	Male	Total	Fem	Male	Total	Fem	Male	Total	Fem	Male	Total	%	Volume
-	GRI 2-7 b.i. (permanent employee)	Indefinite Time	4,015	7,110	**11,125**	6,574	18,812	**25,386**	2,719	6,680	**9,399**	42,306	60,499	**102,805**	9,207	12,816	**22,023**	**92.20%**	**170,738**
SV-PS-000.A (2) (temporary)	GRI 2-7 b.ii. (temporary employee)	Defined time	162	128	**290**	405	360	**765**	59	47	**106**	6,113	3,904	**10,017**	456	314	**770**	**6.50%**	**11,948**
-	GRI 2-7 b.iii. (employees without guaranteed working hours)	Others (hourly, intermittent, self-employed)	12	21	**33**	107	156	**263**	35	39	**74**	728	1,002	**1,730**	167	246	**413**	**1.40%**	**2,513**
SV-PS-000.A (1) (full and part time)	GRI 2-7 b.iv. (full time)	Full-time	4,140	7,235	**11,375**	6,935	19,191	**26,126**	2,517	5,233	**7,750**	46,132	61,730	**107,862**	8,803	12,793	**21,596**	**94.30%**	**174,709**
SV-PS-000.A (1) (full and part time)	GRI 2-7 b.v. (partial period)	Part time	49	24	**73**	151	137	**288**	296	1,533	**1,829**	3,015	3,675	**6,690**	1,027	583	**1,610**	**5.70%**	**10,490**
	GRI 2-7 a.	TOTAL by gender and region	4,189	7,259	**11,448**	7,086	19,328	**26,414**	2,813	6,766	**9,579**	49,147	65,405	**114,552**	9,830	13,376	**23,206**	**100.00%**	**185,199**
SV-PS-000.A (3) (contracted)	-	Total number of employees with Contracts	4,189	7,259	**11,448**	7,086	19,328	**26,414**	2,813	6,766	**9,579**	49,147	65,405	**114,552**	9,830	13,376	**23,206**	**100.00%**	**185,199**

Social Indicators

[GRI 2-4 | 3-3 | 401-1]

All figures are as of December 31, 2025, unless otherwise indicated.

New Hires and Turnover

NEW ENGAGEMENTS

REGION	MID-WEST				NORTHEAST				NORTH				SOUTHEAST				SOUTH			
AGE GROUP	FEM	MALE	TOTAL No.	CONTRACT RT	FEM	MALE	TOTAL No.	CONTRACT RT	FEM	MALE	TOTAL No.	CONTRACT RT	FEM	MALE	TOTAL No.	CONTRACT RT	FEM	MALE	TOTAL No.	CONTRACT RT
UNDER 30 YEARS	1,316	1,767	**3,083**	(0.14%)	1,607	3,691	**5,298**	(0.24%)	682	1,741	**2,423**	(0.11%)	21,962	21,264	42,226	**(1.91%)**	3,143	3,565	**6,708**	**(0.30%)**
BETWEEN 30 AND 50 YEARS OLD	2,181	2,300	**4,481**	(0.20%)	2,820	5,538	**8,358**	(0.38%)	1,045	2,286	**3,331**	(0.15%)	28,695	23,657	52,352	**(2.36%)**	5,137	4,504	**9,641**	**(0.43%)**
OVER 50 YEARS	314	360	**674**	(0.03%)	359	931	**1,290**	(0.06%)	68	236	**304**	(0.01%)	5,390	4,656	10,046	**(0.45%)**	1,318	918	**2,236**	**(0.10%)**

TURNOVER

REGION	MID-WEST				NORTHEAST				NORTH				SOUTHEAST				SOUTH			
AGE GROUP	FEM	MALE	TOTAL No.	TURNOVER RT	FEM	MALE	TOTAL No.	TURNOVER RT	FEM	MALE	TOTAL No.	TURNOVER RT	FEM	MALE	TOTAL No.	TURNOVER RT	FEM	MALE	TOTAL No.	TURNOVER RT
UNDER 30 YEARS	1,240	1,660	**2,900**	(0.13%)	1,412	3,537	**4,949**	(0.22%)	581	1,450	**2,031**	(0.09%)	19,059	20,268	**39,327**	(1.77%)	3,030	3,541	**6,571**	**(0.30%)**
BETWEEN 30 AND 50 YEARS OLD	2,019	2,619	**4,638**	(0.21%)	2,630	6,057	**8,687**	(0.39%)	1,037	2,164	**3,201**	(0.14%)	27,932	26,662	**54,594**	(2.46%)	5,632	5,655	**11,287**	**(0.51%)**
OVER 50 YEARS	296	453	**749**	(0.03%)	359	1,058	**1,417**	(0.06%)	83	260	**343**	(0.02%)	5,181	5,521	**10,702**	(0.48%)	1,549	1,206	**2,755**	**(0.12%)**

Social Indicators

[GRI 2-4 | 3-3 | 401-1 | 401-3 | SASB SV-PS-330a.2]

All figures are as of December 31, 2025, except for New Hires according to the Note, unless otherwise indicated.

	EMPLOYEES WHO LEFT THE COMPANY	
	NUMBER	RATE
MEN	82,111	(3.25%)
WOMEN	72,040	(3.70%)
UNDER 30 YEARS	55,778	(2.52%)
BETWEEN 30 AND 50 YEARS OLD	82,407	(3.72%)
OVER 50 YEARS	15,966	(0.72%)
TOTAL NUMBER OF EMPLOYEES	**154,151**	**(6.95%)**

New Hires and Turnover

	TURNOVER RATE *	
	2024	2025
TOTAL TURNOVER RATE	**(7.16%)**	**(6.95%)**
TOTAL VOLUNTARY TURNOVER RATE	(2.14%)	(2.08%)
TOTAL INVOLUNTARY TURNOVER RATE	(5.02%)	(4.87%)

	NEW HIRES, BY AGE GROUP AND GENDER			
	2024		2025	
	NUMBER	RATE	NUMBER	RATE
MEN	74,249	(3.93%)	77,414	(3.49%)
WOMEN	57,111	(3.02%)	75,037	(3.39%)
UNDER 30 YEARS	52,747	(2.79%)	59,738	(2.69%)
BETWEEN 30 AND 50 YEARS OLD	67,847	(3.59%)	78,163	(3.53%)
OVER 50 YEARS	10,766	(0.57%)	14,550	(0.66%)
TOTAL NUMBER OF NEW HIRES	**131,360**	**(6.95%)**	**152,451**	**(6.88%)**

*Turnover refers to the percentage of terminations, and the following premise was considered for the calculation: total (year) number of employees terminated/total (year) number of active employees.

**The turnover and termination rates are calculated using the total number of active employees over the twelve months of the year as the denominator.

Maternity leave

	MATERNITY LEAVE	
	2024	2025
WOMEN	1,634	2,271
TOTAL NUMBER OF EMPLOYEES WHO WERE ENTITLED TO MATERNITY/PATERNITY LEAVE	**1,634**	**2,271**
WOMEN	1,634	2,271
TOTAL NUMBER OF EMPLOYEES WHO TOOK MATERNITY/PATERNITY LEAVE	**1,634**	**2,271**
WOMEN	1,581	2,194
TOTAL NUMBER OF EMPLOYEES WHO RETURNED TO WORK AFTER THE END OF MATERNITY LEAVE	**1,581**	**2,194**
WOMEN	1,031	1,525
TOTAL NUMBER OF EMPLOYEES WHO RETURNED TO WORK AFTER PARENTAL LEAVE AND WERE STILL EMPLOYED 12 MONTHS AFTER RETURNING TO WORK	**1,031**	**1,525**
WOMEN	(96.76%)	(96.61%)
RATE OF RETURN	**(96.76%)**	**(96.61%)**
WOMEN	(63.10%)	(67.15%)
RETENTION RATE	**(63.10%)**	**(67.15%)**

Social Indicators and Governance

[GRI 2-6 | 3-3 | 204-1 | SDGs 12]

All figures are as of December 31, 2025, unless otherwise indicated.

Our Purchases

Below we present the proportion of expenses with local suppliers, from a nationwide purchasing perspective, given that we are a Company operating throughout the country, and the percentage distribution of purchases by state, proportional to the business volumes in the value chain, both upstream and downstream. Besides those reported, there are no other relevant business relationships, and our downstream is represented by the Clients' chain. Aside from the transactions already disclosed, such as M&A acquisitions, we have not had any significant changes in our business relationships.

ORIGIN OF PURCHASES	PROPORTION (%)
Domestic purchases	(99.65%)
Foreign purchases	(0.35%)

STATE	PROPORTION
São Paulo	(58.70%)
Rio de Janeiro	(11.51%)
Minas Gerais	(8.49%)
Rio Grande do Sul	(3.06%)
Pará	(2.69%)
Alagoas	(2.43%)
Bahia	(2.41%)
Paraná	(1.80%)
Goiás	(1.42%)
Pernambuco	(1.16%)
Espírito Santo	(0.97%)
Distrito Federal	(0.92%)
Ceará	(0.85%)
Paraíba	(0.69%)

STATE	PROPORTION]
Amazonas	(0.59%)
Mato Grosso do Sul	(0.57%)
Mato Grosso	(0.43%)
Maranhão	(0.38%)
Santa Catarina	(0.36%)
Rio Grande do Norte	(0.32%)
Piauí	(0.07%)
Rondônia	(0.07%)
Sergipe	(0.06%)
Tocantins	(0.05%)
Amapá	(0.01%)
Acre	(0.00%)
Roraima	(0.00%)
TOTAL	**(100.00%)**

Social Indicators

[GRI 2-4 | 3-3 | 404-1 | 404-2 | SDGs 3, 4, 8, 5, 10]

All figures are as of December 31, 2025, unless otherwise indicated.

Training and Qualification

Below, we highlight the average number of training hours for our employees, broken down by gender and job category, in comparison to the previous cycle, demonstrating our efforts to improve skills, broaden technical knowledge and enhance personal and behavioral development in career progression. For calculation purposes, the workforce is considered to be 185,199 employees.

AVERAGE HOURS OF TRAINING PER GENDER		
	2024	2025
MEN	13.90	20.85
WOMEN	10.40	19.43

AVERAGE HOURS OF TRAINING PER JOB CATEGORY		
	2024	2025
TOTAL NUMBER OF EMPLOYEES IN NON LEADERSHIP POSITIONS	11.80	19.78
TOTAL NUMBER OF EMPLOYEES IN LEADERSHIP POSITIONS	14.22	43.46
COORDINATORS	14.47	61.98
MANAGERS	15.00	30.30
DIRECTORS	13.20	16.23
TOTAL	**14.53**	**20.29**

TOTAL TRAINING HOURS			
GENDER	EFFECTIVE	HOURS	AVERAGE HOURS
MEN	112,138	2,337,813.98	20.85
WOMEN	73,061	1,419,905.77	19.43
TOTAL	**185,199**	**3,757,719.75**	**20.29**

MAIN TOPICS IN THE TRAINING PROGRAM **	
	2025
CODE OF ETHICS & CONDUCT	143,218
ANTI-CORRUPTION	168,878
ANTI-MONEY LAUNDERING	143,218
INFORMATION SECURITY	107,952
DATA PRIVACY (LGPD)	145,067
SUSTAINABILITY	135,069
OCCUPATIONAL HEALTH AND SAFETY	156,273
DIVERSITY, EQUITY AND INCLUSION	180,922
BUSINESS CONTINUITY (TECHNICAL)	191,825

Note:
Highlighting some of the main training topics by focus area, there are more than 1,000 training courses available to employees aimed at improving their skills.
* For the 2024 report, the total number of enrollments in Anti-Corruption, Information Security, and Diversity, Equity, and Inclusion training courses was considered, totaling 454,673, 189,199, and 728,136, respectively. In 2025, the number of employees who completed the training courses was considered.

Social Indicators

[GRI 2-4 | 3-3 | 205-2]

All figures are as of December 31, 2025, unless otherwise indicated.

Communication and Training in the Fight Against Corruption

	GOVERNANCE BODIES - COMMUNICATION AND TRAINED IN COMBATING CORRUPTION *									
	MID-WEST		NORTHEAST		NORTH		SOUTHEAST		SOUTH	
MEMBERS OF SENIOR GOVERNANCE	No.	%	No.	%	No.	%	No.	%	No.	%
BOARD OF DIRECTORS	0	(0.00%)	0	(0.00%)	0	(0.00%)	9	(33.33%)	0	(0.00%)
FISCAL COUNCIL	0	(0.00%)	0	(0.00%)	0	(0.00%)	6	(22.23%)	0	(0.00%)
AUDIT COMMITTEE	0	(0.00%)	1	(3.70%)	0	(0.00%)	3	(11.12%)	0	(0.00%)
PEOPLE AND ORGANIZATION COMMITTEE	0	(0.00%)	0	(0.00%)	0	(0.00%)	4	(14.81%)	0	(0.00%)
FINANCE AND STRATEGY COMMITTEE	0	(0.00%)	0	(0.00%)	0	(0.00%)	4	(14.81%)	0	(0.00%)
TOTAL	**0**	**(0.00%)**	**1**	**(3.70%)**	**0**	**(0.00%)**	**26**	**(96.30%)**	**0**	**(0.00%)**

Note:
* Some of the Board Members also participate in the Committees, as described in the Corporate Governance Structure Chapter.

	EMPLOYEES - COMMUNICATION AND TRAINED IN COMBATING CORRUPTION									
	MID-WEST		NORTHEAST		NORTH		SOUTHEAST		SOUTH	
EMPLOYEES BY FUNCTIONAL CATEGORY	No.	%	No.	%	No.	%	No.	%	No.	%
TOTAL NUMBER OF EMPLOYEES IN NON-LEADERSHIP POSITIONS (TEAMS)	10,311	(5.57%)	21,749	(11.74%)	7,204	(3.89%)	85,151	(45.98%)	16,021	(8.65%)
TOTAL NUMBER OF EMPLOYEES IN LEADERSHIP POSITIONS	131	(0.07%)	315	(0.17%)	140	(0.08%)	1,937	(1.05%)	259	(0.14%)
COORDINATORS	76	(0.04%)	155	(0.08%)	42	(0.02%)	860	(0.46%)	114	(0.06%)
MANAGERS	55	(0.03%)	156	(0.08%)	98	(0.05%)	1,049	(0.57%)	144	(0.08%)
DIRECTORS	0	(0.00%)	4	(0.00%)	0	(0.00%)	28	(0.02%)	1	(0.00%)
TOTAL	**10,442**	**(5.64%)**	**22,064**	**(11.91%)**	**7,344**	**(3.97%)**	**87,088**	**(47.02%)**	**16,280**	**(8.79%)**

Social Indicators

[GRI 2-9 | 405-1]

All figures are as of December 31, 2025, unless otherwise indicated.

In addition to the diversity indicators, we can note changes in age ranges and a greater alignment with our age-related target, with increased participation in the 50+ age group.

Diversity in Employees

	DISTRIBUTION OF EMPLOYEES BY AGE GROUP AND EMPLOYEE CATEGORY					
	UNDER 30 YEARS (%)		BETWEEN 30 AND 50 YEARS OLD (%)		OVER 50 YEARS (%)	
	2024	2025	2024	2025	2024	2025
TOTAL EMPLOYEES IN NON-LEADERSHIP POSITIONS (TEAMS)	(24.13%)	(22.9%)	(57.04%)	(54.87%)	(17.42%)	(20.09%)
TOTAL EMPLOYEES IN LEADERSHIP POSITIONS	(0.08%)	(0.21%)	(1.14%)	(1.64%)	(0.20%)	(0.31%)
COORDINATORS	(0.07%)	(0.08%)	(0.75%)	(0.73%)	(0.12%)	(0.13%)
MANAGERS	(0.01%)	(0.13%)	(0.32%)	(0.85%)	(0.05%)	(0.14%)
DIRECTORS	(0.00%)	(0.00%)	(0.07%)	(0.06%)	(0.03%)	(0.04%)
TOTAL	**(24.21%)**	**(23.1%)**	**(58.17%)**	**(56.51%)**	**(17.62%)**	**(20.39%)**

	PERCENTAGE OF EMPLOYEES BY GENDER AND POSITION					
			WOMEN		MEN	
	2024	2025	2024	2025	2024	2025
NON-LEADERSHIP POSITION	(98.59%)	(97.85%)	(31.78%)	(38.25%)	(66.81%)	(59.60%)
NON-LEADERSHIP POSITION LEADERSHIP POSITION	(1.41%)	(2.15%)	(0.46%)	(1.21%)	(0.94%)	(0.95%)
COORDINATORS	(0.94%)	(0.94%)	(0.32%)	(0.37%)	(0.61%)	(0.56%)
MANAGERS	(0.37%)	(1.12%)	(0.13%)	(0.81%)	(0.25%)	(0.31%)
DIRECTORS	(0.10%)	(0.09%)	(0.02%)	(0.02%)	(0.08%)	(0.07%)

Social Indicators

[GRI 2-9 | 405-1]

All figures are as of December 31, 2025, unless otherwise indicated.

Diversity in governance bodies

In addition to diversity indicators, we can note changes in age groups and a closer alignment with our age diversity goal, with increased participation in the 50+ range.

DISTRIBUTION OF SENIOR GOVERNANCE MEMBERS BY AGE GROUP			
	UNDER 30 YEARS (%)	BETWEEN 30 AND 50 YEARS OLD (%)	OVER 50 YEARS (%)
	2025	2025	2025
BOARD OF DIRECTORS	(0.00%)	(11.11%)	(88.89%)
FISCAL COUNCIL	(0.00%)	(0.00%)	(100.00%)
AUDIT COMMITTEE	(0.00%)	(0.00%)	(100.00%)
PEOPLE AND ORGANIZATION COMMITTEE	(0.00%)	(25.00%)	(75.00%)
FINANCE AND STRATEGY COMMITTEE	(0.00%)	(25.00%)	(75.00%)

DISTRIBUTION OF SENIOR GOVERNANCE MEMBERS BY RACE/ETHNICITY						
	ASIAN	WHITE	BLACK	MIXED-RACE	INDIGENOUS	NOT DECLARED
BOARD OF DIRECTORS	(0.00%)	(33.34%)	(0.00%)	(0.00%)	(0.00%)	(0.00%)
FISCAL COUNCIL	(3.70%)	(14.81%)	(0.00%)	(0.00%)	(0.00%)	(3.70%)
AUDIT COMMITTEE	(0.00%)	(11.13%)	(0.00%)	(3.70%)	(0.00%)	(0.00%)
PEOPLE AND ORGANIZATION COMMITTEE	(0.00%)	(14.81%)	(0.00%)	(0.00%)	(0.00%)	(0.00%)
FINANCE AND STRATEGY COMMITTEE	(0.00%)	(14.81%)	(0.00%)	(0.00%)	(0.00%)	(0.00%)
TOTAL	**(3.70%)**	**(88.90%)**	**(0.00%)**	**(3.70%)**	**(0.00%)**	**(3.70%)**

PERCENTAGE OF SENIOR GOVERNANCE MEMBERS BY GENDER				
	WOMEN		MEN	
	2024	2025	2024	2025
BOARD OF DIRECTORS	(0.00)	(25.00%)	(100.00%)	(75.00%)
FISCAL COUNCIL	-	(16.67%)	-	(83.33%)
AUDIT COMMITTEE	(0.00)	(25.00%)	(100.00%)	(75.00%)
PEOPLE AND ORGANIZATION COMMITTEE	(25.00%)	(25.00%)	(75.00%)	(75.00%)
FINANCE AND STRATEGY COMMITTEE	(37.50%)	(50.00%)	(62.50%)	(50.00%)

Social Indicators

[GRI 3-3 | 404-3 | SDGs 4]

All figures are as of December 31, 2025, unless otherwise indicated.

Performance evaluations

In addition to the diversity indicators, we can note changes in age ranges and a greater alignment with our age-related target, with increased participation in the 50+ age group.

	PERCENTAGE OF EMPLOYEES WHO RECEIVED REGULAR PERFORMANCE REVIEWS					
			WOMEN		MEN	
	2024	2025	2024	2025	2024	2025
NON-LEADERSHIP POSITION	(79.67%)	(78.56%)	(25.03%)	(30.17%)	(54.64%)	(48.39%)
LEADERSHIP POSITION	(1.30%)	(2.03%)	(0.43%)	(1.15%)	(0.87%)	(0.88%)
COORDINATORS	(0.83%)	(0.82%)	(0.29%)	(0.32%)	(0.54%)	(0.50%)
MANAGERS	(0.37%)	(1.12%)	(0.02%)	(0.81%)	(0.25%)	(0.31%)
DIRECTORS	(0.10%)	(0.09%)	(0.12%)	(0.02%)	(0.08%)	(0.07%)
TOTAL	**(80.97%)**	**(80.59%)**	**(25.46%)**	**(31.32%)**	**(55.51%)**	**(49.27%)**

Economic Indicators

[GRI 3-3 | 201-1]

All figures are as of December 31, 2025, unless otherwise indicated.

Economic Performance and Value Generated

In addition to the economic performance indicators, the following table presents the values generated for each administrative region in which we operate.

	ECONOMIC VALUE GENERATED AND DISTRIBUTED BY REGION | R$ BILLION					
	NET REVENUE		COSTS		NET PROFIT	
	2024	2025	2024	2025	2024	2025
SOUTHEAST	7.748	10.873	6.522	9.303	1.226	1.569
NORTH AND NORTHEAST	2.015	3.187	1.688	2.741	0.326	0.446
SOUTH	1.601	1.963	1.371	1.710	0.230	0.252
CENTER-WEST	0.884	1.063	0.738	0.923	0.145	0.140
NOT ALLOCATED	2.524	0.195	2.216	0.075	0.307	0.119
TOTAL	**14.774**	**17.283**	**12.538**	**14.754**	**2.236**	**2.528**

	ECONOMIC VALUE GENERATED AND DISTRIBUTED (EVG&D) | R$ BILLION	
	2024	2025
+REVENUES	**16.170**	**18.792**
-INPUTS ACQUIRED FROM THIRD PARTIES	2.800	3.845
- DEPRECIATION AND AMORTIZATION	0.394	0.419
ADDED VALUE RECEIVED AS TRANSFER	0.575	0.789
=TOTAL ADDED VALUE PAYABLE	**13.550**	**15.316**
=DISTRIBUTION OF ADDED VALUE	**13.550**	**15.316**
- PERSONNEL	8.428	9.436
- TAXES AND RATES	3.123	3.605
- REMUNERATION OF THIRD-PARTY CAPITAL	1.332	1.579
- OWN CAPITAL REMUNERATION	**0.666**	**0.694**

Environmental indicators

[GRI 3-3 | 302-1 | 305-1 | 305-2 | 305-3 | SDGs 7 | 13]

All figures are as of December 31, 2025, unless otherwise indicated.

In addition to the Greenhouse Gas Emissions and Energy Consumption indicators, the following tables present the totals for each scope of the GHG Inventory, and the Company's consumption, in GJ, by source type.

Emissions

	GREENHOUSE GAS EMISSIONS (tCO_2e) *	
TYPE OF EMISSION	**2024**	**2025**
DIRECT EMISSIONS (SCOPE 1)	3,635.505	6,097.134
BIOGENIC EMISSIONS (SCOPE 1)	1,349.251	1,866.691
INDIRECT EMISSIONS (SCOPE 2)	329.190	255.216
INDIRECT EMISSIONS (SCOPE 3)	24,928.171	31,431.718
BIOGENIC EMISSIONS (SCOPE 3)	9,894.460	13,681.732

***Note:** The gases included in the emissions calculation are presented below:

- Scope 1: CO_2 (t), CH_4 (t) and N_2O (t);
- Scope 2: CO_2 (t);
- Scope 3: CO_2 (t), CH_4 (t) and N_2O (t).

Energy

	COMPANY'S ENERGY CONSUMPTION (GJ) **	
NON-RENEWABLE FUELS	**2024**	**2025**
COMMERCIAL DIESEL	20,862.35	27,570.78
NATURAL GAS FOR VEHICLES (NGV)	36,338.74	45,171.07
AUTOMOTIVE GASOLINE	210.02	126.14
RENEWABLE FUELS		
HYDROUS ETHANOL	9,932.55	13,553.67
ELECTRICITY CONSUMPTION		
PURCHASED ELECTRICITY (SIN)	21,849.87	19,911.37
TOTAL	**89,193.53**	**106,333.03**

** **Note:** For the conversions, we used the guidelines of the Brazilian Energy Balance (BEN) from m^3 to GJ for each of the fuels and, in the case of electricity, from MWh to GJ. To calculate fuel costs, we converted values from liters (L) to cubic meters (m^3) for gasoline, diesel, and ethanol, and from kilograms (kg) to cubic meters (m^3) for CNG, also based on the conversion factors from BEN and the Brazilian GHG Protocol Program.

Assurance Report

[GRI 2-5 | SDGs 16]

A free translation from Portuguese into English of the Independent Auditor's Limited Assurance Report on Non-Financial Information included in the Sustainability Report

Independent auditor's limited assurance report on non-financial information

To the Shareholders, Board of Directors and Officers of
GPS Participações e Empreendimentos S.A.
São Paulo – SP

Introduction

We were engaged by GPS Participações e Empreendimentos S.A. ("GPS") to issue a limited assurance report on the non-financial information related to the indicators of the Global Reporting Initiative ("GRI Standards") and *Sustainability Accounting Standards Board* (SASB) included in GPS's Sustainability Report (the "Report"), for the year ended December 31, 2025. Our limited assurance does not extend to prior-period information or to any other information disclosed together with the Report, including any images, audio files, or embedded videos.

Responsibilities of GPS Participações e Empreendimentos S.A.'s management

GPS Participações e Empreendimentos S.A.'s management is responsible for:

- selecting and establishing appropriate criteria for the preparation of the information included in the Report;
- preparing the information in accordance with the criteria and guidelines of the *Global Reporting Initiative* (GRI Standards) and the *Sustainability Accounting Standards Board* (SASB);
- designing, implementing and maintaining internal controls over the information relevant to the preparation of the information included in the Report, ensuring that it is free from material misstatement, whether caused by fraud or error.

Independent auditor's responsibility

Our responsibility is to express a conclusion on the non-financial information included in the Report based on limited assurance procedures conducted in accordance with NBC TO 3000 – Trabalhos de Asseguração Diferente de Auditoria e Revisão, issued by the CFC, which is equivalent to ISAE 3000 – *Assurance engagements other than audits or reviews of historical financial information*, issued by the *International Auditing and Assurance Standards Board* (IAASB). These standards require the auditor to comply with ethical requirements, independence and other related responsibilities, including the application of the Norma Brasileira de Controle de Qualidade (NBC PA 01), and therefore the maintenance of a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

In addition, these standards require that the engagement be planned and performed with the objective of obtaining limited assurance that the non-financial information included in the Report, taken as a whole, is free from material misstatement.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists primarily of inquiries of GPS's management and other GPS personnel involved in the preparation of the information, as well as the application of analytical procedures to obtain evidence that enables us to express a limited assurance conclusion on the information taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that lead them to believe that the information disclosed in the Report, taken as a whole, may be materially misstated.

The procedures selected were based on our understanding of aspects related to the compilation, materiality and presentation of the information included in the Report, other engagement circumstances, and our consideration of areas and processes associated with the material information disclosed in the Report where material misstatements could exist. The procedures included, among others:

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1. (a) planning the work, considering the relevance, volume of quantitative and qualitative information and the operational and internal control systems used as the basis for preparing the information included in the Report;
2. (b) understanding the calculation methodologies and procedures for compiling the indicators through inquiries of the managers responsible for preparing the information;
3. (c) applying analytical procedures to quantitative information and making inquiries about qualitative information and its correlation with the indicators disclosed in the Report; and
4. (d) in cases where non-financial data correlates with financial indicators, reconciling such indicators with the financial statements and/or accounting records.

The limited assurance engagement also included assessing compliance with the guidelines and criteria of the GRI Standards and SASB Standards frameworks applicable to the preparation of the information included in the Report.

We believe that the evidence obtained in our engagement is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than those performed in a reasonable assurance engagement. Accordingly, the level of assurance obtained in a limited assurance engagement is substantially lower than that which would have been obtained had a reasonable assurance engagement been performed. Had we performed a reasonable assurance engagement, we might have identified additional matters and possible misstatements that may exist in the information included in the Report. Accordingly, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate or estimate such data. Qualitative interpretations of materiality, relevance and accuracy of the data are subject to individual assumptions and judgment. In addition, we did not perform any work on data reported for prior periods, nor on future projections or targets.

The preparation and presentation of sustainability indicators followed the criteria of the (GRI Standards) and (SASB Standards) and, therefore, are not intended to ensure compliance with social, economic, environmental or engineering laws and regulations. These standards do, however, require disclosure of any non-compliance with such regulations when significant penalties or fines occur. Our assurance report should be read and understood in this context, inherent to the selected criteria (GRI Standards) and (SASB Standards).

Conclusion

Based on the procedures performed, as described in this report, and on the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial information included in GPS Participações e Empreendimentos S.A.'s Report for the year ended December 31, 2025 has not been prepared, in all material respects, in accordance with the criteria and guidelines of the *Global Reporting Initiative* - GRI (GRI Standards) and the *Sustainability Accounting Standards Board* (SASB).

São Paulo (SP), May 27, 2026.

ERNST & YOUNG
Auditores Independentes S/S Ltda.
CRC-SP034519/O



Raphael de Oliveira Costa
Accountant CRC-1SP295905/O

Credits

[GRI 2-3]

Coordination

Sustainability and Marketing - Grupo GPS
Marcelo Ricardo Rosa

Indicators Consulting and Writing

Gestão Sustentável
Gleriani Ferreira

Graphic Design

Marketing - Grupo GPS

Layout

Marketing & ESG - Grupo GPS
Gestão Sustentável

Photography

Collection - Grupo GPS

Limited Assurance

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This publication is the result of the commitment and collaboration of a multidisciplinary team, whose dedication and expertise made the creation of this report possible. To all those involved, we express our recognition and gratitude.

Questions, suggestions, or additional information regarding this publication can be directed to:

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B3 LISTED NM
IGC B3
SMLL B3
IDIVERSA B3
IBRX100 B3
2025 Sustainability Report