

S U S T A I N A B I L I T Y
R E P O R T
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Available. Efficient. Sustainable.



#begreen

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MESSAGE FROM THE PRESIDENT

GRI 2-22

Analysis of the Global Context

2023 was a year of cautious optimism for the global IT sector, generated by a promising while ambiguous business environment. On one hand, we continue to witness a growing digital economy, propelling the performance of data-driven companies and its entire chain of associated products and services. On the other hand, the challenging combination of climate-related events, global geopolitical instability, and global inflationary pressure demanded flexibility and adaptation from many companies worldwide.

From a positive standpoint, a World Bank study states that the digital economy already represents 15.5% of global GDP, growing at a rate 2.5 times faster than the wealth generation in the physical world in the last decade. ¹

In February of last year, the Secretary General of the Digital Cooperation Organization (DCO), Deemah AlYahya, stated at the body's meeting that data-oriented

businesses should represent 30% of the wealth produced by nations by 2030, with 30 million jobs created. ²

In this scenario, many business segments related to overall IT spending are growing annually at double-digit rates, including businesses related to data infrastructure. According to Precedence Research, investments in data centers reached US\$229.2 billion in 2023, with growth expectations of US\$640.7 billion by 2032. ³

Although experiencing favorable tailwinds, the IT sector was also affected by the increase in the cost of capital during the year, caused by global inflationary pressure.

The increase in prices was driven by a series of factors, including consumer demand in the United States, the increase in energy prices in Europe, bottlenecks in the global supply chain, food production impacted by climate issues, and the geopolitical instability that

has impacted Europe and the Middle East, with the Russia-Ukraine and Israel-Hamas conflicts. The combination of these events ultimately created a challenging environment for business development in general.

In climate terms, 2023 was the hottest year since records began being maintained in 1850. The average global temperature reached 1.48°C above pre-industrial levels, impacting the critical warming threshold established by the Paris Agreement. In addition, on average, 50%



of the days in 2023 had temperatures 1.5°C higher than normal - in November, the hottest month in history, two days were recorded with an average of 2°C hotter. The data are from the Copernicus Institute. ⁴

In the Summary Report of the Intergovernmental Panel on Climate Change (IPCC) “Climate Change 2023”, in March, the increase in the surface temperature of the earth reached 1.1°C in the past decade (2011-2020). The warming is due to human activities, which generate increasingly higher greenhouse gas emissions, changes in land use, energy consumption, lifestyle, and consumer patterns, and harmful production on the environment. ⁵

It is important to highlight that 2023 recorded the El Niño weather phenomenon, characterized by a temperature increase of 0.5°C or more in the waters of the Pacific Ocean. Its interaction with a hotter planet led to abnormal fluctuations in its meteorological patterns, causing more intense and recurring events such as heat waves, storms, and floods in the period.

Multiple impacts

The effects of this extreme climate combination with El Niño could be perceived in all regions of the planet: in California (U.S.), thermometers recorded 53.3°C in the Furnace Creek region; in

Europe, unprecedented floods inundated cities in Hungary, Germany, and the Netherlands; in the Amazon, the Rio Negro reached its lowest water volume since 1902. In the economy, agriculture was one of the main victims of climate events in the year. According to research from the World Economic Forum, at least five crops recorded a sharp drop in productivity as a result of the altered climate: cacao, oil, rice, soy, and potatoes, which increased socioeconomic impacts on the most vulnerable populations. ⁶

The extreme climate also affected the logistics sector. In the Panama Canal - through which around 1,000 ships transit per day, transporting 40 million tons of goods (5% of global trade) between the Atlantic and Pacific Oceans - the worst drought in 143 years reduced the water level, causing a 50% decrease in daily traffic between November 2023 and February of this year. Ships had to wait for up to six days for permission to cross, further increasing freight costs. The economic effects of this are felt directly in the ports of neighboring countries, as well as in the Asian and U.S. markets. ⁷

In the medium and long term, the impact on the most vulnerable populations tends to be inevitable. According to the World Bank, 216 million people should migrate within their

countries by 2050, as a result of the scarcity of food, natural resources, and housing risk. ⁸

Climate debate

In 2023, green4T remained alert to and involved in the global climate debate. In December, for the third consecutive year the Company participated in the UN Climate Conference (COP28), held in Dubai, in the United Arab Emirates. The 28th edition of the event was the largest in its history, gathering 85,000 participants, including 154 heads of state and government authorities. We monitored the presentation of results of the Global Stocktake report on countries' efforts to reduce their greenhouse gas emissions by 43% by 2050 and the closing of the energy transition agreement, which calls for the first steps toward the end of the use of fossil fuels in the world.⁹ The document is the fundamental basis to consolidate the era of clean energy sources, an issue where Brazil can take on a global leadership role due to its immense capacity to generate wind, solar, and hydroelectric power.

During the COP28, we joined the lineup of speakers in the forum organized by Responding to Climate Change (RTCC), a non-profit organization created more than 20 years ago and appointed as an observer of

the United Nations Framework Convention on Climate Change (UNFCCC); the Biological Diversity Convention (CBD); the United Nations Convention to Combat Desertification (UNCCD); and Special Advisory of the UN Social and Economic Council. We participated in the panel “Sustainable Innovation for a Sustainable Future”, where we delivered a presentation entitled “Green Technology: IT’s Critical Role in Global Sustainability” – a relevant discussion on how companies, organizations, and governments that depend on data processing and storage must develop an energy efficiency plan supporting their IT infrastructure strategies, as a contribution for a more sustainable and energy-efficient future.

Also in 2023, I was proud to be appointed as a Spokesperson for the United Nation’s Sustainable Development Goal number 9 (“SDG 9”, which states a global collective will to “To build resilient infrastructure, promote inclusive and sustainable industrialization and drive innovation”), as part of the program “Leadership with ImPact” organized by the Brazilian Network of the United Nation’s Global Compact initiative. The United Nation’s Global Compact initiative - of which we have been signatories since 2021 – unites corporate sustainability initiatives around the world, with more than 21,000 companies and organizations

in 162 countries being signatories of this initiative.

Lastly, in the past year, we submitted our goals to the Science Based Targets Initiative (SBTi), with the objective of reducing absolute scope 1 and 2 greenhouse gas emissions by 46.2% and scope 3 by 51.5% per million of EBITDA by 2030.

Our purpose

green4T will continue to support companies and governments implement and maintain high-availability mission-critical data infrastructure assets in an efficient and sustainable way, while seeking to achieve energy consumption savings in data centers of up to 60% through equipment refreshments and data center operations efficiencies.

According to the International Energy Agency (IEA), it is estimated that data centers absorb between 1-1.5% of all electric energy produced in the world in one year. They are also responsible for 0.6% of greenhouse gas emissions. ¹⁰

In broader calculations, the electrical load consumed in data centers may reach 9% of global production, with a share in emissions close to 4%, as demonstrated in the report The ICT: A review of estimates, trends, and





regulations, by researchers from Lancaster University (ING) and Small World Consulting.¹¹

Adapt to grow

In 2023, we recorded growth of 7.3% in total contracts signed, breaking the R\$1 billion milestone of total contract value in data center services. In September, we completed the spin-off of our former division dedicated to the manufacture and deployment of prefabricated high-availability data centers. The funds resulting from the completion of this transaction will be reinvested in research and development initiatives, market expansion, and acquisitions. We continue to consolidate our more recent Technology and Digital Services (T&DS) vertical, whose performance progressed considerably, reaching more than R\$19 million in Total Contract Value.

As a value proposition, we are increasingly determined to deliver an energy efficiency plan to our customers. In this sense, we will be offering companies the replacement of low-performance equipment or those having inadequate electrical consumption with other more modern and efficient equipment, via lease agreements. This “Data Center as a Service (DCaaS)” model will facilitate our clients journey to a more energy-efficient data infrastructure footprint.

We also dedicated resources to the development of our solutions for smart cities. We have upgraded our Plancity platform, released by Scipopolis in 2022, incorporating new data and functionalities for cities to monitor its performance indicators as oriented by leading organizations such as the United Nations Human Settlements Programme (UN-Habitat). In 2023, six municipalities were using our analytical tool on their path to a more data-driven approach to urban management: Salvador (BA), São Luís (MA), Curitiba (PR), Pindamonhangaba (SP), Aracaju (SE), Praia Grande (SP).

Also in the past year, our mass transit management platform Trancity was selected by the Organization for Economic Innovation and Development (OECD) to be part of the Observatory of Public Sector Innovation library of the organization for its approach in the integration of urban mobility data and its support for governments in the preparation of strategies based on scientific evidence. This approach supported Empresa Pública de Transportes Coletivos de Porto Alegre [Porto Alegre Mass Transit Public Company] (EPTC) in the planning of new bus routes in the city. Lastly, our methodology for analysis of the viability of public transport electrification won the Best Practices prize of the International

Association of Public Transport (UITP), an event held in Mexico, thanks to the work carried out along with the city of Rio de Janeiro. The next step now is to apply this methodology in new cities so that the introduction of electric buses in public transport is done effectively, without wasting resources.

We believe that we will be able to create significant value for cities providing analytic platforms to gather, organize, correlate, and provide intelligent data to support municipalities in various aspects of city management that can benefit from data analysis.

Our Company has demonstrated the ability to innovate and deliver continue value to

our customers in 2023, as they overcome challenges in the macroeconomic landscape in Brazil and abroad. As we venture into 2024, green4T remains convinced of its mission to contribute to the sustainable growth of data infrastructure and its customers' success. In view of an undelayable climate challenge, we will remain steadfast in our positioning as a spokesperson for IT efficiency and sustainability in our markets, while supporting our customers in their digital journey as a value-added partner for data center services and solutions.

Eduardo Marini
CEO – green4T

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- (3) [Data Center Market Size – Precedence Research](#)
- (4) [Global Warming 2023 – Copernicus Institute](#)
- (5) [IPCC](#)
- (6) [Climate impact on agriculture](#)
- (7) [Climate impact on cargo transport](#)
- (8) [World Bank: migration of vulnerable population](#)
- (9) [COP28 Final Accord](#)
- (10) [Global Data Center Energy Demand by Data Center Type – IEA](#)
- [Data Centers and Data Transmission Networks, IEA](#)
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ABOUT THIS REPORT

GRI 2-3 | 2-14

We are pleased to present our third consecutive Annual Sustainability Report.

This report brings together the most relevant data related to value generated by the company, our results, and the challenges we have overcome in building a more sustainable future that took place between January 1 and December 31 in 2023; this is the same period covered by the financial report, which is also released annually.

The economic, social, environmental, and governance issues addressed here were selected according to a materiality survey performed by a specialized consulting firm in 2021 (see the following page for more details) which identified the topics most relevant to green4T's sustainability strategy.

The green4T Annual Sustainability Report is produced by the Sustainability and Communication Department, and its content was approved by the company's CEO.

We hope you find this report useful. If you have any questions or comments, please contact our ESG department at esg@green4t.com.

Tools for reading this report

This edition of the report used the following standards and guidelines as a reference, identified at the start of each section:

Global Reporting Initiative (GRI)

The abbreviation GRI X-XX indicates sustainability performance based on the 2021 version of the GRI standards.

Sustainability Accounting Standards Board (SASB)

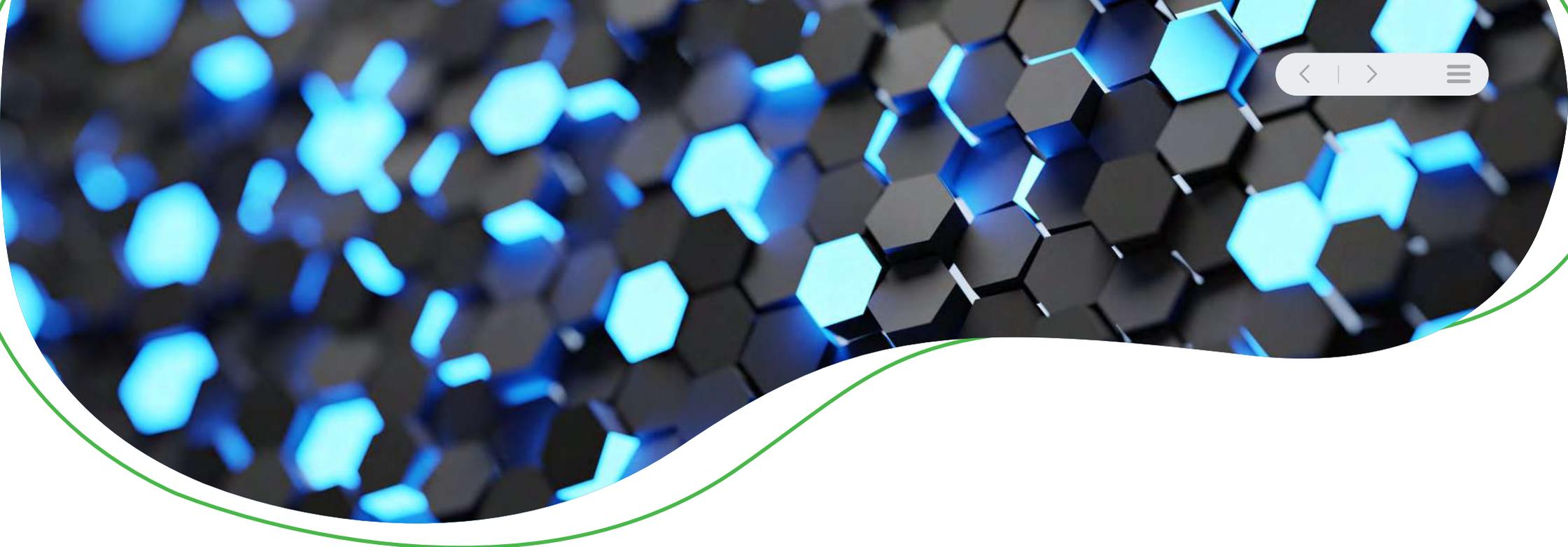
SASB XX indicates SASB standard reporting for the IT software and services sector.

The appendices to this report (page 85) contain a complete list of the reported indicators, with direct responses or where to find them in the text.

Sustainable Development Goals (SDG) We have also reported our contributions to the United Nations Sustainable Development Goals (UN SDG), as members of the Global Compact. Page 100 lists the company's priority SDG and where these topics are covered in the report.

green4T capitals

Finally, we followed the partial structure of integrated reporting (IR), with the company's value generation model developed according to the recommendations of the International Integrated Reporting Framework (IIRC) (see page 21 for more details). At the start of each chapter we note which types of green4T's capital are addressed.



MATERIALITY

GRI 2-29 | 3-1

In order to identify and prioritize the environmental, social, and governance (ESG) issues that have the greatest potential to impact green4T's business and stakeholders, in 2021 we conducted a materiality survey to map the priority issues in our activities.

With the findings of this study, we have directed our efforts toward strengthening our activities related to these issues, in order to contribute to a sustainable future.

Phases in the materiality study:

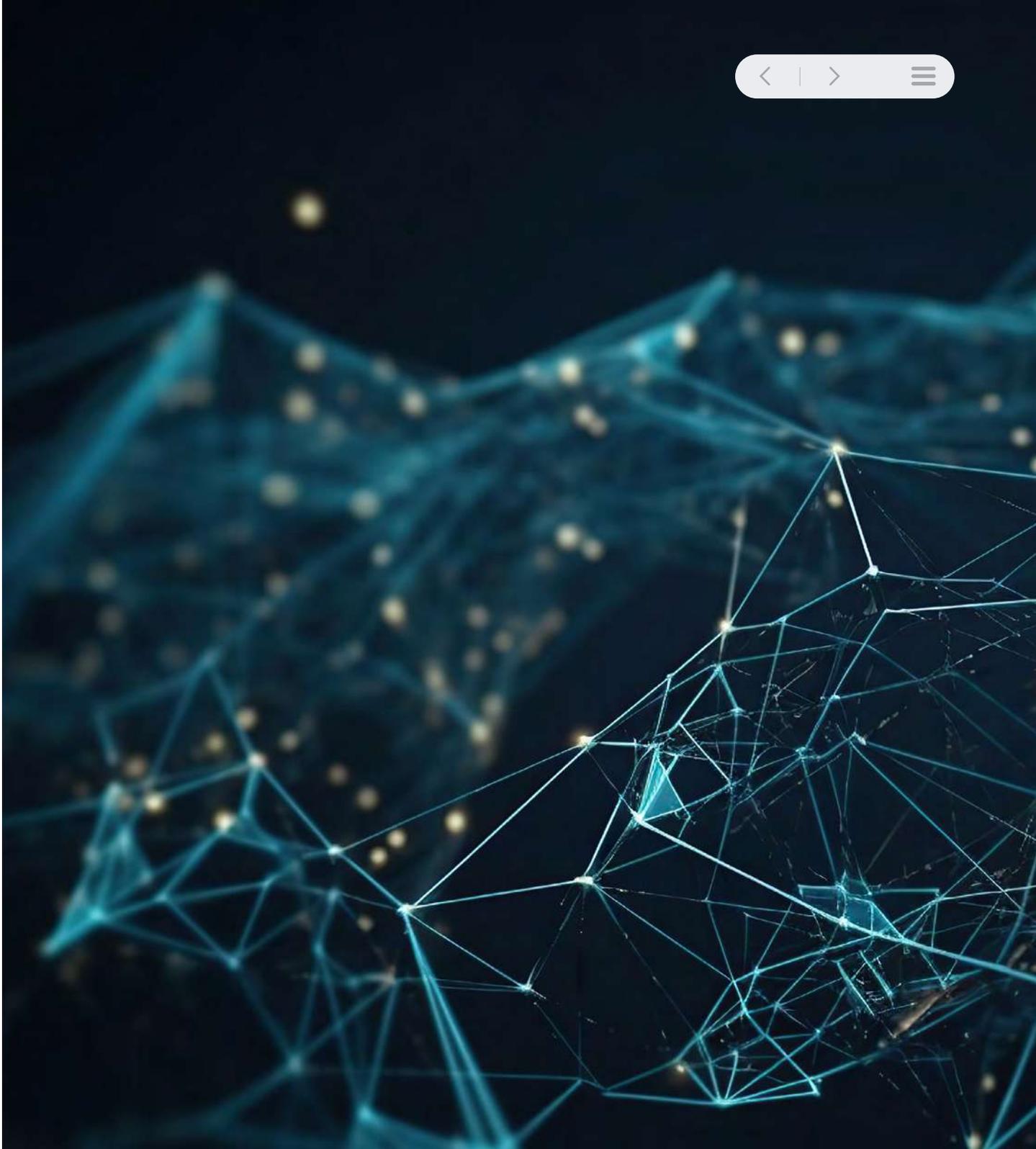
- Identify and prioritize green4T's stakeholders;
- Define UN Sustainable Development Goals (SDG) relevant to green4T's activities;
- Analyze the material topics in the sector according to the GRI and SASB guidelines, primary market mechanisms (ISE, DJSI, MSCI, etc.), and companies recognized as benchmarks for sustainability;
- Conduct an online survey with stakeholders to identify which material topics are considered relevant for different groups: employees, executives and directors, shareholders, customers, suppliers, certifying bodies, financial institutions, and the Green Partner Network;

- Define eight material topics, grouped into five topics that are covered in the report;
- Approval of materiality by green4T leadership.

Based on the five issues considered most important for business sustainability, we selected the contents covered in this report and the relevant GRI and SASB (all indicators can be seen on page 94).

In 2023, we expanded our report with a new indicator on customer relations (SASB TC-SI- 550a.2), advancing our commitment to transparency.

The materiality study will be revised by green4T in 2024; the objective of this change is to adopt the double materiality methodology, which considers the financial impact of sustainability issues, aligning our practices with the frameworks and guidelines of the International Financial Reporting Standards (IFRS) Foundation, most notably the International Sustainability Standards Board (ISSB). This will ensure that the prioritized topics continue to reflect stakeholder expectations and changes in the market, guaranteeing the relevance of the issues, the positive impact of the company's activities, and the quality of the report.



MATERIAL THEMES

GRI 3-2 | 3-3

| MATERIAL TOPICS | MATERIAL THEMES | RELEVANCE | LIMIT | RELATED SDGS |
|--|----------------------------------|--|---|---|
| <p>Ethics and anti-corruption</p> <hr/> <p>Risk management structure and good practices</p> | Efficient and ethical leadership | Ensure a governance and integrity structure guided by ethics and anti-corruption that involves the values of all stakeholders involved in the company's operations, mitigates risks, and ensures a responsible and fair operation. | Direct impact: · At every stage of the chain and business units |  |
| <p>Good labor practices in operations</p> <hr/> <p>Diversity, equality, and non-discrimination</p> | Team of excellence | Along with promoting personal and professional development for staff, training and assessment are essential to boost retention of qualified professionals, engaging them in the business strategy and generating value | Direct impact: · At every stage of the chain and business units |    |
| <p>Innovation</p> | Innovation | In a dynamic environment like technology, where new players and new solutions emerge every day, staying ahead of the innovations that advance the sector is critical to ensure value generation for the business. | Direct impact: · At every stage of the chain and business units. |    |
| <p>Customer relations</p> <hr/> <p>Safety and quality of services</p> | Trust-based relationships | <p>Relationships based on trust are part of the directives for a sustainable company.</p> <p>Maintaining an honest relationship that values customer safety is at the heart of business continuity and the ability to continuously generate value.</p> | Direct impact: · At every stage of the chain and business units. |   |
| <p>Management of energy use</p> <hr/> <p>Sustainable services</p> | Green technology | Efficient environmental management represents the company's commitment to combining practices that positively impact the environment with the business itself, leading to cost reduction and resource optimization. | Direct impact: · At every stage of the chain, business units, and surrounding communities. |     |

2023 HIGHLIGHTS



277

clients in our portfolio



376

active contracts



72.31

NPS points⁽¹⁾ from our DCIS clients



R\$ 347

million in gross revenue



Core EBITDA⁽²⁾

R\$ 49.4

million



46%

reduction in CO₂ emissions

Growth of

21%

in core EBITDA⁽²⁾ YoY compared to 2022



R\$ 285

million in core gross revenue⁽²⁾

green4T's CEO, Eduardo Marini, joined the **UN Global Compact's Liderança com ImPacto** program

We participated in the

COP28

in Dubai, United Arab Emirates, on the panel **"Sustainable Innovation for a Sustainable Future"**

(1) Net Promoter Score;

(2) Core gross revenue and core EBITDA are corporate management measurements that consider only the results for the Data Center Infrastructure Services (DCIS), Technology and Digital Services (T&DS), and Strategic Projects business units in order to provide a more accurate view of operational performance.

CERTIFICATIONS AND AWARDS

Awards



We were recognized as the TOP of 2023 ESG SUSTAINABILITY by the ADVB Institute for our ESG practices that combine technology and sustainability to help society advance.



In 2023, green4T was recognized in three categories of the Telecom Yearbook, which evaluates the financial performance of Brazilian telecommunications companies: Standout Company of the Year in the Cloud Services category, Growth Champion Company (among the 10 companies that grew the most over the last year), and a TOP 100 Company in the Brazilian telecommunications sector.



The CEO of green4T was named as the spokesman for SDG 9 - Industry, Innovation and Infrastructure in UN Brazil Global Compact's Liderança com ImPacto leadership program. This program brings together mobilizers of issues related to sustainability to act as spokespeople for the Sustainable Development Goals (SDG).



The National Bank of Costa Rica was recognized in the Environmental Impact category at the DCD Latam Awards 2023, "Enterprise Data Center Revolution," for reducing energy consumption at its data center by 45%. The award-winning plan was developed by Data Center Consultores, a green4T company in Costa Rica.



We were recognized in the 30th edition of the Marketing & National Business Award in the Best Corporate Standouts of the Year: Excellence, Innovation and Sustainability in IT Solutions category. This award is given to companies that effectively integrate sustainable practices to create significant value for their stakeholders.

◆ Certifications



In 2022, we became the first company in Brazil and Latin America to have an employee certified as an Accredited Sustainability Advisor (ASA) by the Uptime Institute. This certification attests to the competence of our team in combining theoretical and practical knowledge, which is essential to design and offer comprehensive sustainability programs for data centers to our clients while maintaining a global perspective.

◆ **ISO 9001**

We again earned the ISO 9001 certification, a testament to the rigor of our quality management model. This standard is maintained through our commitment to customer satisfaction, meticulous compliance with the requirements for this certification, and proactive management of risks and opportunities in our processes.

ISO 20000 ◆

We were granted ISO 20000 certification, which validates IT services management systems. This norm establishes rigorous criteria for effective management of IT processes, ensuring compliance with international standards. This achievement ensures that we deliver high-quality services to our customers.

ISO 37001 ◆

We were re-certified for the ISO 37.001/17 anti-bribery standard, which recognizes companies and organizations that combat illicit activities through a culture of integrity, transparency, and compliance with applicable laws and regulations.



2

GREEN4T

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2 // green4T

MATERIAL THEMES: Trust-Based Relationships and Sustainable Products
CAPITAL: Financial, Intellectual, and Manufactured

GREEN4T

GRI 2-1 | 2-9

Green4T Participações S.A., also known as green4T, was founded in 2016 and is a privately held Brazilian corporation specializing in data infrastructure technology and management.

With headquarters in the city of São Paulo and through its subsidiaries, the company operates in Brazil and abroad (in Argentina, Chile, Colombia, Costa Rica, Spain, Mexico, Panama, Peru, and Uruguay) in activities mainly related to technology services, with significant involvement in highly critical and data-centric segments.

Our clients are medium and large companies, cloud and IT service providers, telecommunications firms, and the public sector, most notably judicial bodies, public utility concessionaires, agencies, treasury authorities, and the defense and security segment.

Our commitment is to make data infrastructure more resilient, available, secure, efficient, and sustainable. Through our services, we are helping to build an ecologically efficient digital society.

As part of this commitment, we have adopted a strategy and management model guided by environment, social, and governance (ESG) practices, dedicated to creating value that is shared with all the groups we serve, acting responsibly, transparently, and with an eye toward the future.

We are working so that technology can be an agent of positive transformation, driving economic and social development in companies and cities. In collaborating with our clients to adopt efficient and environmentally responsible solutions, we reaffirm our commitment to a more sustainable and connected world.

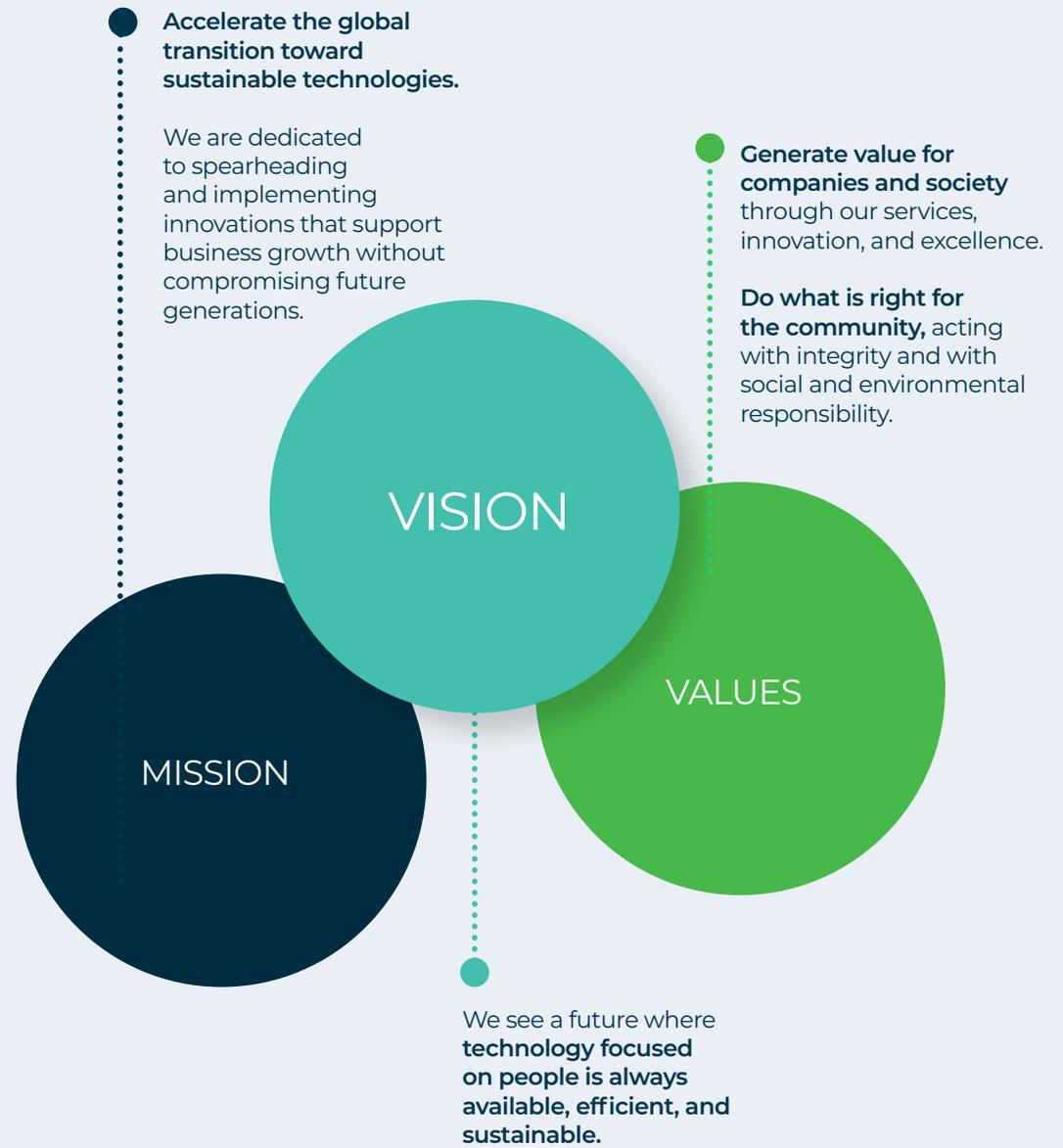


GREEN4T CULTURE

GRI 2-1 | 2-9

In 2023, green4T moved forward in consolidating its culture by incorporating principles, beliefs, and personality to formalize its **Mission, Vision, and Values**. This initiative reflects our aspirations as a company and the commitments we share with our stakeholders, promoting positive transformation through technology and sustainability.

In this way, we are aligning business decisions with our corporate culture, directing all our efforts toward creating value while looking to the future.



OUR PRESENCE

LATAM

We operate in all Latin American countries, with a presence in:

8 countries

9 cities

4 operational bases

33 specialist technicians



BRAZIL

26 states

111 cities

8 operational bases

10 strategic stockpiles

480+ specialist technicians

OUR COMPANIES

Over the years, we have expanded our potential to positively impact the market by investing in companies that stand out for their smart, efficient, and sustainable products and services, such as Scipopulis and DCC.

These acquisitions strengthen our presence in Latin America and encourage us to constantly reinvent ourselves so we can innovate in the process of digital transformation for our clients.¹

On September 1, 2023, green4T announced the spin-off of its division dedicated to manufacturing and implementing prefabricated data centers. The resulting new company, Edgefy, will operate on its own, under a new brand and with independent management.



Technology and data infrastructure management company, present throughout Latin America.



An innovative company focused on data analytics to make cities smarter.



DCC is a well-known company in Costa Rica with a decade of experience in design, certification, and commissioning of mission-critical infrastructure.

VALUE GENERATION MODEL

As part of our commitment to transparency and engagement, we have partially adopted the integrated reporting model as of 2023.

This model allows us to provide a holistic view of how we manage our capital to positively impact all stakeholders



INTELLECTUAL

We produce essential knowledge for the operational efficiency and ESG performance of other companies, investing in sustainable technology and solutions. We constantly strive to innovate in our services and processes, attentive to market changes and our the needs of our clients.



FINANCIAL

We manage our financial resources responsibly and strategically, ensuring financial solidity and sustainable returns. We prioritize efficiency and cost control, and invest in growth and innovation



HUMAN

Our Team of Excellence is one of the fundamental pillars for innovation and sustainability. For this reason, we invest in staff development and in creating and maintaining a welcoming environment that encourages dedication and engagement.



SOCIAL AND RELATIONSHIPS

We are committed to trust and transparency in our relationships with customers, suppliers and society. In addition to the positive impacts our services generate, we seek to support projects with positive socioenvironmental impacts and encourage supplier chains to adopt good social and environmental practices.



MANUFACTURED

We maintain and update our technology and operational infrastructure to ensure efficiency and safety. We invest in sustainable technologies and efficient practices to ensure high availability of our services that respond to customer demands and support their growth.



NATURAL

We are guided by a set of practices intended to minimize the environmental impact of our operations and improve energy efficiency for our clients. Furthermore, by using technology we help build more human, sustainable, and integrated smart cities.

VALUE GENERATION MODEL

RESOURCES



INTELLECTUAL

- Commitment to building a green future
- Green Academy platform



FINANCIAL

- Gross revenues of R\$ 347 million



HUMAN

- 757 employees
- Organizational structure rooted in innovation, sustainability, and ethics



SOCIAL AND RELATIONSHIP

- 376 active contracts
- 277 customers in our portfolio
- Investment in social projects



MANUFACTURED

- Presence in Brazil and in 8 other Latin American countries, totaling 120 cities



NATURAL

- 114.432 Mwh of energy consumed



Available

Our commitment is to constant operationality, ensuring that both the customer environment as well as **our team are available** and ready to act; 99.9% of the time.

Efficient

Our focus is on maximize productivity, saving time and resources, and optimizing processes so each task is performed with **supreme precision.**

Sustainable

We integrate the ESG agenda into our business model, committing to sustainability, transparency, and ethics in order to drive a net-zero economy and **create shared value.**

Expressing our purpose

RESULTS



- ISO 9001, 20000, and 37001 certifications
- Participation in COP28
- green4T's CEO is the spokesman for Sustainable Development Goal 9 of the UN Global Compact



- Core EBITDA* of R\$ 49.4 M
- Optimized financial resources
- R\$ 1 billion in signed contracts



- 1,142 staff enrolled in the Green Academy
- Summer Job program
- 100% of staff trained on ethics and integrity issues



- 46% of clients participated in the 2023 Net Promoter Score (NPS) survey, where we earned 72.31 satisfaction points
- No cases of corruption recorded
- Over R\$ 58,000 invested in incentivized social projects



- More than 480 technical specialists
- Our services: data center infrastructure services, technology and digital services, and smart cities



- 46% reduction in CO₂ emissions

* information on Core EBITDA p. 30

OUR SERVICES

GRI 2-1 | 2-9

In a data-centric world where technology is increasingly relevant in our lives, we help make digital infrastructure available and efficient while also being sustainable. Our approach ensures continuity of our clients' operations, from the IoT level up to data centers or the cloud. Throughout this process, we seek energy efficiency through our IT infrastructure management system, by updating equipment and/or hardware for more efficient energy use, and data monitoring and analysis.

Data Center Infrastructure Services

Managed services for the physical infrastructure of data centers, promoting performance and efficiency within the IT environment.

Ongoing:

A set of activities and measures carefully planned to augment physical efficiency in data centers. We evaluate the installed IT infrastructure and implement continuous, preventive, and predictive improvements that make it possible to increase availability and efficiency.

Online

Remote, real-time incident monitoring service for climate control, energy, and physical security in the data center, in turn reducing operating costs.

Data Center Infrastructure Management (DCIM)

Integrated system for data center governance that monitors and integrates the entire ICT infrastructure (regardless of location), spanning everything from electromechanical infrastructure equipment to hardware and other data center IT assets.

Technology and Digital Services

Managed services focused on the logical and physical layers of data centers, improving performance, maximizing efficiency, and promoting the sustainability of the IT environment.

ON IT Management

Server management, monitoring and operation, as well as storage and networking services, with online and real-time tracking by a multidisciplinary

team to ensure security and excellence in the services we provide.

Life Extended

Post-warranty maintenance service that combines specialized staff, one-stop service, multivendor and automated predictive monitoring of servers, storage, and networking to extend the useful life of hardware.

Cloud Services

Multi-cloud environment management services that allow businesses to optimally balance operational and capital costs when purchasing cloud services. Our work starts with assessing the infrastructure and the degree of application maturity, moving through the process of preparing the new environment and migrating applications and systems, and ends with ongoing support of monitoring and management of the solutions.

IoT Solutions

Development and deployment of internet of things (IoT) solutions through projects that are tailored to the needs of each client.

green4T announces spin-off creating Edgefy, with prefabricated solutions for data centers

In September 2023, green4T announced the spin-off of Sismental, its division dedicated to manufacturing and implementing high-availability prefabricated data centers. The company that emerged, Edgefy, became an independent operation, under a new brand with its own management.

Edgefy will continue to innovate and invest in research and development in order to keep its clients at the forefront of engineering applied to mission-critical environments. It will also continue to maximize the quality of its products and solutions, a characteristic that has ensured very high availability for its customers for many years. Now with its work dedicated to this segment, Edgefy will have a stronger focus and more agility to meet the growing demand for flexible solutions for new data centers.

Over the past two years, Edgefy doubled production capacity at its factory in Sorocaba, São Paulo. More than 200 modular data centers were exported to customers in Germany, Austria, India, Morocco, Panama, and Argentina, in addition to demand from the Brazilian market, which has also shown signs of growth.

This spin-off is a key component in green4T's strategy, with the objective of optimizing the operational model and accelerating the organic growth of both companies while providing a stronger focus on each one's fundamental competencies. The resources made available at green4T as a result of this transaction will be reinvested in research and development initiatives, market expansion, and future acquisitions.

IT Moving

Physical and logical migration of data centers without interrupting operations, ensuring the integrity and security of data and IT assets.

Certifications

Certifying the design, the data processing environment, or operations with the relevant transnational bodies.

Data Center Carbon Zero

Assessment and design of sustainability plans for data centers, which can reduce electricity consumption by up to 60%. Sustainability planning involves (i) specialized data center management, implementing multidisciplinary actions to boost efficiency in day-to-day operations; (ii) renovating "gray area" infrastructure and upgrading electrical and thermodynamic systems, which can result in gains of up to 40% in energy efficiency; (iii) server virtualization and the adoption of hyperconverged infrastructure (HCI), which can produce energy efficiency gains of up to 20%; and (iv) capturing, monitoring, and utilizing data intelligence via green4T Online or other data center infrastructure management (DCIM) software.

Smart Cities

Smart cities are revolutionizing how we live, providing significant benefits in urban quality of life and efficient public services. Using technology and integrating data permit more effective management of urban resources, promoting sustainability, safety, and well-being for residents.

We must not underestimate the importance of data in a smart city: it provides the foundation for informed decisions, helps proactively identify and solve problems, and permits continuous monitoring of urban conditions.

With precise and up-to-date data, managers can optimize urban mobility, improve infrastructure, monitor and manage resources, support the creation of public policies, and promote more resilient cities adapted to climate change.

Learn about how the Plancity Platform and Trancity Panel are using technology and big data to transform cities into smart cities Scipopulis is a green4T innovation startup that works with data analytics, processing, integration, and visualization, focused on making cities into smart cities. Since 2014, its mission has been to build human,

sustainable, and integrated cities for everyone using technology, urban planning, and design.

Plancity

This platform is intended to support public managers with a variety of data about the city that is essential for administration and guiding public policies. This fully digital solution integrates, processes, and presents data collected from various sources in a customized dashboard.

It makes it possible to understand the entire urban ecosystem in detail, and in turn how the city works. This situational awareness is not limited to the territory as a whole: it also provides views of each neighborhood and every street, providing public managers the information they need to make the best decisions to benefit residents.

Trancity

With a focus on managing public transportation availability in real time, this platform was created to help public managers monitor new movement flows resulting from urbanization. Trancity is a web panel for monitoring and analyzing cities that concentrates all the data on mobility and

POINTS MONITORED:

- ◆ Socioeconomic data
- ◆ Educational census
- ◆ Infrastructure
- ◆ Green spaces
- ◆ SDG indicators
- ◆ ISO metrics
- ◆ Smart and sustainable cities
- ◆ Transportation

urban infrastructure, providing important insights and allowing managers to understand the strategic value of data.

By integrating multiple databases, it presents real-time and historical information that can support end-to-end management, operations, and planning for the entire local public transportation system.

POINTS MONITORED:

- ◆ Vehicle routes and locations
- ◆ Volume of vehicles in circulation
- ◆ Need for new routes
- ◆ Bottlenecks
- ◆ Supply fluctuation
- ◆ Tracking metrics
- ◆ Events and accidents, regularity of service



GREEN4T COMMITMENTS

GRI 2-28

At green4T, we strive to constantly advance toward sustainable performance. To achieve this objective, we have undertaken a series of public commitments throughout our journey in order to generate increasing value in aspects related to ESG.

These commitments not only shape our internal approach to sustainability, but also guide the support we provide our clients in energy transition. These commitments and participation in associations include:



As a company committed to advancing a more inclusive and sustainable society, we are part of the Ethos Institute.

Throughout the year we actively engage in collaborative Environment and Compliance Committees for ongoing progress on these fundamental issues.



Pacto Global
Rede Brasil

The United Nations Global Compact - Brazil Network was launched in 2000 by UN Secretary General Kofi Annan, and we have been a signatory since 2021. This is the largest corporate sustainability initiative in the world, with more than 21,000 participants including companies and organizations distributed across 65 local networks, with coverage and engagement in 162 countries.



**ADVANCING
PUBLIC
TRANSPORT**

We are part of the global network that connects all public transportation stakeholders to advance sustainable public transportation by defending policy, research and innovation, and training.



In order to spread our mission to manage our business in a socially responsible manner, we signed the Anti-Corruption and Business Integrity Pact and hold the Clean Company accreditation.



We are signatory to the SBTi in order to catalyze climate actions and neutralize net GHG emissions by 2050, in line with the goal to limit global temperature increase to 1.5 °C.



The Race to Zero campaign is a global initiative that involves representatives from various sectors committed to net-zero emissions reduction targets. We joined the SBTi commitment through the net-zero goal, and automatically joined the Race to Zero campaign.



The Business Ambition for 1.5 °C campaign is led by the International Global Compact and SBTi. It was created in 2019 to encourage companies to commit to goals that are in line with the objective of limiting global warming to 1.5 °C, as per the Paris Accord.

COMMUNICATION ON PROGRESS FOR THE UN GLOBAL COMPACT

As members of the Global Compact, every year we present our Communication on Progress (CoP) for the Global Compact, informing stakeholders about our progress in relation to the Ten Principles of the Global Pacts and the SDG.

The CoP demonstrates our commitment to improving our performance on issues related to governance, human rights, labor, the environment, and combating corruption, and we constantly strive to improve the processes and policies adopted by the company to avoid and remediate negative social and environmental impacts.

FINANCIAL AND OPERATIONAL PERFORMANCE

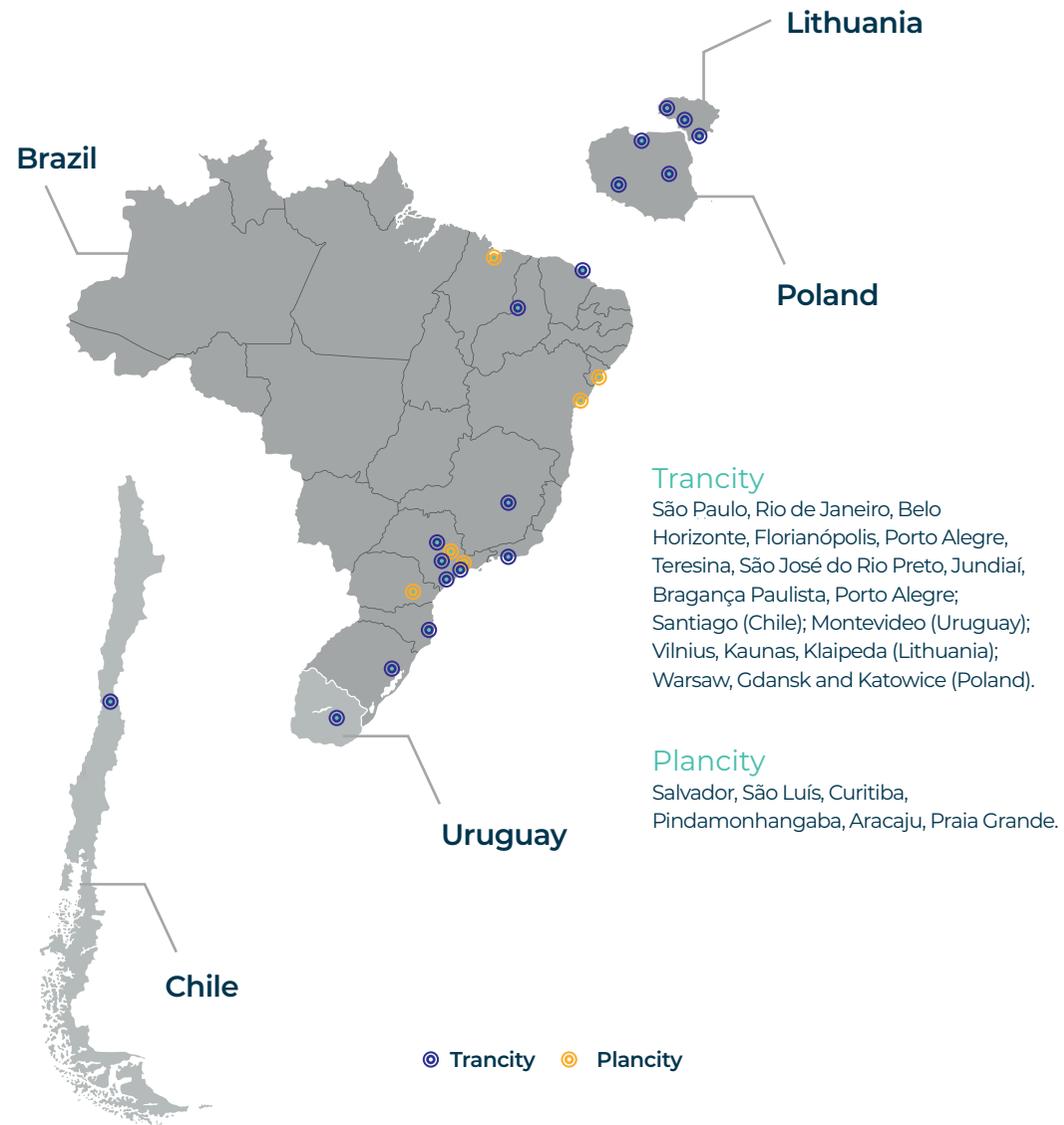
Operational Performance

Despite the complexity seen in 2023, green4T recorded growth of 7.3% in total contracts signed, surpassing the R\$ 1 billion milestone.

With 277 clients in our portfolio, we reached 376 active contracts in Latin America, reflecting the growing demand for data infrastructure. We continue to consolidate our work in the line of Technology and Digital Services (T&DS), where performance made considerable progress to surpass R\$ 19 billion in total contract value.

In our Smart Cities business unit, Scipopulis had outstanding performance as it expanded operations in another 4 cities with the Plancity and Trancity platforms, resulting in 19% growth compared to 2022.

Plancity and Trancity present in 23 cities:



Financial Performance

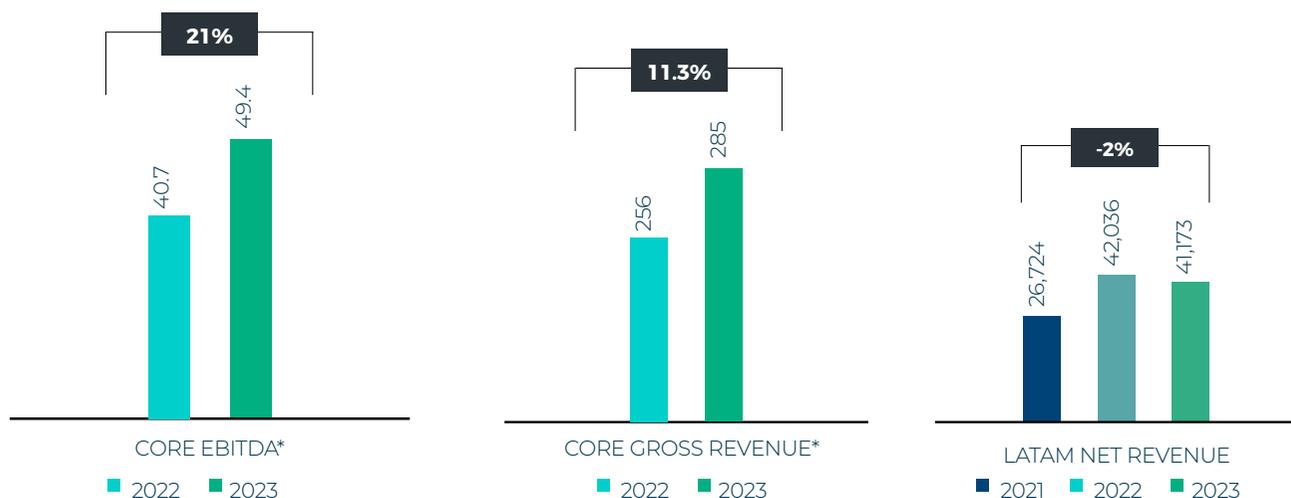
In 2023, the Brazilian economy exhibited mixed signals. Inflation was notable, closing the year at 4.65%⁽¹⁾, a drop of 1.17 percentage points compared to 5.82% in the previous year⁽²⁾. This movement was driven by a more restrictive monetary policy from Brazil's Central Bank, which kept interest rates high to contain inflation. Meanwhile, domestic consumption and investments still faced obstacles due to high interest rates, which reached 11.75%⁽³⁾, the second highest real rate

in the world according to MoneYou, in addition to political uncertainties.

The economic landscape in Latin America was varied, with each country facing its own challenges and opportunities. In general, the region continued to recover from the economic impacts of the COVID-19 pandemic, but this recovery was uneven. Argentina closed 2023 with its highest inflation in over 30 years; consumer prices rose 211.4%⁽⁴⁾ in December over the previous year, according to data from the National Statistics and Census Institute (INDEC).

At the same time, green4T continued to grow. Core EBITDA, a management metric for the company that provides a more accurate view of operational performance by considering only the results from the Data Center Infrastructure Services (DCIS), Technology and Digital Services (T&DS), and Strategic Projects business units, grew 21.3% to reach R\$ 49.4MM. This growth reflects our continuing ability to take advantage of opportunities in Latin America related to the growing use of data infrastructure and the advancement of new technologies.

Figures in Thousands of Brazilian Reais (R\$ THOUSANDS):



Figures in Thousands of Brazilian Reais (R\$ THOUSANDS)

| GREEN4T | 2022 | 2023 |
|------------------------|-------|------|
| Improvements | 4,782 | 0 |
| Equipment | 600 | 286 |
| Furniture and Fittings | 654 | 0 |
| Total CAPEX | 6,036 | 286 |

(1) Source: Valor Investe (2) Source: Inflation tool (3) Source: Poder Brasil 360° (4) Source: O Globo

*Core EBITDA and core gross revenue are management metrics for the company that only consider the results from the Data Center Infrastructure Services (DCIS), Technology and Digital Services (T&DS), and Strategic Projects business units in order to provide a more accurate view of operational performance.



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GOVERNANCE
AND ETHICS

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3 // Governance and Ethics

MATERIAL THEMES: EFFICIENT AND ETHICAL LEADERSHIP

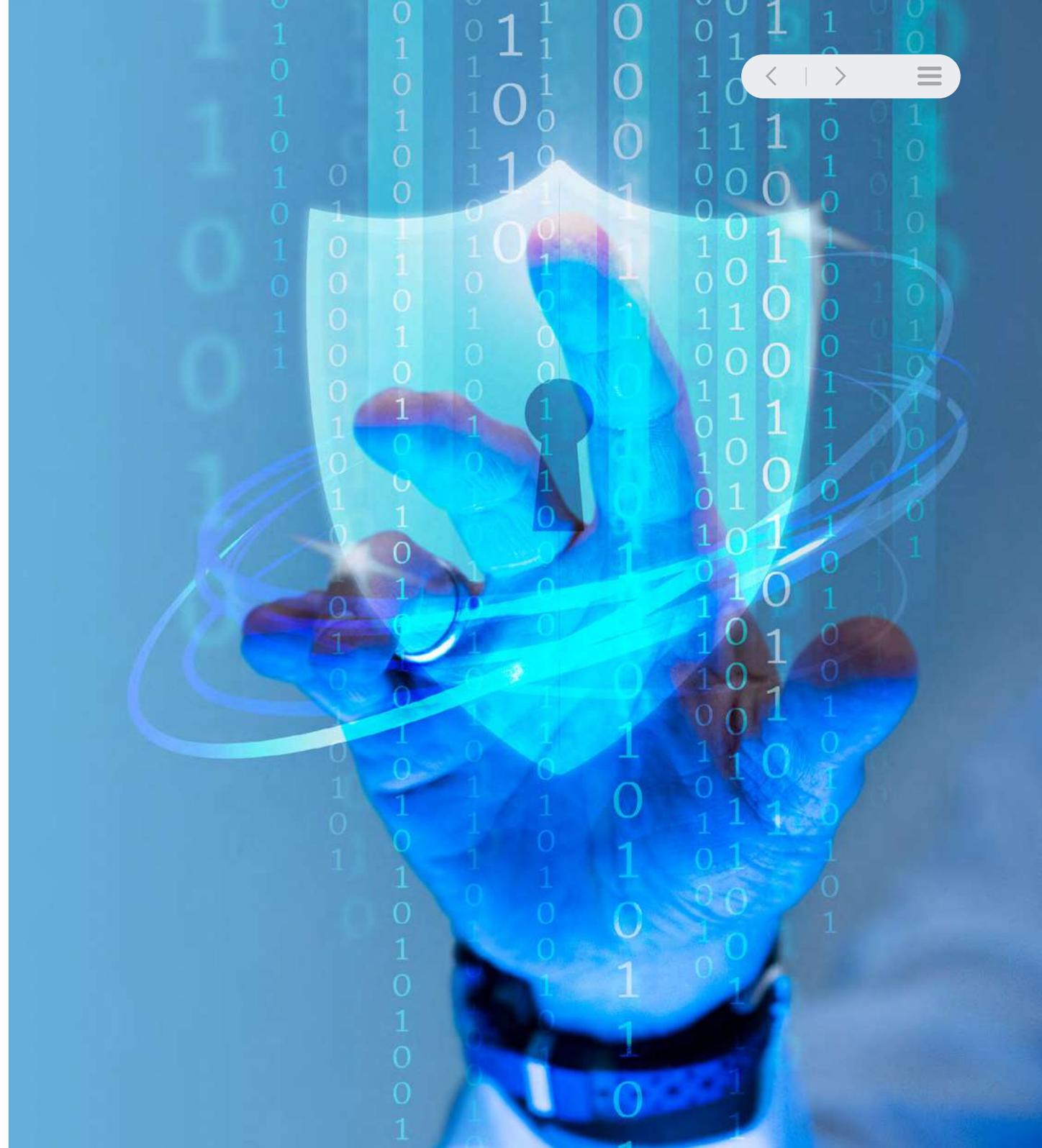
KEY POINTS: INTELLECTUAL

GOVERNANCE

GRI 2-2 | 2-9 | 3-3

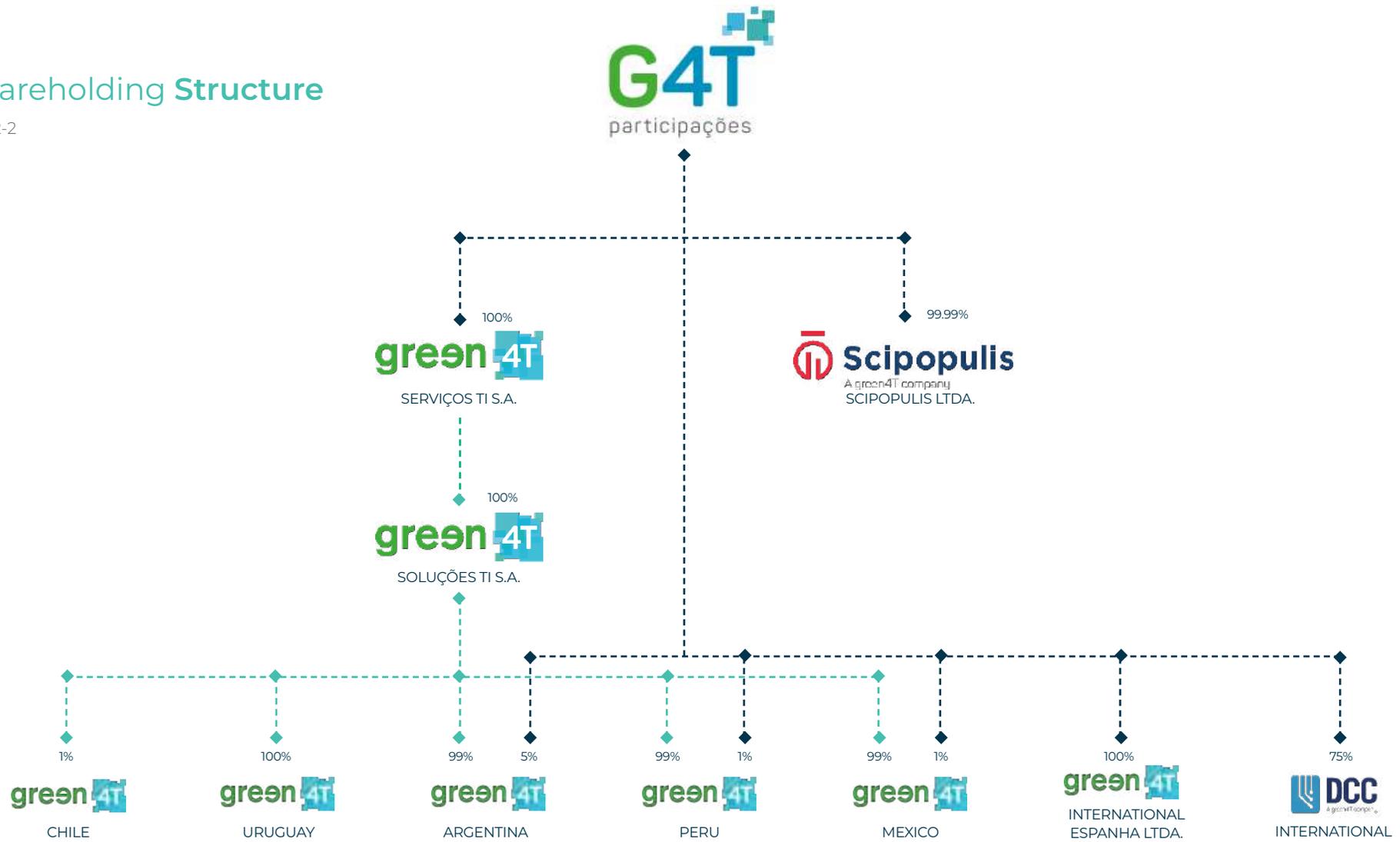
At green4T, we build trust-based relationships rooted in transparency and respect for stakeholders.

We are committed to implementing good corporate governance practices in all our activities. These principles guide all of the company's interactions, ensuring compliance with ethical and legal standards while also promoting respect for human rights and diversity.



Shareholding Structure

GRI 2-2



Governance Structure

GRI 2-2 | 2-9 | 2-10 | 2-11 | 2-12 | 2-18

Green4T Participações S.A., also known as green4T, is a privately held Brazilian corporation which is owned in full by **4T Ventures, Fundo de Investimento em Participações Multiestratégia** and managed in accordance with the standards defined by the Brazilian Securities and Exchange Commission (CVM) and the Brazilian Financial and Capital Markets Association (ANBIMA).

We are managed by a **Board of Directors** and a **Statutory Management Board**. Our corporate governance structure also includes a permanent Ethics and Integrity Committee to advise the Board of Directors on its activities. The Board of Directors is also advised by external auditors who assess the financial statements.

The Board of Directors is the company's highest governing body that makes decisions in a collective manner, and is responsible for overseeing the management of its officers and establishing the company's general policies.

Its decisions are made by a majority vote of the members present at meetings. It is composed of three members, who are appointed for a three-year term at the General Shareholders' Meeting.

The Chairman of the Board of Directors is chosen from the members elected at the General Meeting, and also holds the position of CEO for green4T.

The Statutory Management Board consists of the CEO as well as a director, both elected by the Board of Directors for a unified three-year term. The directorship of green4T is evaluated internally by the Board of Directors according to the goals established each year. The last election of our directors and officers took place in January 2022.

Board of Directors

The green4T Board of Directors plays a fundamental role in strategic guidance and supervision of the company's management,

and is responsible for approving business plans, spin-offs, mergers, acquisitions, and other significant activities.

As stipulated in our bylaws, the Board of Directors holds ordinary meetings four times a year, and extraordinary meetings whenever required. These meetings may be called by the Chairman or any member of the board, provided it is done jointly and with prior written notice.

Ethics Committee

The Ethics Committee includes various representatives and directors of green4T, without set terms. These members are Eduardo Casasanta Marini (Board of Directors member and green4T CEO), Antonio Donizete Lopes Bob (Board of Directors member), Fernando de Andrade (green4T Vice President and Chief Financial Officer), and Eduardo Rasi (green4T Compliance Director).

Members of the Board of Directors



Eduardo Casasanta Marini

Board of Directors member and green4T CEO

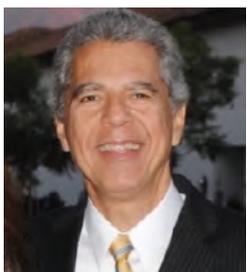
The cofounder and CEO of green4T, as well as spokesman for UN Global Compact Sustainable Development Goal 9, Eduardo Marini has been recognized three times as one of Brazil's top IT leaders by IT Mídia and Korn Ferry. He is a member of the Young Presidents' Organization and serves on boards of directors for companies in the technology, healthcare, and financial services sectors. Eduardo holds a bachelor's degree in law from the Federal University of Minas Gerais (UFMG), a graduate degree in business administration from FGV/EAESP, and a master's degree in business administration from Yale University.



Antonio Donizete Lopes Bob

Board of Directors member

Antonio Bob is a cofounder of green4T and CEO of Edgefy, a company dedicated to manufacturing and implementing high-availability prefabricated data centers. With more than 30 years of experience in the Latin American market, he is a reference in Brazil and abroad for the modular data center segment, as well as a participating member of Euro Norma (VDMA) and the Brazilian delegate to the International Computer Room Experts Association (ICREA). Previously, he was a member of the Uptime Institute and study coordinator for CE-021:000.039, the Data Center Study Committee for ISO/IEC 22237. Antonio holds a bachelor's degree in civil engineering from UMC, with specializations from the University of São Paulo and MPA Technischen Universität in Germany. He is ATD/ATS accredited by the Uptime Institute.



Alexandre Costa e Silva

Board of Directors member

Alexandre has been a member of the green4T Board since 2019, a partner in Smart Results Business Management Consulting, a member of the Oswaldo Cruz Hospital Innovation and Technology Committee, and a member of the Harvard Business School alumni angel group. He previously served as CEO of Neovia Telecom and General Manager of AT&T in Brazil. Alexandre holds a degree in electronic engineering from the Federal University of Rio de Janeiro (UFRJ), an executive MBA from COPPEAD UFRJ, and certifications from the Brazilian Institute of Corporate Governance (IBGC) and the Integrated Coaching Institute (ICI).

Executive Directors and Leadership



Eduardo Casasanta Marini

Board of Directors member and green4T CEO

The cofounder and CEO of green4T, as well as spokesman for UN Global Compact Sustainable Development Goal 9, Eduardo Marini has been recognized three times as one of Brazil's top IT leaders by IT Mídia and Korn Ferry. He is a member of the Young Presidents' Organization and serves on boards of directors for companies in the technology, healthcare, and financial services sectors. Eduardo holds a bachelor's degree in law from the Federal University of Minas Gerais (UFMG), a graduate degree in business administration from FGV/EAESP, and a master's degree in business administration from Yale University.



Fernando de Andrade

Vice President and Chief Financial Officer (CFO) of green4T

Fernando Andrade is Vice President and Chief Financial Officer of green4T. He has over 17 years of management experience, having served as CFO, Head of Procurement, and Head of Personnel at PareBem (acquired by the French company Indigo), an urban mobility company and investee of Pátria Investimentos, where he directed generation of operational scalability and development of the company's corporate culture. He also served as a senior consultant at McKinsey & Company, where he supported leaders in the telecommunications, infrastructure, and financial services sectors in the areas of strategy, organization, and operations. He has also been an entrepreneur, founding a health-tech called Bric Saúde, with a focus on medical record management and telemedicine. Fernando holds an engineering and communications degree from the Military Engineering Institute and an MBA from London Business School.

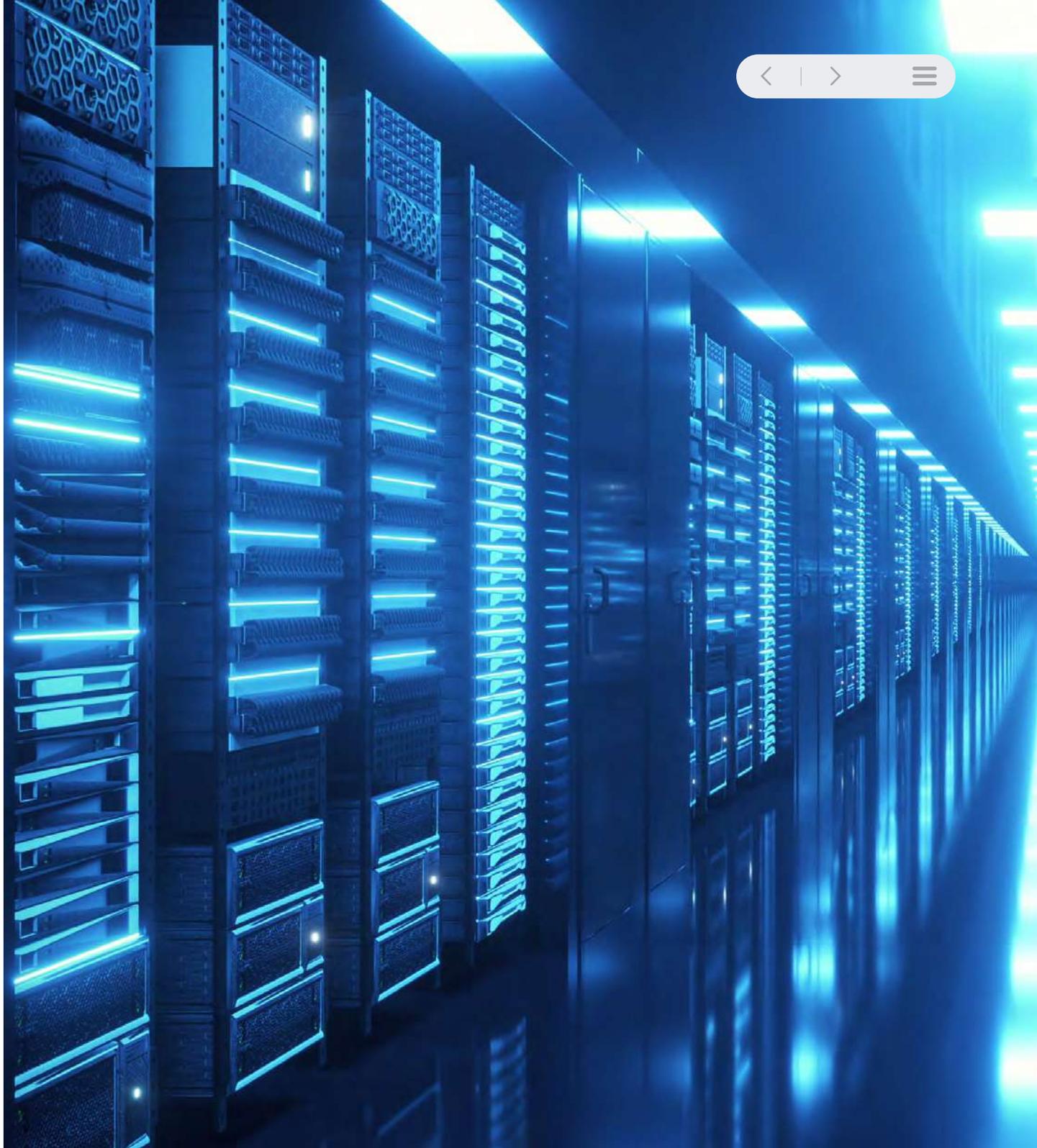
Compensation for Leadership

GRI 2-19 | 2-20

To define the compensation policy for our board members, we received support from a specialized consulting firm that conducted a market study and submitted a proposal for management evaluation and approval.

The Board of Directors consists of three members, only one of whom receives 100% fixed compensation. For the Statutory Management Board, compensation consists of one fixed and one variable portion, the latter adjusted according to the company's progress in various areas. In 2024, we began discussions to tie variable compensation to the company's progress on socioenvironmental issues.

It is important to note that there are no specific or differentiated retirement programs for the Board of Directors and Statutory Management Board. Retirement contributions for all employees contracted as in-house staff according to Brazilian labor law (known popularly as CLT) are collected through the National Institute of Social Security (INSS), in line with Brazilian federal legislation. For employees located in other countries, we follow local legislation.





BUSINESS ETHICS

GRI 2-23 | 2-24 | 2-27

We are guided by transparency and ethics in our business, with an emphasis on fighting corruption. Our governance is oriented around mitigating risks, complying with laws and standards, and providing a fair and competitive business environment. In this way, we build relationships of trust with stakeholders while we simultaneously generate value (learn more about our value generation model on page 22).

We are signatory to the Ethos Institute’s Integrity and Anti-Corruption Pact and also part of the UN Global Compact, firmly believing that preventive and educational activities and working together are essential to ensure the integrity of our employees and relationships.

Guidelines

Our Code of Ethical Conduct and Anti-Corruption Policy provides guidance on how to maintain an ethical culture and operations.

The Code of Ethical Conduct was developed by the Board of Directors in conjunction with the Ethics and Integrity Committee and the Compliance area. It establishes guidelines and commitments for ethics, integrity, transparency, respect for human rights, and our responsibilities to local communities and the environment.

The document guides our relationships, basing them on respect and dignity, and we do not tolerate any form of discrimination, harassment, or forced or involuntary labor. We strive to

provide safe and decent working conditions and fair compensation for all employees, in compliance with applicable local legislation.

The Anti-Corruption Policy establishes guidelines, standards, and procedures for the program to prevent and combat corruption to comply with Brazil’s Anti-Corruption Law (Law 12.846/2013, regulated by Federal Decree 11.129/2022), the U.S. Foreign Corrupt Practices Act (FCPA), and specific laws of other countries where the company operates.

In 2023, we held trainings on the Code of Ethical Conduct and the Anti-Corruption Policy for all new employees. At the end of the year, we sent out specific communications on this topic and offered training for all staff.

Learn more about our Code of Ethical Conduct, the Anti-Corruption Policy, and other compliance activities that reflect our ongoing efforts to maintain and elevate the standards of integrity and transparency for the way we conduct our business.



<https://www.green4t.com/wp-content/uploads/2022/03/Code-of-ethics.pdf>



<https://www.green4t.com/wp-content/uploads/2022/03/Anti-corruption-policy.pdf>

Ethics and Integrity Committee

GRI 2-12

The Ethics and Integrity Committee at green4T consists of directors and board members who monitor all the actions and activities undertaken by the Compliance Department and participate in the main discussions on risks and remediations related to the topic.

Quarterly meetings are held at the company for governance on this topic and to seek out improvements. Additionally, compliance risks were discussed at all the meetings of the Board of Directors and Ethics and Integrity Committee held throughout 2023.

Conflicts of Interest

GRI 2-15

Our Code of Conduct establishes that green4T staff must ensure no conflicts of interest exist, or identify and announce them proactively. Employees are strictly forbidden from holding public office without first expressly informing supervisors in the Personnel Management and Development or Compliance areas for prior verification of conflicts with the company's rules.

All our managers and employees in positions of trust above supervisor level fill out a specific control of interests form for the Compliance and Personnel Management and Development departments. These forms are kept on file and consulted whenever necessary. When clearly identified situations are identified, corrective and

preventive measures are taken to stop these conflicts from materializing.

Furthermore, the Compliance area performs monitoring and due diligence of suppliers to identify potential conflicts of interest, ensuring compliance with our internal policies within our value chain.

In 2023 no incidents of corruption involving our administration, staff, suppliers, Green Partners Network, or third-party intermediaries were registered. This reaffirms our unshakable commitment to integrity, ethics, and social responsibility, fundamental pillars in building a sustainable and trusting legacy with all our stakeholders.

CERTIFICATIONS

In 2023, we renewed our ISO 37001 certification, which evaluates the Anti-Bribery Management System, recognizing our ability to minimize the risks of bribery and corruption by implementing the Integrity Program.

Anti-Corruption

GRI 2-16 | 2-24 | 205-2 | 205-3

To spread a culture of integrity and ethics in the way we do business and combat corruption, we maintain an Integrity and Compliance Program that includes actions related to prevention, detection, and remediation and also creates and implements guidelines, trainings, communications, monitoring, and handling the reporting channel, ensuring continuous improvement in compliance activities.

The program is run by the Compliance area and supervised by the Ethics Committee, with activities reported to the Board of Directors on a quarterly basis. The main risks identified by the Integrity and Compliance Program are found in relationships between public agents and the external sales force, consultants when obtaining project permits,

and customs clearance services for the import and export of equipment and materials.

To reduce the risks of corruption and fraud, we have adopted the following preventive measures:

- All board members and managers (directors and supervisors), with no exceptions, sign declarations of compliance with the anti-corruption guidelines
- We hold regular trainings for all staff that focus on our guidelines and procedures to combat corruption
- During 2023, 122 new employees (89 in Brazil and 33 in Latin America) and 13 new third parties were trained on our anti-corruption guidelines

- We include robust anti-corruption clauses in contracts with suppliers and customers

In 2023, as in previous years, we did not receive any complaints or reports of corruption in our audits, and as a result there were no sanctions or fines of any type.

We will continue to invest in ongoing training, monitoring, and improvements to strengthen our culture of ethics and compliance, ensuring that green4T remains an example of social responsibility and integrity in the market.

Reporting Channel

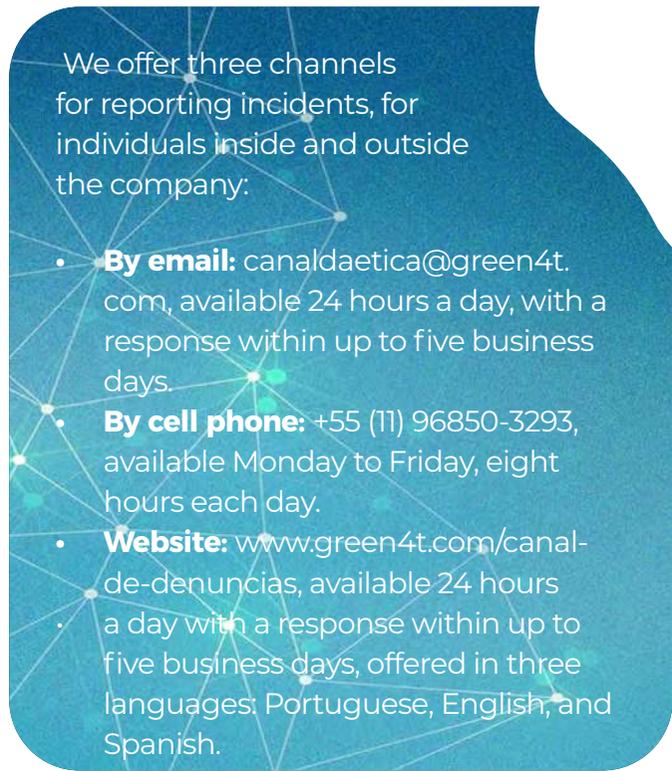
GRI 2-16 | 2-26

To monitor breaches of conduct, coercion, threats, or any suspicious or improper activities that violate our policies, we encourage our staff to report any of these situations to their immediate superiors, supervisors in the Personnel Management and Development or Compliance departments, or to use our reporting channel.

The confidential reporting channel is part of the Integrity and Compliance Program, and is managed by an external, transparent, and independent third party.

All reports received are evaluated, addressed, and discussed by the Ethics and Integrity Committee and Board of Directors. Management of critical concerns is directed through these periodic meetings and discussions. It is important to

note that protecting whistleblowers is a central pillar of our compliance program: we guarantee complete confidentiality and safety to anyone who files a report, reinforcing our commitment to ethics and justice.



We offer three channels for reporting incidents, for individuals inside and outside the company:

- **By email:** canaldaetica@green4t.com, available 24 hours a day, with a response within up to five business days.
- **By cell phone:** +55 (11) 96850-3293, available Monday to Friday, eight hours each day.
- **Website:** www.green4t.com/canal-de-denuncias, available 24 hours a day with a response within up to five business days, offered in three languages: Portuguese, English, and Spanish.

In 2023, we investigated 10 reports related to employee behavior problems, which resulted in mitigation activities such as specific and directed trainings, warnings, meetings for corrections, and even dismissals.

In addition, we conduct monitoring twice each year that includes tests to identify breaches of internal policies and improper actions by managers or employees. We implement internal improvements and controls in various operational processes in order to decrease the possibility of any improper activity at the company.

SUSTAINABILITY GOVERNANCE

GRI 2-17 | 2-23

To lead and manage our sustainability commitments and the ESG agenda, since 2020 green4T has dedicated a specific department to promoting the integration of these practices in all areas of the company and reinforcing our significant responsibility and contribution to sustainable development.

The Sustainability and Communication Department, which reports directly to the CEO, conducts impact management activities with staff through processes developed by the Quality area with the support of the Compliance department. This includes defining responsibilities and formalizing procedures ranging from reverse supply logistics and recycling to the achievement of our ESG goals. Some central activities include:

- Continuous monitoring of ESG indicators, which allows us to track progress
- Establishing strategic partnerships with external organizations and initiatives that promote sustainability

- Encouraging sustainable practices among suppliers and business partners, promoting a responsible value chain
- Drafting a greenhouse gas emissions inventory and defining emission reduction goals in line with the Science Based Targets Initiative (SBTi)
- Ensuring that the company is aligned with stakeholder expectations and best practices in the market
- Implementing recycling and reverse logistics activities to reduce waste and reuse materials, reaffirming our commitment to the circular economy

Furthermore, the directorship promotes internal communication in order to integrate these practices, establishing uniform understanding of and commitment to our sustainability targets at all levels of the organization.



RISK MANAGEMENT

GRI 2-12 | 2-13

Risk Governance

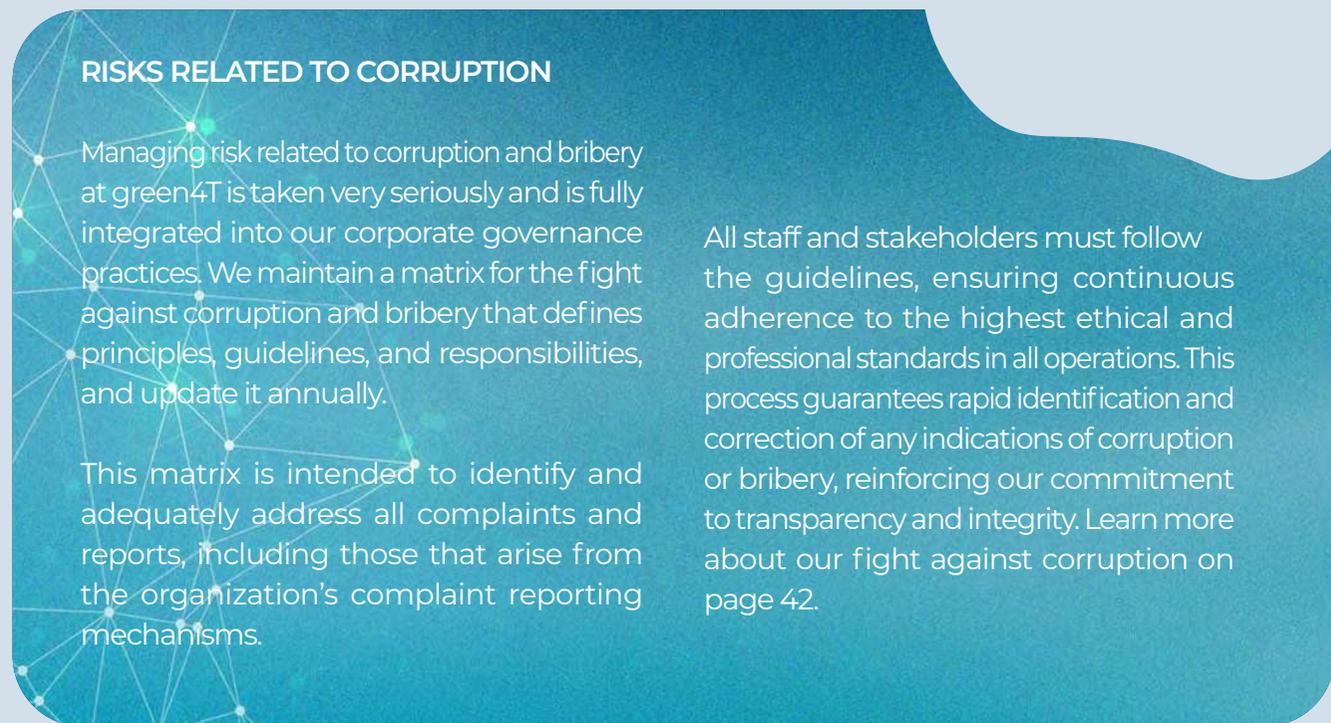
The operational risks monitored by the company are mapped and addressed through our established internal control processes. We report impact management to the highest governance body annually, providing an integrated view of our progress toward established sustainability targets.

The most notable competencies of the Board of Directors are monitoring management, significant financial decisions, executive succession planning, and effective risk management. This demonstrates green4T's commitment to solid and responsible corporate governance practices which are essential for the sustainability of the business in the medium and long term.

We recognize that sustainable governance is a fundamental pillar for the success and long-term future of our business. We are committed to promoting management that reflects the highest standards of integrity, transparency, and responsibility, in line with stakeholder

expectations and actively contributing to a sustainable future. For this reason, in 2024 we began mapping risks and opportunities resulting from climate change, according to the **methodology of the Task Force on Climate-Related Financial Disclosures (TCFD). This risk**

assessment not only improves our responses to climate conditions, it also reinforces our commitment to ESG practices and contributes to continuous improvements in our business operations and practices, risk management, and sustainability.



RISKS RELATED TO CORRUPTION

Managing risk related to corruption and bribery at green4T is taken very seriously and is fully integrated into our corporate governance practices. We maintain a matrix for the fight against corruption and bribery that defines principles, guidelines, and responsibilities, and update it annually.

This matrix is intended to identify and adequately address all complaints and reports, including those that arise from the organization's complaint reporting mechanisms.

All staff and stakeholders must follow the guidelines, ensuring continuous adherence to the highest ethical and professional standards in all operations. This process guarantees rapid identification and correction of any indications of corruption or bribery, reinforcing our commitment to transparency and integrity. Learn more about our fight against corruption on page 42.

Risk Assessment and Mitigation

SASB TC-SI-550a.2

To mitigate these risks, we perform due diligence on suppliers and service providers, review contracts and payments made as part of everyday operations, and also conduct specific semi-annual tests.

Business Continuity Management

The business continuity risks that could impact green4T are classified as risk that operational systems will be interrupted internally or for our clients as a result of the quality of the service provided, which could cause significant impacts for clients and affect the company's image.

Monitored/Emerging Risks Related to Internal Interruption of Operations:

- Internet instability
- Unavailability of the server where all data related to our services is processed and stored
- Instability of the Service Orders management platform and unavailability of the remote monitoring platform for clients who have the contracted online services
- Unavailability of the data center where the process management and monitoring

systems are stored (downtime)

Actions to Mitigate Risks of Internal Interruption of Operations:

- Improvements in the online monitoring system environment, management tools, and maintenance of service orders. Strengthening the DevOps culture in the management of this environment, with automation based on IaC (Infrastructure as Code) techniques
- Changes in system architecture involving reengineering components to increase scalability while reducing energy expenses (in other words, processing more data using fewer computational resources)
- Consolidating the Emergency Management Plan if online monitoring fails, resulting in greater global availability

Interruption of Client Operations

To mitigate the risks of operational interruptions for our clients, we rely on the work performed by the **Center of Excellence and Technology (COE)**, which includes among its objectives

establishing a centralized knowledge base to expand operational efficiency of services and ensure governance to maintain a high degree of asset availability based on standardized and sustainable practices.

Risk Mitigation Initiatives:

- Develop an asset management tool to classify and define maintenance routines based on manufacturer recommendations for the main assets
- Strengthen practices in analyzing loss profiles and reliability engineering in order to stop failures from recurring
- Centralization and greater governance in managing process indicators
- Consolidate management of change requests, with the participation of leadership and committee specialists, to ensure greater effectiveness and reduce risks of unavailability during interventions
- Consolidate incident management, ensuring proper analysis that identifies root causes and mitigates risk of recurrences

- Consolidate the quality assurance analyst structure, performing physical and process audits at client locations and in internal coordination areas to ensure the quality of services provided and compliance with implemented management practices
- Strengthen the team of specialists available 24 hours a day, seven days a week, who can assist in person or remotely via augmented reality goggles, mitigating the risks of operational unavailability during corrective operations and crisis situations. In the remote support scenario, we combine teams' knowledge and experience to reduce costs and emissions related to travel to monitor activities.

Brazilian General Data Protection Law (LGPD)

The risks related to LGPD which green4T faces are considered of medium relevance, given that we do not have direct transactions with or records of private individuals. The main priorities are related to safeguarding the personal information of our employees and information available in the various contracts signed between customers and suppliers.





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EFFICIENT AND
INNOVATIVE
PERFORMANCE

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4 // Efficient and Innovative Performance

MATERIAL THEMES: INNOVATION, TRUST-BASED RELATIONSHIPS, AND GREEN TECHNOLOGY

CAPITAL: INTELLECTUAL, SOCIAL RELATIONSHIP, AND MANUFACTURED

INNOVATION AND TECHNOLOGY

GRI -3-3

Green Innovation

At green4T, we are committed to innovation, adopting new technologies, and promoting sustainability. We regularly update our technology essentials as we always strive for efficiency in serving our clients. We focus on services that ensure availability while also minimizing the environmental impacts of data infrastructure, aligning ourselves with the best global practices on decarbonization and circularity.

Decarbonization and Circularity

The campaign to reduce carbon emissions and mitigate the impact of climate change is defined along two fronts: urgent decarbonization of the global economy, centering around adoption of renewable energy, and changing the relationship between production and consumption from a linear to a circular model.

According to a study by the Ellen MacArthur Foundation, full use of clean energy sources would correspond to a 55% reduction in greenhouse gas emissions; the remaining 45% must be

obtained by changing the current economic model⁽¹⁾.

Information technology is a key element in this scenario, offering vital solutions for process optimization and more efficient and rational use of physical and natural resources. These innovations allow companies and organizations to strengthen their strategies for decarbonizing their activities.

Data intelligence and disruptive technologies like the internet of things (IoT) and artificial intelligence will make it possible to boost productivity while simultaneously reducing environmental impacts in economic sectors like agriculture, logistics, and oil and gas.

Energy

The International Energy Agency (IEA) reports that in 2022, data centers consumed approximately 1-1.5% of the total volume of electricity produced worldwide: more specifically, 201 TWh⁽²⁾, equivalent to 40.4% of the electricity consumed by all of Brazil in 2021 (497 TWh)⁽³⁾.

Hyperscalers that provide data processing on a large scale consumed the largest portion: 93 TWh, followed by cloud servers (69 TWh) and traditional data centers (39 TWh).

Measuring total electricity consumption of this sector is a challenge, considering its ramified and pervasive nature. For analysis purposes, however, the British consulting firm Transforma Insights suggests that by 2030, new devices equipped with IoT sensors will increase the sector's energy consumption by 34 TWh, for example.

Calculating the ICT industry's greenhouse gas emissions is equally complex; according to the IEA, data centers and data transmission networks account for 0.6% of global CO₂ emissions⁽⁴⁾.

Researchers at Lancaster University and Small World Consulting published a report in 2020 entitled "The climate impact of ICT: A review of estimates, trends and regulations" which stated that 2.1-3.9% would be more accurate⁽⁵⁾. Worse scenarios, like the estimate by the Swedish

researcher Anders Andrae, consider that data centers will consume around 20% of the electricity produced worldwide, and account for 5.5% of carbon emissions⁽⁶⁾.

In order to align with the goal of limiting global warming by 1.5°C above pre-industrial levels, as defined by the United Nations Framework Convention on Climate Change (UNFCCC) and the countries that signed the Paris Agreement, the International Telecommunication Union (ITU), a UN information technology agency, suggests that the ICT sector will need to reduce its emissions by 45% by the end of this decade⁽⁷⁾.

In response, all companies, organizations, and governments that require data processing for their activities must include energy efficiency in their IT strategy in order to reduce greenhouse gas emissions and mitigate the cost to the environment.

green4T has been implementing effective measures to reduce energy consumption at data centers by up to 60%. These data centers

are crucial components of the IT infrastructure and have been fundamental for the exponential growth of online businesses⁽⁸⁾.

This strategy includes multidisciplinary management measures in both the physical (hardware) and logical (software) aspects of these data processing environments. The goal is to promote a more positive relationship with the energy consumed by the data we require in our online work.

Part of efficiency gains is measured by the metric called Power Usage Effectiveness (PUE), which involves ratings of 1 to 3, with 3 indicating highly inefficient infrastructure (expenses 3x higher than a potential efficiency scenario).

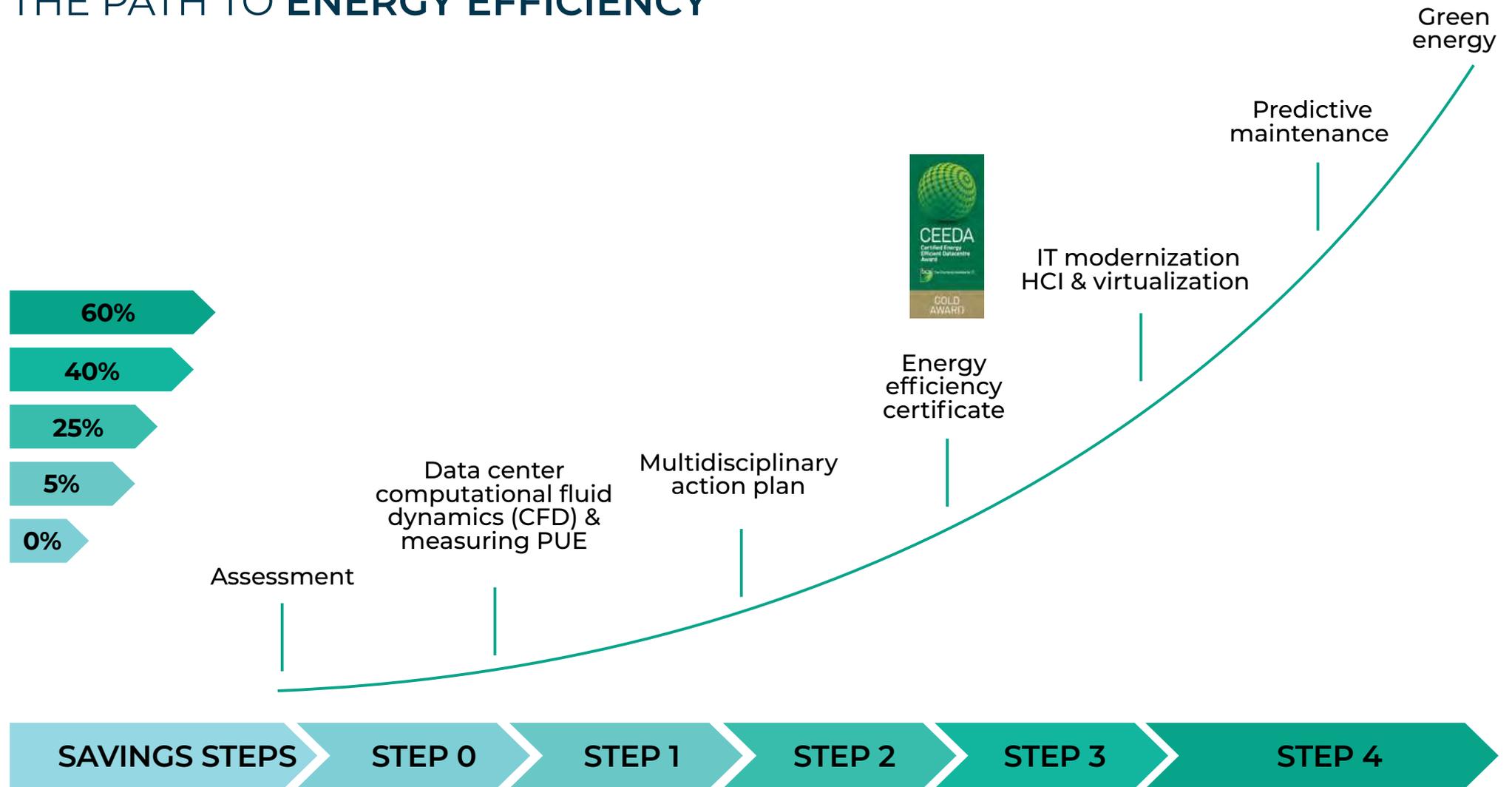
In 2022, our team of specialists simulated optimizing Brazil's PUE from 2.40 (the score for the Brazilian IT sector) to 1.67, close to the global average. This would yield energy savings of 4.7 TWh, the equivalent of the power consumed by 2.4 million Brazilian families.

As we move forward on our digital journey, the responsibility to implement sustainable solutions becomes ever more critical. Only through global cooperation and ongoing commitment to technological innovations and sustainable practices will we be able to confront environmental challenges and build a future where technology and nature exist together in harmony.

References

- (1) [Completing the Picture: How the Circular Economy Tackles Climate Change – Ellen MacArthur Foundation](#)
- (2) [Global Data Centre Energy Demand by Data Centre Type – IEA](#)
- (3) [Energy Consumption, Brazil 2021](#)
- (4) [Data Centres and Data Transmission Networks, IEA](#)
- (5) [Lancaster University \(UK\) & Small World Consulting Analysis](#)
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- (8) [Data Center Carbon Zero, green4T](#)

THE PATH TO ENERGY EFFICIENCY



CEEDA: Certified Energy Efficiency DC Award | LEED: Leadership in Energy and Environmental Design

SUSTAINABLE SOLUTIONS

Smart cities

A smart city uses advanced and innovative technologies to improve quality of life for its residents, optimize resource use, and reduce environmental impacts.

This involves tools like devices and sensors connected to the internet of things (IoT), artificial intelligence (IA), and big data in order to collect and analyze data in real time, generating intelligence to optimize resources such as transportation, energy, water, and waste. The main goal is to increase efficiency, safety, and sustainability in the city, making it more resilient and able to deal with urban challenges such as population growth and climate change.

Common technologies in smart cities include smart public lighting, connected public transportation, smart waste management, air pollution sensors, tracking of sustainability indicators, water quality monitoring, and mobility management.

Scipopulis

This innovation startup from green4T focuses on smart cities, with a mission to build human, sustainable, and integrated cities for everyone through technology, urban planning, and design

---◆ 2023 highlights:



UITP Best Practices award: We received this award for our methodology to analyze the viability of electrifying public transport.



Supporter of the Getúlio Vargas Foundation's Cities Innovation Laboratory: Scipopulis is a founding member of FGV Analytics, a research center that unites the University of São Paulo, the Getúlio Vargas Foundation, and the São Paulo State Secretary of Public Safety to conduct research on using data to improve public safety.



Scipopulis' participation in the UN Global Compact reflects our commitment to responsible corporate practices, strengthening our contribution to a sustainable and inclusive future.



Trancity in the OECD: the Trancity tool was selected to be included in the library of the Organization for Economic Cooperation and Development's Observatory of Public Sector Innovation. This observatory lists new approaches to complex societal issues, supporting governments around the world as they develop evidence-based innovations and strategies.

---◆ Awards



1st Ibrawork Smart Cities Challenge:
We took 2nd place (out of 12) in the first challenge held by the Ibrawork innovation hub to reward startups that improve quality of life in urban areas.



2nd Open Innovation Cycle - EITA Recife – EMPREL: Scipopulis was awarded the best score in the mobility axis of the Open Innovation Challenge by the Recife Municipal IT Company (EMPREL).

Learn about the main Scipopulis platforms:

Trancity

Trancity is a public transport dashboard that integrates various sources for urban mobility data like electronic ticketing data, territory-related information (such as flood-prone areas), and real-time bus movement data. It is able to calculate various metrics related to system operation such as average bus speeds on a certain road, and based on this data provide accurate estimates of arrival times and trip durations. It also generates operational alerts when situations exceeding the minimum parameters established by management arise.

As of 2023, Trancity has already been implemented in a number of cities in Brazil, Latin America, and Europe including São Paulo (SP), Rio de Janeiro (RJ), Belo Horizonte (MG), Teresina (PI), Porto Alegre (RS), Curitiba (PR), Florianópolis (SC), Bragança Paulista (SP), São José do Rio Preto (SP), Jundiaí (SP), Santiago (Chile), Montevideo (Uruguay), Vilnius, Kaunas, Klaipeda (Lithuania), Gdansk, Warsaw, and Katowice (Poland).

Plancity

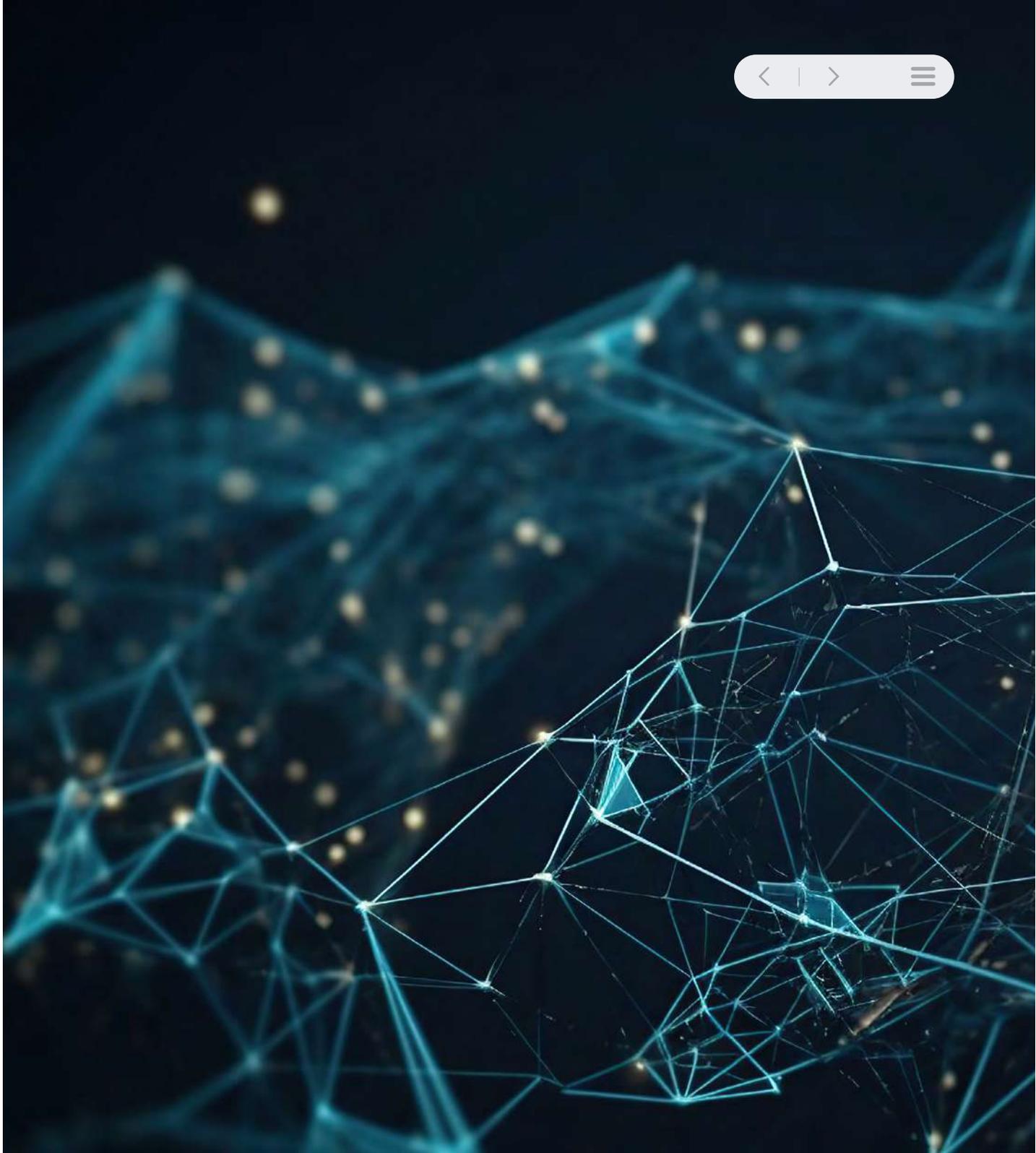
This urban management and planning platform makes it possible to construct a smarter public management model based on modern evidence-based operating and planning processes. The platform generates information by integrating raw data obtained directly from open public databases and other management sources, using advanced data analysis algorithms and machine learning to calculate management performance metrics and indicators in real time and using historical data.

With this platform various smart city indicators can be calculated and monitored, such as the ABNT/ISO 3710, 37122 and 37123 standards, in addition to indicators that are part of the UN Sustainable Development Goals (SDG).

This tool has already been deployed in several cities in Brazil, including Pindamonhangaba (SP), São Luís (MA), Salvador (BA), Aracaju (SE), and Praia Grande (SP).

In 2024, Scipopulis is working to:

- Expand electrification analyses to 21 Brazilian metropolitan regions, in partnership with ITDP, to support the creation of national public policies
- Launch a new product, Trancity Xpress, which will perform structural analyses of the transportation network and access to opportunities in the city in order to create more connected and sustainable cities
- Develop a solution in the area of urban sanitation and street cleaning, as a result of a project with the city of Porto Alegre
- Commercially scale up our products that already exist, Plancity and Trancity, to help more cities gain rapid access to the data they need to create smarter, more resilient, and more sustainable cities.



TRUST-BASED RELATIONSHIPS

GRI -3-3

Center of Excellence

Our relationship model is unique in Latin America. We rely on the Center of Excellence (COE), which supports the diagnosis and resolution of problems together with technical teams that visit operational sites. Our services center around responding to the needs of our clients quickly and efficiently while maintaining the availability of data infrastructure. To do this, we use well-established methodologies, processes, technology tools, and automation to collect, process, and

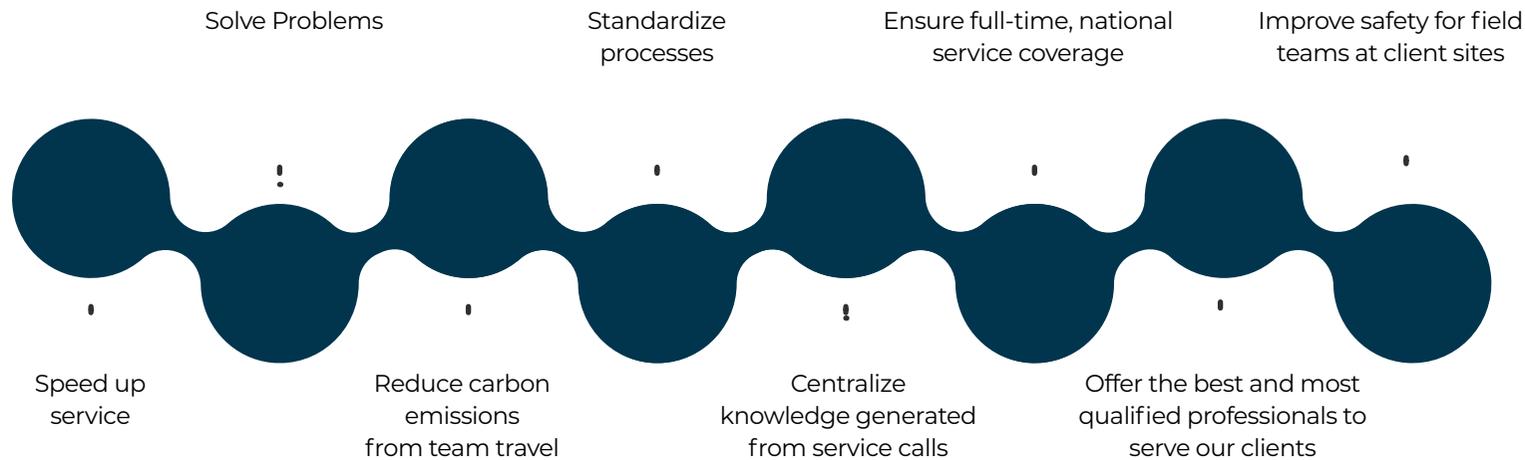
analyze data on our clients' operations throughout Brazil and in other Latin American countries. In 2023, the COE had 136 specialists in the areas of climate, storage, energy, and networks to maximize efficiency.

This integration between technicians and specialists receives a boost from digital technologies like smart glasses ("augmented hands & eyes"). This augmented reality tool is attached to the staff's personal protective gear and transmits high-definition images in real time, directly from

the client's location to the specialist, permitting accurate assessment and rapid identification of solutions.

The technicians are connected to our organizational network and receive information such as technical manuals from the specialists, directly in their smart glasses. Not only do these glasses provide a safer environment by allowing these professionals to work hands-free, they also have an ambient noise suppressor to improve communication between the parties involved.

Key objectives of Smart Glasses



Green Partner Network

In 2019, we created the Green Partner Network to select and empower distribution channels in order to expand our coverage in Brazil and Spanish-speaking Latin America.

This network plays an important role in the green4T ecosystem, and is essential to the success and expansion of our operations.

Green Partners with local expertise are fundamental for ensuring that our offerings are relevant and effective in different cultural and economic contexts.

Client Experience

2-25

We understand customer satisfaction is fundamental to the company's success and growth, as well as to build a more sustainable future. In order to identify and address requests, suggestions, and complaints, we take an approach that includes service channels, complaint mechanisms, and satisfaction surveys.

All complaints we receive are registered and reviewed together with the contract manager and related areas, for rapid resolution. To assess the effectiveness of this mechanism, initiatives are tracked through internal audits in the Quality Management System.

In 2023, we implemented improvements in the assessment process for our Net Promoter Score (NPS), an index that measures customer satisfaction; we increased the number of surveyed clients from 83 to 128, 52.22% more than in 2022.

With this expansion in interviews, we noted a 16.2% variation in our NPS, from 86.3 to 72.3 points. This drop is related to the larger sample size, part of our initiative to interview 100% of our clients every year, which will provide a more comprehensive and accurate assessment of their satisfaction.

To continue improving the customer experience, **in 2024 we will launch a new channel, Excellence Connection.** This initiative will further strengthen our relationships and ensure top-quality service. With Excellence Connection, our customers will have a direct channel of communication with our Center of Excellence (COE) team, with monthly bulletins to share their experience, suggestions, questions, or any other feedback.

We are committed to listening and evolving according to the needs and expectations of our clients, ensuring high-quality services and building relationships of trust for a sustainable future.



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TEAM OF
EXCELLENCE

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5 // Team of Excellence

MATERIAL THEME: TEAM OF EXCELLENCE

CAPITAL: HUMAN

Our Team

GRI 3-3

We invest in development and recognition for our team in order to create a welcoming work environment that is conducive to innovation and sustainability. We firmly believe that a dedicated and engaged team is fundamental for sustaining our business.

Profile

GRI 2-7|405-1

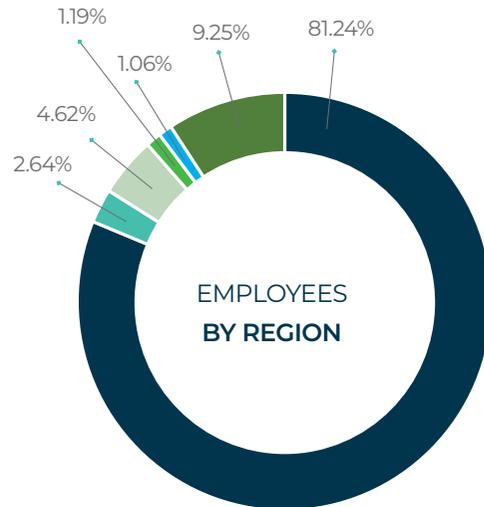
Learn about the profile of our employees:

In 2023, our workforce consisted of 757 employees.

◆ **BRAZIL**
687 EMPLOYEES
670 (97.53%) permanent staff,
9 (1.31%) temporary staff, and
8 (1.16%) freelancers

◆ **LATAM**
70 (100%) permanent staff

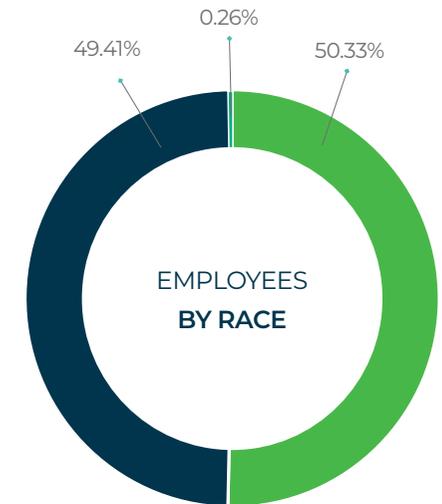
BRAZIL + LATAM



- Southeast
- Northeast
- South
- Midwest
- North
- LATAM



- Men
- Women



- White
- Black and brown
- Asian

Culture

The culture at green4T is rooted in innovation, sustainability, and ethics, and is reflected in the daily performance of our staff. We invest every day to create a collaborative, transparent, and welcoming work environment and always encourage personal and professional growth for everyone.

Our mission is to accelerate the global transition to sustainable technologies. We are dedicated to spearheading and implementing innovations that support business growth without negative impacts on future generations. For us, generating value for companies and society is fundamental, and we do this through our services, innovation, and excellence. We also act with integrity and social and environmental responsibility, always considering the well-being of all stakeholders. We envision a future where people-focused technology is always available, efficient, and sustainable.

We are committed to continuous operationality, ensuring that both the customer environment and our teams are available and ready to act 99.9% of the time. We focus on maximizing productivity, saving time and resources, and optimizing processes so each task is performed with supreme precision. We integrate the ESG

agenda into our business model, committing ourselves to sustainability, transparency and ethics in order to propel a net-zero economy and create shared value.

In 2023, we held trainings on organizational identity for managers, providing instruction on the conduct expected of leadership and values we want to strengthen. These trainings also covered disciplinary sanctions as well as internal policies and guidelines related to personnel management.

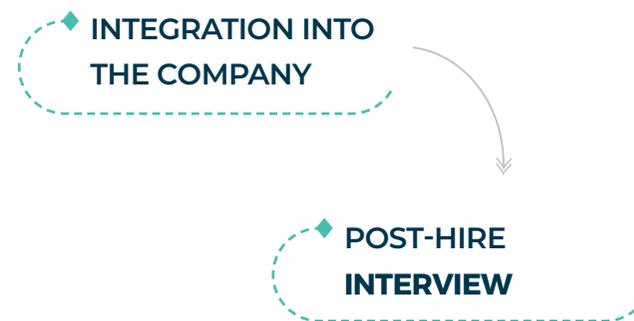
Our standardized onboarding process welcomes new staff and introduces the green4T culture. This process includes presenting essential routines and practices, guided by the Staff Management and Development, Quality and Corporate IT teams. Six months after new staff enter the company, we conduct a post-hire interview to assess their assimilation into our culture and obtain feedback on the experience.

We also conduct exit interviews to better understand staff perceptions when they leave the company. In the past, this involved filling out a form, but we now conduct these interviews online and in person to collect higher-quality information, which will help us work more definitively on the organizational culture in the coming year.

Career Up program

This program provides practical growth opportunities for employees, offering a structured and transparent path for career advancement.

ONBOARDING STEPS



Managers recommend staff for internal vacancies, and the Personnel Management and Development team reviews the applications to determine whether these candidates meet the requirements. If approved, the staff undergo a professional assessment.

The program lasts 90 days, with monthly feedback meetings. At the end, the staff are evaluated and, if approved, promoted; if not, they return to their previous duties. Position and salary do not change during the program. In 2023, we piloted the Career Up program with eight participants: seven were approved and promoted with the implemented improvement projects. In 2024, we plan to expand this program to the entire company.

In short, green4T is committed to creating a work environment that values innovation, sustainability, and ethics. Through initiatives like structured onboarding, continuous development programs, and periodic evaluations, we ensure that staff are aligned with our values and prepared to actively contribute to a more sustainable and just future. The success of our pilot Career Up program in 2023 and the plan to expand it

in 2024 reinforce our commitment to offering growth and development opportunities, strengthening the organizational culture and the positive impact we seek to generate.

Call Channel

For better control and centralization of team demands and to prioritize issues by complexity, we have adopted the Call Channel Service Desk. Effective management of calls is essential to ensure rapid and efficient responses, boosting staff satisfaction and productivity, and for this purpose we created a direct and accessible channel for staff that covers all topics related to Personnel Management and Development on the green4T call platform.





Diversity and Inclusion

GRI 405-1

For us, staff diversity and inclusion are essential to drive innovation and engagement. We are committed to creating programs that promote these practices, training teams with diverse perspectives that represent society and contribute to creativity and innovation in the way we conduct our business.

To address the difficulty of hiring women in our predominantly male industry, we have implemented the **Summer Job** paid holiday internship program, exclusively for women (learn more on page 69). This internship helps participants develop skills in various areas of green4T, especially in positions involving technology, operations, and the supply chain.

In 2023 we also developed the Technical Internship Program in partnership with SENAI, the Brazilian Service for Industrial Training,

in which green4T invested in the training of 32 young people. The course was designed expressly for the company, with subjects specifically intended to train mission-critical technicians.

In 2023, we changed our new staff hiring model, instructing leadership to prioritize diversity and include a methodology to help eliminate unconscious biases.

As a company, we are committed to promoting diversity and inclusion in our work environment. We recognize that diversity is essential for innovation and sustainable success. In 2024 we will take significant steps to expand our diversity agenda, supporting new staff with training and development programs focused on diversity and inclusion.

Well-Being and Development

At green4T, our goal is to promote the well-being and continuous development of our employees, since we believe this is essential to ensure satisfaction at work, promoting engagement between teams and in turn catalyzing the productivity and efficiency needed to face and overcome challenges.

Training and Empowerment

GRI 404-2 | SASB TC-SI-330a.2

During 2023 we focused our efforts on internal processes within the Personnel Management and Development area. We prioritized the review and strengthening of our structural underpinnings, as well as improving operational systems.

Additionally, we made significant changes to team composition and the work model in order to boost operational and financial efficiency while also preparing ourselves to face new challenges.

Employee competencies are continuously updated via technical trainings offered through the Green Academy. We also offer trainings on various work safety standards, such as:

- NR10: Safety in Electrical Installations and Services
- SEP: Electrical Power Systems
- NR33: Health and Safety for Work in Confined Spaces
- NR35: Working at Height..

We also offer anti-corruption trainings and sponsor research for specific programming in the areas of operations, technology, and certifications such as Uptime and technical courses related to mission-critical work.

This knowledge is essential for our staff to carry out their duties effectively and safely, strengthening our ability to deliver excellence in all of our operations.

GREEN ACADEMY

Green Academy is our training and assessment platform. This year we updated the platform to offer our staff more flexibility in how they complete these trainings, making navigation easier and boosting interest. We restructured the course categories and improved the quality of the content available.

The Green Academy platform has become more firmly established, with large numbers of registrations and new added content. In 2023 staff registered for 1,142 trainings on a wide range of topics,

117% more than the previous year, and we issued 1,627 certificates (remembering that each staff member may take multiple training courses).

The main knowledge areas staff where staff participated in training were related to:

- Personnel management topics
- Contract management topics
- Our internal processes
- Maintenance practices
- Information security

We also took significant measures related to required training for the services we provide and those offered to technical audiences, offering courses on workplace safety.

GREEN ACADEMY:

1,142 enrollments

1,627 certificates issued

% TRAINING HOURS

BY CATEGORY

| | Total training hours | Average training hours |
|----------------------|----------------------|------------------------|
| Vice President | 0 | 1 |
| Board Members | 2 | 4 |
| Executive Management | 34 | 10 |
| Supervisors | 233 | 64 |
| Coordination | 295 | 87 |
| Oversight | 210 | 130 |
| Team | 1,016 | 136 |
| TOTAL | 9,790 | 125 |

Training is fundamental for continuous employee development and the sustainable success of an organization; it not only refines staff technical skills and knowledge, but also expands motivation and engagement, resulting in greater productivity and efficiency.

Furthermore, training promotes adaptation to new technologies and methodologies, ensuring that the company remains competitive in the market. Investing in training is consequently essential to create an innovative and resilient work environment that is capable of facing challenges and leveraging opportunities for growth.



Promotion of Quality of Life

Management

In 2023, we implemented control and management for the Company Hours Bank, allowing our managers to track hours balances and changes on a monthly basis.

This work has a significant impact on operations, providing leaders with more responsible management to plan activities, as well as on staff quality of life.

The reports also serve as an indicator for the Personnel Management and Development Team, offering insights on the number of hours worked in operations and helping to identify needs for adjustments and improvements.

Health

This year we implemented various health services including the Digital Hospital, which offers holistic services, consultations with specialists via WhatsApp, and health seminars for months with greater exposure (such as Yellow September, Pink October, and Blue November). An anti-smoking program was also launched.

Safety

All our programs related to Occupational Risk and Health Indicators for staff are conducted by a third-party occupational health company, which monitors these indicators according to when days of paid sick leave expire.

To prevent workplace accidents, we hold periodic trainings on standards and procedures through Green Academy or in partnership with local consultants and specialists.

When workplace accidents do occur, we assemble a group to conduct a review and propose an action plan. This group consists of the people involved in the accident, leadership, the safety technician, and a member of the Internal Accident Prevention Committee (CIPA). We simulate the accident, which allows us to investigate causes and propose an action plan to avoid new occurrences.

Benefits and Recognition

GRI 401-2

We continuously strive to refine the recognition and benefit programs offered to staff and to professionals we want to attract. At green4T, everyone has the potential for growth and financial recognition, which allows us to deploy and recognize our talent.

Our employees are engaged because we offer flexibility, an innovative environment, and technology that is in line with market innovations. In addition, our health incentive programs (this year provided in partnership with the Vitta health insurance broker) contribute to the well-being of our staff.

Through our deployment program (which is merit-based and conducted after the annual performance review) and variable compensation, which depends on the company's results and individual employee performance, we are able to retain our talent and recognize their efforts.

For all permanent employees who reside in Brazil, we offer:

- Health plan
- Dental plan
- Meal vouchers or food vouchers
- Vitta Quality of Life program
- Commuting assistance
- Daycare assistance (when applicable)
- Life insurance
- Scholarship agreement with Anima Educação, with subsidies of up to 70% for graduate and post-graduate distance learning courses at 14 partnering universities.

For permanent employees who reside in other Latin American countries where we operate, we offer health plans, food allowance, and transport assistance.



Performance Review

GRI 404-3

At green4T, we believe that continuous staff development is essential for the company’s growth and success. Performance reviews are fundamental tools that ensure each member of our team is aligned with the goals of the organization and receiving support they need to reach their full potential.

This process is designed to be fair, transparent, and constructive, providing valuable feedback that promotes professional and personal growth. We seek to identify and recognize our employees’ achievements, as well as identify areas for improvement and opportunities for development.

The performance review is not just a look back at the past, but an opportunity to define future goals, align expectations, and plan for continuous development. We encourage everyone to be an active participant, using the feedback they receive to guide their growth and further contribute to the collective success of green4T.

In January 2023, we conducted performance reviews for 100% of eligible staff, namely

employees who had been at the company for at least six months. This included the entire team, including supervisors, coordinators, managers and executive managers. **We evaluated 68.9% of staff who were active during this period, and 100% of eligible employees.**

This process helps us recognize the work of our team and support their growth based on merit, creating an environment where everyone feels valued and motivated to reach new levels of excellence.

ELIGIBLE STAFF WHO RECEIVED A PERFORMANCE REVIEW AND CAREER DEVELOPMENT ANALYSIS

| BY GENDER | ♀ | | ♂ | |
|------------------------|-----------|---------------------|------------|---------------------|
| | Total | Percentage of total | Total | Percentage of total |
| Technical team | 0 | 0.00% | 297 | 36.40% |
| Management | 19 | 2.33% | 109 | 13.36% |
| Other functions | 48 | 5.88% | 90 | 11.03% |
| TOTAL BY GENDER | 67 | 8.21% | 496 | 60.79% |

Recruitment and Hiring

We dedicate our efforts to retaining and attracting talent at green4T through activities related to leadership development, internal selection processes, career plans, and the search for professionals in line with our values.

In the area of Personnel Management and Development, we use a variety of technologies that support decision making and assist in the selection process in different ways. Through the Gupy applicant tracking system we use AI to sort resumes, filling positions more efficiently. We also use technology to generate team performance indicators, through a Metabase panel. Both tools provide valuable data for our management team.

In 2023, we significantly improved the hiring process at green4T. We included the selection by competencies methodology, making us more assertive in hiring new staff.

We were recognized by a feedback generation company, with 94% approval according to the Gupy platform. We improved our exit interview process and specific indicators, which are tracked monthly, to identify and guide points of improvement for the team.

In 2023 we hired 282 employees and registered an overall turnover rate of 35.7% and a hiring rate of 37.3%; compared to 2022, these two numbers fell by 5.3 and 13.7 percentage points, respectively.

Technical internship program

This program targets the foundation of our operations, where green4T invests in the training of participants and offers them a hands-on experience program for them to develop. During training, interns accompany senior specialists during operational activities and have the opportunity to interact with clients. So far we have provided training to 32 students, contracted 16 interns, and made 10 hires.

Summer Job

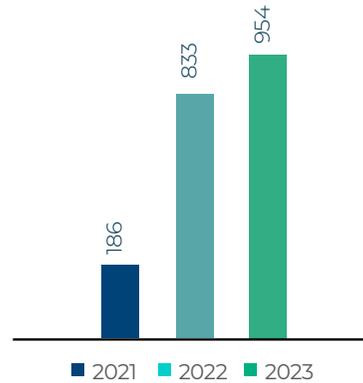
This paid holiday program exclusively for women completed its 4th consecutive year in 2023. We offer female university students a chance to experience and be immersed in a corporate environment, supporting participants as they build skills and acquire knowledge and experience in their working areas while also strengthening our process of attracting talent.

In 2023, over 950 candidates registered for the program and 10 university students participated. Over a period of 90 days, they constructed real solutions to challenges in various areas of the company, and received individual mentorship and training to present a final pitch for these solutions.

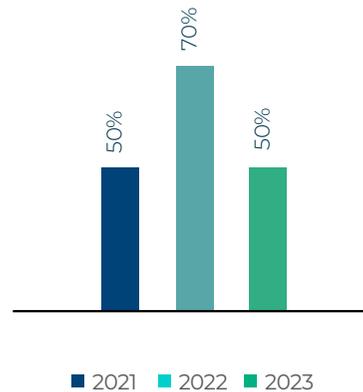
Their projects covered areas such as data engineering, finance, sales, logistics, supply chain, and IoT. Each intern worked on a specific challenge proposed by managers of the respective areas.

In addition to these challenges, the program also included workshops, individual and joint mentorships, weekly planning sessions, and pitch presentation events (intermediate as well as final) in order to provide a well-rounded and enriching experience for the participants.

ENROLLMENTS IN THE SUMMER JOB PROGRAM



PERCENT OF INTERNS REMAINING AT THE COMPANY AFTER THE SUMMER JOB PROGRAM





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S O C I A L I M P A C T

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6 // Social Impact

MATERIAL THEMES: TRUST-BASED RELATIONSHIPS AND GREEN TECHNOLOGY

CAPITAL: SOCIAL AND RELATIONSHIP

SUPPLIERS

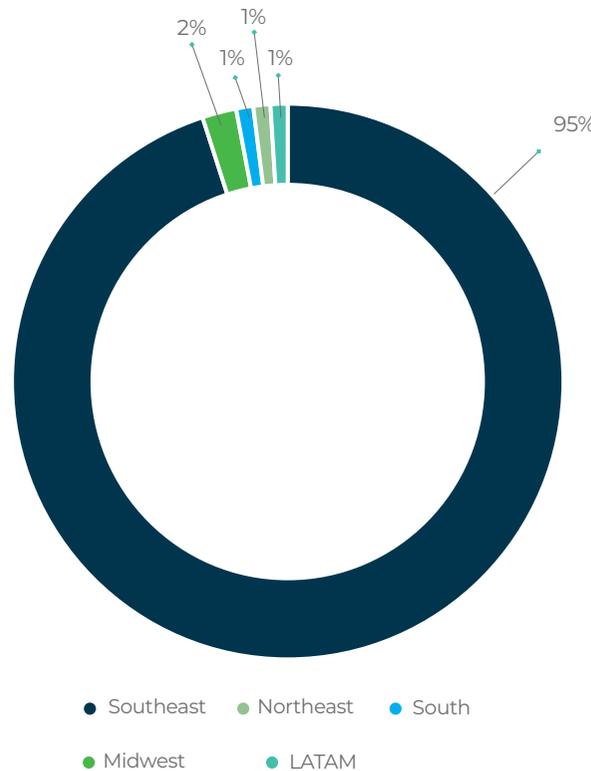
GRI -3-3

Our suppliers

To meet our company's needs, we have established alliances with a diversified array of suppliers in various regions of Brazil. This collaboration provides access to a wide range of essential materials and services, with an emphasis on critical equipment for data centers such as electric power booths, backup system generators, and climate control. These partnerships also include software companies, suppliers, and consulting firms, with a special focus on certifications intended to improve our internal processes, such as ISO 37001.

In 2023, we had a network of 1,010 direct and active suppliers totaling R\$ 180 million invested in third-party services and acquisition of supplies for our operations.

The geographical distribution of our suppliers is as follows:



Supplier management

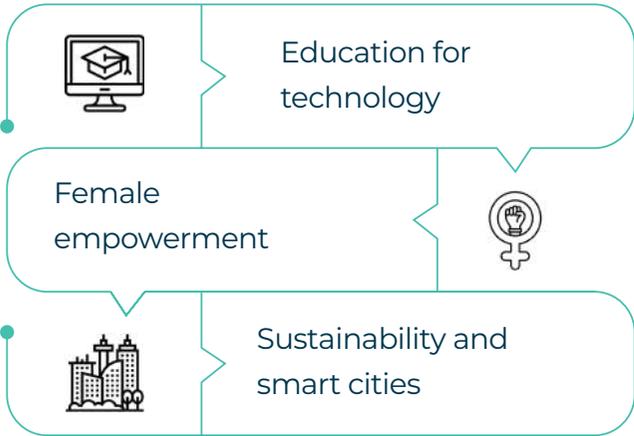
green4T maintains a supplier portal that has provided efficiency and greater proximity in how we relate to our partners. Within this system, suppliers can request approvals, receive calls for quotes, and submit their proposals

In order to expand our positive impact, we extend our sustainability concerns to the chain of suppliers and partners, encouraging them to adopt best social and environmental practices. In this way, we use rigorous selection criteria to ensure that our suppliers share the same sustainability values.

Furthermore, we are guided by sustainability and ensure that all acquisitions are made carefully, considering real need and looking for the best quality-to-cost ratio.

Social Action

In addition to positive impacts from our business performance, we recognize the private sector’s significant potential to promote social development. For this reason, we support external social projects in line with three major social action themes:



These social performance issues were established in 2023 and are aligned with the company’s guiding principles. Overseen by the Sustainability and Communication area, the process to select the social projects that the company supports includes the following steps:

Review tax incentives:
We conduct a detailed study to determine the quantity of tax incentives available for use and identify the applicable spheres (municipal, state, or federal).

Select projects:
We select projects that are in line with our social action guidelines, ensuring they reflect our strategic values and objectives.

Due diligence:
We perform thorough due diligence on the selected projects to verify their adherence to our policies and ensure they are in line with the company’s compliance standards.

Approval and allocation of resources:
After the project is approved, we again involve the accounting and finance areas to allocate donations, using the resources available through tax incentive laws or direct investment by the company.

In 2023, we invested more than R\$ 162,000 in social projects via incentive laws and private donation.

These initiatives reflect our ongoing commitment to contribute to a fairer, more sustainable, and inclusive future for everyone.

GRI 2-28

PROJECTS SUPPORTED VIA INCENTIVE LAWS

| PROJECT | PROPOSED BY | LOCATION | DETAILS | INCENTIVE YEAR | SDG | LEGAL BASIS | CONTRIBUTION |
|---|---|--------------------|--|----------------|------------------------|--|---------------|
| A Patrulha do Futuro ["Future Patrol"] (PROMAC) | CLAREAR PRODUÇÕES ARTÍSTICAS LTDA | São Paulo, SP | A Patrulha do Futuro is a 2D animation series for preschool age children. This season, the scouts will show how to help in sustainable development so that in the future we can have a better and safer world for everyone. | 2023 | 2 / 3/ 4/ 11 /13/14/15 | Municipal Incentive Law | R\$ 58,800.00 |
| Sustainable City | GERAÇÃO FUTURO | Pombos, PE | The objective of this project is to promote environmental education and make children and adolescents active participants in the public school network in Pombos, Pernambuco, training them as agents for environmental development. | 2021 | 2 / 3/ 4/ 11 /13/14/15 | National Fund for Children and Adolescents | R\$ 20,000.00 |
| Innovation Ecosystems | PROSA PRESS PRODUÇÕES LTDA | São Paulo, SP | This project is intended to strengthen and expand Brazil's technology ecosystems, promoting innovation as an essential movement toward development of the country. | 2021 | 9 | Federal Culture Incentive Law | R\$ 80,000.00 |
| Senior and Intergenerational Entrepreneurship | INSTITUTO DE PESQUISAS E PROJETOS EMPREENDEDORES (IPPE) | Belo Horizonte, MG | This two-week entrepreneurial training course includes dynamic sessions that cover theories and practice. After the course, consultants track the development of their projects and business plan, with individualized follow-up that can also involve family members. | 2021 | 04/08 and 10 | National Fund for the Elderly | R\$ 17,777.00 |

GRI 2-28

| | | | | | | | |
|--|---|--------------------|---|------|--------------------------|--|---------------|
| Photovoltaic Energy | CASA DA CRIANÇA DE TAQUARITUBA | Taquarituba, SP | This project involves deploying a photovoltaic energy system at a children's outreach organization in the state of São Paulo, reducing electricity costs and promoting environmental education and sustainability for the 409 children it serves. | 2021 | 4 / 7 / 12 / 13 | National Fund for Children and Adolescents | R\$ 17,777.00 |
| Identifying cancer-causing factors through genomic signatures | FUND. DE APOIO AO ENSINO, PESQUISA E ASSISTÊNCIA HCFMRP-USP | Ribeirão Preto, SP | This project works to identify the etiological factors (causes) of cancer using genomic signatures. This knowledge is crucial to understand how tumors develop and to advance cancer treatment. | 2021 | 3 | National Program to Support Cancer Care | R\$ 20,000.00 |
| Mais Saúde – Ano I (“More Health: Year I”) | Municipality of Sul Brasil | Sul Brasil, SC | This project strives to expand and strengthen the practice of physical exercise and nutritional guidance for senior citizens in the town of Sul Brasil through guided walks, group stretching, functional exercises and outdoor gyms, as well as nutritional instruction with healthy eating workshops. | 2021 | 3 and 10 | Municipal Fund for the Elderly | R\$ 20,000.00 |
| Annual Sports Activity Plan – O Esporte é Para Todos (“Sports are for Everyone”) | ASSOCIAÇÃO BRASILEIRA DE EDUCAÇÃO E CULTURA (ABEC) | São Paulo, SP | Developed by Marista Escolas Sociais, this project offers access to 11 sports in 10 cities in the states of São Paulo, Paraná, and Santa Catarina, benefiting more than 2,000 children, adolescents, and young adults from families facing socioeconomic vulnerability. | 2021 | 1 / 3 / 4 / 10 / 16 / 17 | Federal Sports Incentive Law | R\$ 20,000.00 |
| Rodinha Zero (“Zero Wheel”) | INSTITUTO AROMEIAZERO | São Paulo, SP | This project teaches children to ride bikes and see cycling as an alternative for sports, mobility, and well-being. Along with hands-on classes, there will also be sessions on aspects of traffic legislation, civics, and mechanics. It will conclude with a festival that is open to the community and includes cultural and cycling activities. | 2022 | 3 / 4 / 10 / 11 | Federal Sports Incentive Law | R\$ 17,777.00 |

Promoting Sustainability

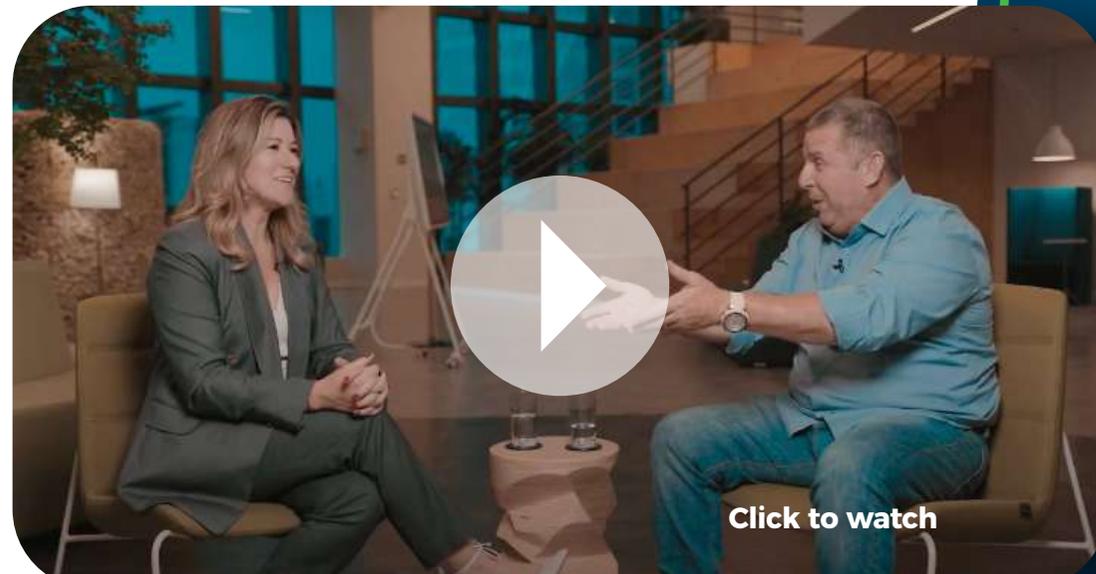
Launch of the greenTalks special podcast series

In December 2023, green4T partnered with the Neo Mondo portal, a platform focused on sustainability, diversity, and innovation, to launch a special podcast series on the greenTalks channel. This project combines technology and sustainability to offer a platform for important and inspiring dialog.

The series will present interviews with visionary leaders, exploring sustainable practices and the transformative impact of technology to promote discussions that encourage the adoption of sustainable practices in various sectors.

greenTalks will be available on Spotify and YouTube, with episodes announced on LinkedIn, Instagram, and Facebook. With twice-monthly launches, the program will highlight initiatives to drive the sustainability agenda.

This program demonstrates green4T's commitment to promoting sustainability and innovation, contributing to a more responsible and conscientious future.



<https://www.youtube.com/watch?v=A0Q5Or4BSKI>



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7

FOR A GREENER
FUTURE

7 // For a Greener Future

MATERIAL THEME: GREEN TECHNOLOGY

CAPITAL: NATURAL

ENVIRONMENTAL MANAGEMENT

GRI -3-3

green4T's environmental management is in line with the Sustainable Development Goals (SDG) and the commitments of the United Nations Global Compact. Our set of consistent practices is intended to reduce the negative impacts of our operations on the environment and people.

Commitment to Decarbonization

Our commitment to decarbonizing the economy covers the entire production chain. As a signatory to the Science Based Targets

Initiative (SBTi), we are committed to reducing our greenhouse gas (GHG) emissions according to science-based goals. green4T has pledged to bring down its absolute GHG emissions 42% in comparison to 2022 levels by 2030, as part of scopes 1 and 2. The company is also committed to reducing GHG emissions by 51.6% in scope 3, which covers activities related to acquiring goods and services, fuels, energy, transportation and distribution, business travel, and staff commuting.

These goals are part of a major effort to ensure that global emissions are cut in half by 2030, aligning with the objective to limit global temperature increase to 1.5°C. In the long term, we have committed to achieving net-zero emissions by 2050: this involves not only drastically reducing emissions by more than 90%, but also neutralizing the remaining residual emissions by removal and permanent storage of carbon, in accordance with SBTi criteria.

GRI 305-5

| Scope | Category | 2020 to 2021 | 2021 to 2022 | 2022 to 2023 | Change 2023/2022 |
|--------------|--|--------------|--------------|--------------|------------------|
| Scope 1 | Stationary Fuel | 0.47 | -0.47 | 0.00 | 0 |
| | Mobile Fuel | 115.51 | -1.80 | -200.28 | -86% |
| | Fugitive | 0.01 | -0.08 | -0.04 | -55% |
| | Scope 1 - Total reduction | 115.99 | -2.36 | -200.33 | -86% |
| Scope 2 | Localization approach, total reduction | -10.10 | -21.21 | -1.35 | -14% |
| | Purchasing approach, total reduction | -10.10 | -21.32 | -1.86 | -20% |
| Scope 3 | Category 1 | 0.00 | 882.73 | -313.90 | -36% |
| | Category 2 | 0.00 | 507.58 | -507.58 | -100% |
| | Category 3 | 22.12 | 0.80 | -25.93 | -52% |
| | Category 4 | 0.00 | 101.48 | 11.80 | 12% |
| | Category 5 | 0.00 | 2.13 | 0.36 | 17% |
| | Category 6 | -171.95 | 24.89 | -4.67 | -1% |
| | Category 7 | 81.48 | 712.16 | -293.31 | -37% |
| | Scope 3 - Total reduction | -68.36 | 2,231.76 | -1,133.25 | -43% |
| Scopes 1+2+3 | Total reduction | 37.52 | 2,208.08 | -1,335.44 | -45.938% |

Good Practices

In 2023, we began a survey to implement ISO 14001, coordinated by the Quality area. This process is meant to identify, prioritize, and manage our environmental impacts systematically and continuously, through an environmental management system (EMS). We also defined the scope for certification, reinforcing our commitment to environmental management.

Vehicle Fleet

Throughout 2023 we intensified the use of ethanol in our fleet of 68 cars. Thanks to this initiative, we were able to reduce emissions in the scope 1 mobile fuel category by 85% compared to 2022. The mobile fuel category refers to direct emissions from vehicles operated by the company that burn fossil fuels. This success was achieved through an integrated approach that involved communication, implementing policies, and continuous monitoring.

FIGHTING CLIMATE CHANGE

According to the International Energy Agency (IEA), electricity consumption by data centers last year represented between 1% and 1.5% of the total volume of energy produced in the world. In quantity, this was 201 TWh⁽¹⁾, the equivalent of 40.4% of all electricity consumed by Brazil in 2021 (497 TWh).⁽²⁾

Beyond data centers, the ramified and pervasive nature of this sector makes measuring its total electricity consumption a challenge. But for analysis purposes, the British consulting firm Transforma Insights suggests that new devices equipped with IoT sensors will increase the sector's electricity use by 34 TWh by 2030.

The calculations to determine the GHG gases emitted by the ICT industry are equally complex. According to the IEA, data centers and data transmission networks account for 0.6% of global CO₂ emissions⁽³⁾.

In order to align itself with the target signed by the countries in the Paris Accord, part of the United Nations Framework Convention on Climate Change (UNFCCC), to limit global warming to 1.5°C above pre-industrial levels,

the ICT sector will need to reduce its emissions by 45% by the end of this decade, according to the International Telecommunication Union (ITU), a UN information technology agency.⁽⁴⁾

As a result, all companies, organizations, and governments that require data processing to operate must implement energy efficiency into their IT strategy in order to reduce greenhouse gas emissions and mitigate the cost to the environment.

green4T has worked to reduce electricity consumption by data centers, private clouds, and near/far edge ecosystems by up to 60%; these are essential parts of the technology infrastructure that have allowed digital businesses to grow exponentially.⁽⁵⁾

This strategy includes adopting a multi-disciplinary action plan in the physical (hardware) and logical (software) areas of these data processing environments. The objective is to promote a more positive relationship in energy consumption for the data we require in our digital work.

Part of this efficiency is measured by a metric called power usage effectiveness (PUE), a score that ranges from 1 to 3 with the highest score indicating highly inefficient infrastructure (usage 3x greater than potential efficiency).

In 2022, our team of specialists ran a simulation optimizing PUE in Brazil, raising the value from 2.40 (the rate for Brazil's IT sector) to 1.67, close to the global average. This would allow energy savings of 4.7 TWh, equivalent to the electricity consumed by 2.4 million Brazilian families.

COP28

For the third consecutive year, we participated in the United Nations Conference on Climate Change (COP28), held in Dubai in the United Arab Emirates (UAE). The event brought together heads of state and government representatives, political leaders, scientists, environmentalists, and social and business leaders to discuss collective challenges and goals in the work to combat climate change.

(1) Global Data Center Energy Demand by Data Center Type – IEA

(2) Energy Consumption, Brazil 2021

(3) Data Centres and Data Transmission Networks, IEA

(4) ICT reduction GHG emissions, ITU

(5) Data Center Carbon Zero, green4T



This year, we closely followed discussions on advances in decarbonization, reduced emissions resulting from energy from clean sources, and the first outcomes from national effort toward the targets in the Paris Accord.

Our CEO, Eduardo Marini, was invited by Responding to Climate Change Limited to present a seminar entitled “Green Technology: IT’s Critical Role in Global Sustainability” as part of the “Sustainable Innovation for a

Sustainable Future” panel. This presentation discussed how companies, organizations, and governments that depend on data processing for their activities should implement energy efficiency into their IT strategies to reduce GHG emissions and mitigate environmental impacts.

In this way, we share our experiences and willingness to collaborate in order to establish a global net-zero economy, positioning ourselves

as a leader and global asset in building a genuinely green future and reinforcing our commitment to advance decarbonization of the economy.

ENERGY

GRI 302-1 | SASB TC-SI-130a.1

To contribute to the fight against climate change and to reduce our GHG emissions, we have focused on managing electricity and fuel consumption, which covers energy efficiency and the use of alternative fuels.

The calculation of green4T's energy consumption includes the gasoline and ethanol consumed by our fleet of vehicles, as well as the electricity used at our units in Rio de Janeiro (RJ), Brasília (DF), Belo Horizonte (MG), Campinas (SP), Diadema (SP), Porto Alegre (RS), Salvador (BA), Barueri (SP), and São Paulo (SP).

In 2023 we made significant progress toward renewable fuel consumption: over 83% of the fuel we use now comes from such sources, the result of efforts to use ethanol to fuel our vehicles.

All in all, we recorded an increase of just 3.45% in total energy consumption at the company while our core gross revenue* grew by 11.3%, demonstrating our commitment to efficient use of natural resources.

| | 2021 | | 2022 | | 2023 | |
|---------------------------------------|--------------|--------|--------------|--------|--------------|--------|
| | (MJ) | % | (MJ) | % | (MJ) | % |
| NON-RENEWABLE FUEL CONSUMPTION | | | | | | |
| Automotive gasoline (Pure) | 4,456,492.53 | 74.69% | 3,812,358.94 | 80.79% | 398,032.26 | 8.15% |
| Diesel oil (Pure) | - | - | - | - | 37,691.00 | 0.77% |
| RENEWABLE FUEL CONSUMPTION | | | | | | |
| Ethanol (hydrated + anhydrous) | 431,885.79 | 7.23% | 301,550.90 | 6.39% | 4,029,057.06 | 82.54% |
| ENERGY CONSUMPTION (MJ) | | | | | | |
| Renewable electricity | 1,078,232.40 | 18.07% | 604,523.00 | 12.81% | 366,228.17 | 7.50% |
| Non-renewable electricity | - | - | - | - | 45,727.03 | 0.94% |
| Total energy consumption | 5,966,610.72 | 100% | 4,718,432.84 | 100% | 4,881,307.32 | 100% |

EMISSIONS

GRI 2-4 | 305-1 | 305-2 | 305-3

Since 2022, we have committed to reducing our GHG emissions in line with Science Based Targets (SBTi) in order to limit global warming to 1.5 °C. By signing the letter of commitment, we are aligned with the agenda to fight climate change. In scopes 1 and 2, our goal is to reduce absolute GHG emissions by 42% by

2030, while in scope 3 we are working toward a 51.6% reduction compared to 2022 levels per million reais of EBITDA in the same period; these goals are described in detail on page 93.

DIRECT GREENHOUSE GAS EMISSIONS - SCOPE 1

| | 2021 | 2022 | 2023 |
|---|---------------|---------------|---------------|
| CO ₂ (t) | 227.25 | 225.60 | 31.03 |
| CH ₄ (t) | 0.09 | 0.10 | 0.08 |
| N _{2o} (t) | 0.02 | 0.03 | 0.01 |
| CO ₂ e (t) | 236.55 | 235.47 | 34.92 |
| Biogenic CO ₂ (t CO ₂) | 81.60 | 78.86 | 274.67 |
| Total | 545.51 | 540.05 | 340.71 |
| BY CATEGORY | | | |
| Stationary fuel | 0.47 | 0.00 | 0.00 |
| Mobile fuel | 235.92 | 234.11 | 34.88 |
| Fugitive | 0.16 | 0.08 | 0.04 |
| Grand total | 236.55 | 235.85 | 34.92 |

DIRECT GREENHOUSE GAS EMISSIONS - SCOPE 1

| | 2021 | 2022 | 2023 |
|---------------------|---------------|---------------|--------------|
| BY FUEL | | | |
| LPG | - | 1.27 | - |
| Diesel oil | 0.47 | - | 2.81 |
| Commercial gasoline | 235.64 | 234.30 | 28.42 |
| Hydrated ethanol | 0.27 | 0.22 | 2.60 |
| Grand total | 236.39 | 235.78 | 33.83 |
| FUGITIVE EMISSIONS | | | |
| Carbon dioxide | 0.16 | 0.07 | 0.04 |
| Grand total | 0.16 | 0.07 | 0.04 |

To track our progress, every year we conduct a GHG emissions inventory and use this data to define goals and activities to mitigate these emissions. In 2023, we reduced our scope 1 emissions 36.91% compared to 2022, demonstrating our continuous commitment to sustainability and to reducing the environmental impact.

This year, we introduced inventories with an expanded calculation of organizational and operational limits, refining the methodology to more accurately record emissions. We reviewed all the data reported in previous years, without compromising the quality and accuracy of this information, on our way toward net zero. We considered all impact categories applicable to green4T's operations, including all business travel activities (category 6, with monetary data) and home-work commutes (category 7).

Furthermore, in 2022 and 2023 the building that houses green4T's offices neutralized 100% of emissions related to purchased electricity, which brought emissions related to energy purchased for this unit down to zero.

INDIRECT EMISSIONS OF GREENHOUSE GASES FROM ENERGY ACQUISITION - SCOPE 2

| | 2021 | 2022 | 2023 |
|-----------------------|-------|------|------|
| Localization approach | 30.73 | 9.53 | 8.17 |
| Purchasing approach | 30.73 | 9.41 | 7.55 |

OTHER INDIRECT EMISSIONS OF GREENHOUSE GASES - SCOPE 3

| | 2021 | 2022 | 2023 |
|-------------|--------|----------|----------|
| Category 1 | - | 882.73 | 568.82 |
| Category 2 | - | 507.58 | - |
| Category 3 | 48.95 | 49.75 | 23.82 |
| Category 4 | | 101.48 | 113.28 |
| Category 5 | - | 2.13 | 2.49 |
| Category 6 | 92.37 | 326.16 | 321.49 |
| Category 7 | 301.27 | 793.63 | 498.96 |
| Category 9 | 81.48 | - | - |
| Grand total | 224.56 | 2,663.46 | 1,528.85 |

WASTE

GRI 306-2

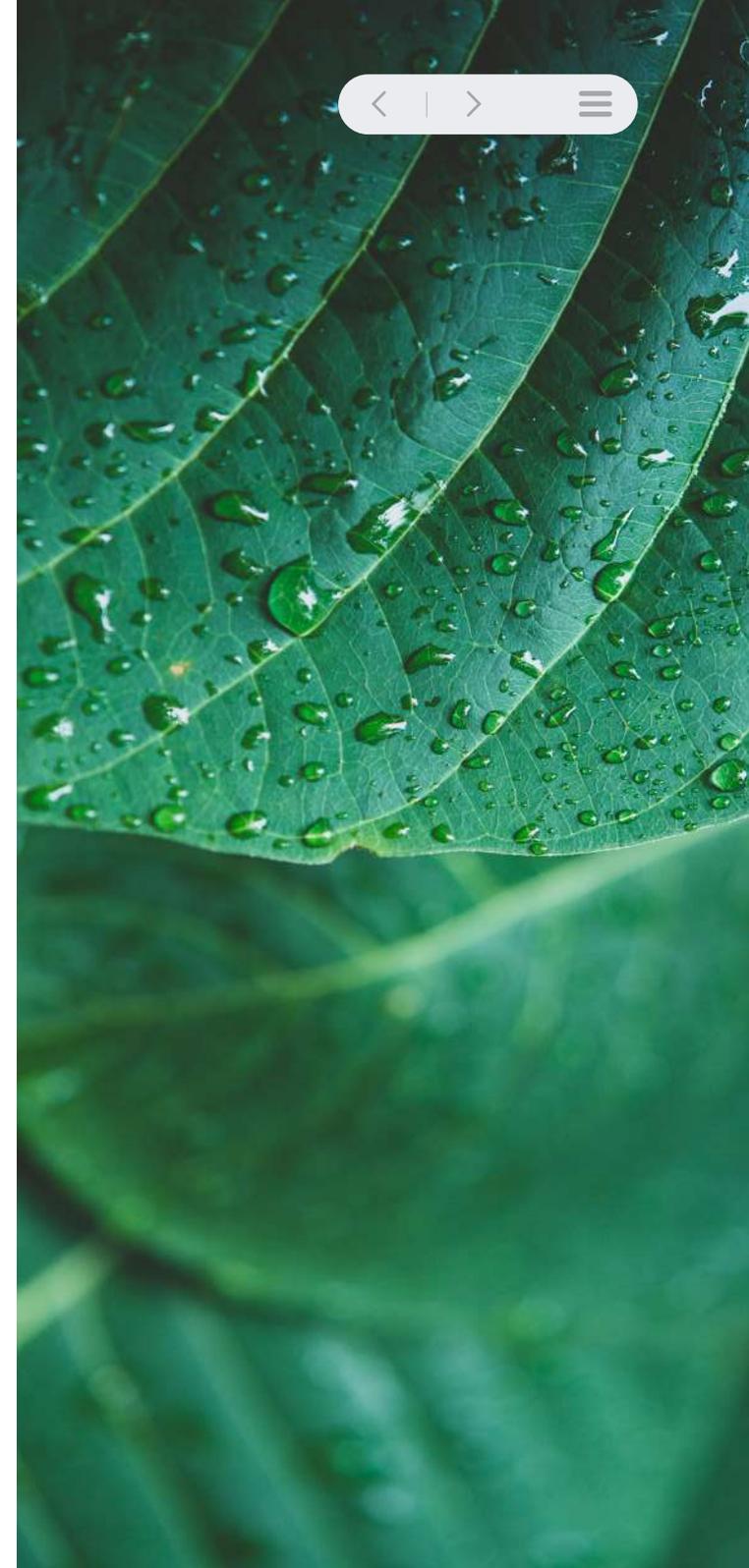
green4T's waste management is intended to ensure safe and efficient disposal, with a focus on protecting the people involved in managing and preserving public health and the environment.

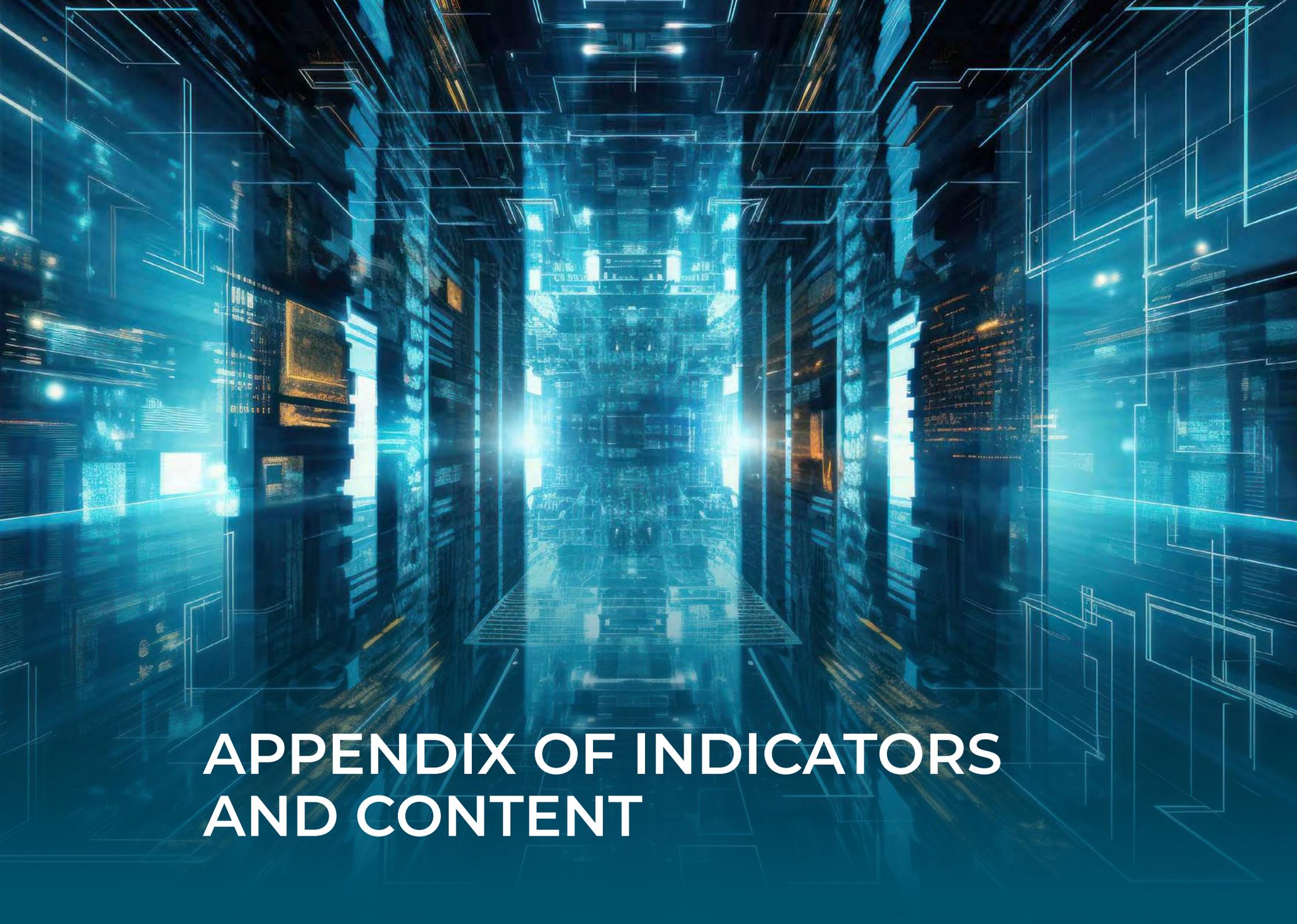
In 2021 we implemented the **Solid Waste Management Program** into company operations, with systematized control to improve waste disposal based on its specific characteristics, sustainable initiatives, and recycling, which included standardizing waste and recycling bins according to environmental norms.

We also held internal campaigns to ensure proper disposal of materials that are replaced at our clients' facilities, such as batteries, oil, and light bulbs.

In 2023 we strengthened the Solid Waste Management Program to better direct waste to its final disposal according to type. This program systematizes the control of waste produced at the company, reinforcing our environmental responsibility.

For 2024, we plan to begin surveying the refuse we produce to create a detailed waste map. This effort is part of the requirements to obtain ISO 14001 certification, an international standard for effective management of environmental impacts from corporate operations. This will promote mitigation of environmental risks and continuous improvement, marking a significant step in our journey towards operational sustainability.



A futuristic, blue-toned digital corridor with glowing lines and data screens. The scene is a perspective view of a long, narrow hallway. The walls and ceiling are composed of dark, metallic-looking panels with glowing blue lines and patterns. The floor is also dark with glowing blue lines. In the distance, a bright blue light emanates from a central point, creating a strong lens flare effect. The overall atmosphere is high-tech and digital.

APPENDIX OF INDICATORS AND CONTENT

EMPLOYEES

GRI 2-7

TOTAL EMPLOYEES BY HIRE TYPE*

BY GENDER

| |  |  |
|-----------------|---|---|
| Permanent | 646 | 98 |
| Temporary | 3 | 2 |
| Freelancers | 6 | 2 |
| Total by gender | 655 | 102 |
| Total | 757 | |

TOTAL EMPLOYEES BY HIRE TYPE*

BY REGION

| | Brazil | | | | | LATAM | | | | |
|-----------------|-----------|-------|-----------|---------|-------|-----------|-------|------------|---------|--|
| | Southeast | South | Northeast | Midwest | North | Argentina | Chile | Costa Rica | Uruguay | |
| Permanent | 602 | 20 | 35 | 9 | 8 | 21 | 25 | 21 | 3 | |
| Temporary | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Freelancers | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total by region | 615 | 20 | 35 | 9 | 8 | 0 | 0 | 0 | 0 | |
| Total | 687 | | | | | 70 | | | | |
| | 757 | | | | | | | | | |

*Staff are hired as permanent (in-house with open-ended contracts, subcontracted corporations, and apprentices), temporary employees (with fixed-term contracts, such as interns), or freelancers (independent individuals).

Gender icons:



Male



Female

EMPLOYEES

GRI 2-7

TOTAL EMPLOYEES BY EMPLOYMENT TYPE

BY GENDER

| |  |  |
|-----------------|---|---|
| Full-time | 645 | 97 |
| Part-time | 10 | 5 |
| Total by gender | 655 | 102 |
| Total | 757 | |

TOTAL EMPLOYEES BY EMPLOYMENT TYPE

BY REGION

| | Brazil | | | | | LATAM | | | | |
|-----------------|------------|-------|-----------|---------|-------|-----------|-------|------------|---------|--|
| | Southeast | South | Northeast | Midwest | North | Argentina | Chile | Costa Rica | Uruguay | |
| Full-time | 600 | 20 | 35 | 9 | 8 | 21 | 25 | 21 | 3 | |
| Part-time | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total by region | 615 | 20 | 35 | 9 | 8 | 0 | 0 | 0 | 0 | |
| Total | 687 | | | | | 70 | | | | |
| | 757 | | | | | | | | | |

* Staff are hired as permanent (in-house with open-ended contracts, subcontracted corporations, and apprentices), temporary employees (with fixed-term contracts, such as interns), or freelancers (independent individuals).

Gender icons:

 Male

 Female

EMPLOYEES

GRI 401-1

TOTAL EMPLOYEES HIRED*

BY GENDER

| | Number of new employees hired | New hire rate | Number of new employees dismissed | Turnover rate |
|-------|-------------------------------|---------------|-----------------------------------|---------------|
| ♂ | 228 | 34.8% | 200 | 32.7% |
| ♀ | 54 | 52.9% | 58 | 54.9% |
| Total | 282 | 37.3% | 258 | 35.7% |

BY AGE GROUP

| | Number of new employees hired | New hire rate | Number of new employees dismissed | Turnover rate |
|-----------------------|-------------------------------|---------------|-----------------------------------|---------------|
| Under 30 years of age | 101 | 69.7% | 70 | 59.0% |
| Between 30 and 50 | 158 | 31.9% | 170 | 33.1% |
| Over 50 | 23 | 19.7% | 18 | 17.5% |
| Total | 282 | 37.3% | 258 | 35.7% |

BY REGION

| | Number of new employees hired | New hire rate | Number of new employees dismissed | Turnover rate |
|--------|-------------------------------|---------------|-----------------------------------|---------------|
| Brazil | 250 | 36.4% | 258 | 37.0% |
| LATAM | 32 | 45.7% | 0 | 22.9% |
| Total | 282 | 37.3% | 258 | 35.7% |



GRI 401-3

EMPLOYEES WHO USE PARENTAL LEAVE

| | ♂ | ♀ |
|--|-----|----|
| Number of employees eligible | 618 | 91 |
| Number of employees who took parental leave | 5 | 3 |
| Total number of employees who returned to work after the end of leave | 5 | 1 |
| Number of employees who completed twelve months of work after returning from leave | 10 | 2 |

GRI 405-1

DIVERSITY IN GOVERNANCE BODIES

BY GENDER

| | Total members of the Board of Directors | Total members of the Executive Board |
|-------|---|--------------------------------------|
| ♂ | 3 | 4 |
| ♀ | 0 | 0 |
| Total | 3 | 4 |

BY AGE GROUP

| | | |
|-----------------------|---|---|
| Under 30 years of age | 0 | 0 |
| Between 30 and 50 | 1 | 3 |
| Over 50 | 2 | 1 |
| Total | 3 | 4 |

BY RACE

| | | |
|-----------------|---|---|
| White | 3 | 4 |
| Black and brown | 0 | 0 |
| Indigenous | 0 | 0 |
| Asian | 0 | 0 |
| Total | 3 | 4 |

Gender icons:

♂ Male ♀ Female

EMPLOYEE DIVERSITY - TOTAL

BY GENDER

| | TOTAL | ♂ | | ♀ | |
|---------------------------------|-------|-------|-------------|-------|-------------|
| | | Total | Percent-age | Total | Percent-age |
| Executive Board and VPs | 16 | 14 | 87.5% | 2 | 12.5% |
| Managers and Executive Managers | 43 | 37 | 86.0% | 6 | 14.0% |
| Supervisors and Coordination | 95 | 81 | 85.3% | 14 | 14.7% |
| Team | 603 | 523 | 86.7% | 80 | 13.3% |
| Total | 757 | 655 | 86.5% | 102 | 13.5% |

BY AGE GROUP

| | TOTAL | Under 30 years of age | | Between 30 and 50 | | Over 50 | |
|---------------------------------|-------|-----------------------|------------|-------------------|------------|---------|------------|
| | | Total | Percentage | Total | Percentage | Total | Percentage |
| Executive Board and VPs | 16 | 0 | 0.0% | 11 | 78.57% | 5 | 21.42% |
| Managers and Executive Managers | 43 | 1 | 2.32% | 35 | 81.39% | 7 | 16.27% |
| Supervisors and Coordination | 95 | 7 | 7.36% | 74 | 77.89% | 14 | 14.73% |
| Team | 603 | 137 | 22.71% | 375 | 62.18% | 91 | 15.09% |
| Total | 757 | 145 | 19.20% | 495 | 65.56% | 117 | 15.23% |

EMPLOYEE DIVERSITY - TOTAL

BY RACE

| | Total | Percentage |
|-----------------|-------|------------|
| White | 381 | 50.33% |
| Black and brown | 374 | 49.41% |
| Indigenous | 0 | 0.00% |
| Asian | 2 | 0.26% |
| Total | 757 | 100% |

SABS TC-SI-330a.3

TECHNICAL TEAM

GENDER

BRAZIL

| | ♂ | ♀ |
|-----------------|-----|-----|
| Management | 87% | 12% |
| Technical team | 99% | 1% |
| Other employees | 60% | 40% |

EMPLOYEE DIVERSITY BY REGION

LATAM

| | ♂ | ♀ |
|-----------------|-----|-----|
| Management | 69% | 31% |
| Technical team | 97% | 3% |
| Other employees | 70% | 30% |

BY RACE

BRAZIL

| | White | Black and brown | Indigenous | Asian |
|-----------------|-------|-----------------|------------|-------|
| Management | 67% | 33% | 0% | 0% |
| Technical team | 46% | 53% | 0% | 0% |
| Other employees | 76% | 23% | 0% | 1% |

LATAM

| | | | | |
|-----------------|------|----|----|----|
| Management | 100% | 0% | 0% | 0% |
| Technical team | 100% | 0% | 0% | 0% |
| Other employees | 100% | 0% | 0% | 0% |

GRI 405-2

COMPENSATION

SALARY AND COMPENSATION RATIOS (WOMEN:MEN), PERFORMANCE AND CAREER DEVELOPMENT

| Job category | Salary ratio | Compensation ratio |
|----------------------|--------------|--------------------|
| Oversight | 0.977 | 0.897 |
| Coordination | 1.152 | 1.061 |
| Management | 0.886 | 0.837 |
| Executive Management | 1.047 | 1.021 |
| Executive Board | 0.995 | 1.019 |
| Vice Presidency | - | - |

*Data for base salary and compensation in December 2023.

EMISSIONS

GRI 305-4

INTENSITY OF GREENHOUSE GAS EMISSIONS

| | 2021 | 2022 | 2023 | |
|---------------------------------------|---|--------|----------|----------|
| Goal 1 (SBTi abs) | Scope 1 emissions (tCO ₂ e) | 236.55 | 235.85 | 34.92 |
| | Scope 2 emissions (tCO ₂ e) 2, E. purchasing | 30.73 | 9.41 | 7.55 |
| | Total emissions (tCO ₂ e) | 267.28 | 245.26 | 42.46 |
| | Goal (tCO ₂ e) | - | 243.60 | 230.81 |
| Goal 2 (SBTi int) | Category 1 (tCO ₂ e) | - | 882.73 | 568.82 |
| | Category 3 | - | 49.75 | 23.82 |
| | Category 4 | - | 101.48 | 113.28 |
| | Category 6 | - | 326.16 | 321.49 |
| | Category 7 | - | 793.63 | 321.49 |
| | Total emissions (tCO ₂ e) | - | 2,153.75 | 1,348.89 |
| | EBITDA (million R\$) | - | 52.00 | 49.40 |
| | KPI (tCO ₂ e/million R\$) | - | 41.42 | 27.31 |
| Goal (tCO ₂ e/million R\$) | - | 41.42 | 38.75 | |

GRI AND SASB INDEX

GENERAL CONTENT

ORGANIZATION AND REPORTING PRACTICES

| | | |
|-----|--|---|
| 2-1 | Organizational details | Pages 17, 18, 19 and 23 |
| 2-2 | Entities included in the organization's sustainability reporting | Pages 32 and 33 Green4T Participações S.A., Green4T Produtos e Serviços Ltda., Green4T Soluções TI Ltda., Scipopolis, DCC, Green4T Argentina, Green4T Chile, Green4T Uruguay, Green4T Peru, Green4T Colombia, Green4T Mexico, and green4T Spain. |
| 2-3 | Reporting period, frequency, and contact point | Page 9 |
| 2-4 | Restatements of information | Page 82 In 2023, we hired a specialized consulting firm to conduct the emissions inventory. During this process, the historical data was revised, and as a result the 2022 data for indicators 305-2 and 305-3 differ from the numbers reported in previous years. |
| 2-5 | External assurance | The green4T Sustainability Report is not externally verified. |

ACTIVITIES AND EMPLOYEES

| | | |
|-----|---|---|
| 2-6 | Activities, value chain, and other business relationships | Pages 17, 18, 20, 23 and 71 |
| 2-7 | Employees | Pages 58, 86 and 87 |
| 2-8 | Workers who are not employees | We have 12 workers who are not our direct employees: eight general services assistants, one motorcycle courier, one financial assistant, one logistics analyst, and one communications coordinator. |

GOVERNANCE

| | | |
|------|---|---------------------|
| 2-9 | Governance structure and composition | Pages 32 and 34 |
| 2-10 | Nomination and selection of the highest governance body | Page 34 |
| 2-11 | Chair of the highest governance body | Page 34 |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | Pages 34, 40 and 45 |
| 2-13 | Delegation of responsibility for managing impacts | Page 45 |
| 2-14 | Role of the highest governance body in sustainability reporting | Page 09 |
| 2-15 | Conflicts of interest | Page 41 |
| 2-16 | Communication of critical concerns | Pages 42 and 43 |
| 2-17 | Collective knowledge of the highest governance body | Page 44 |
| 2-18 | Evaluation of the performance of the highest | Page 34 |
| 2-19 | Remuneration policies | Page 37 |
| 2-20 | Process to determine remuneration | Page 20 |

2-21

Annual total compensation ratio

The ratio between total annual compensation for the individual's highest-paid individual and the average total annual compensation for all employees (excluding the highest-paid) is 9.71. The ratio between the percentage increase in total annual compensation for the highest-paid individual and the percentage increase in total average annual compensation for all employees (excluding the highest-paid) is 0.286. This calculation includes salaries, labor contributions that are reverted to the employee, and benefits (such as food/meal and transportation vouchers, health plan, life insurance, etc.).

STRATEGY, POLICIES AND PRACTICES

2-22

Statement on sustainable development strategy

Page 4

2-23

Policy commitments

Pages 38 and 44

2-24

Embedding policy commitments

Pages 38 and 42

2-25

Processes to remediate negative impacts

Page 56

2-26

Mechanisms for seeking advice and raising concerns

Page 43

2-27

Compliance with laws and regulations

Page 38

2-28

Membership associations

Pages 27, 73 and 74

STAKEHOLDER ENGAGEMENT

2-29

Approach to stakeholder engagement

Page 10

2-30

Collective bargaining agreements

85.28% of our employees are covered by collective bargaining agreements, associated with a union. Those not included in these agreements are assigned to/residing in other Latin American countries or employees hired on a basis other than Brazil's in-house open-ended contract hiring (known as CLT).

MATERIAL TOPICS

| | | |
|-----|--------------------------------------|-------------------------------------|
| 3-1 | Process to determine material topics | Page 10 |
| 3-2 | List of material topics | Page 12 |
| 3-3 | Management of material topics | Pages 12, 32, 49, 55, 58, 71 and 76 |

SPECIFIC CONTENTS

ANTI-CORRUPTION

| | | |
|-------|--|---------|
| 205-2 | Communication and training about anti-corruption policies and procedures | Page 42 |
| 205-3 | Confirmed incidents of corruption and actions taken | Page 42 |

ENVIRONMENTAL CONTENT

ENERGY

| | | |
|--------------|--|---------|
| 302-1 | Energy consumption within the organization | Page 81 |
| TC-SI-130a.1 | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | Page 81 |

EMISSIONS

| | | |
|-------|---|---------|
| 305-1 | Direct (Scope 1) GHG emissions | Page 82 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Page 82 |
| 305-3 | Other indirect (Scope 3) GHG emissions | Page 82 |

| | | |
|-------|----------------------------|---------|
| 305-4 | GHG emissions intensity | Page 93 |
| 305-5 | Reduction of GHG emissions | Page 78 |

WASTE

| | | |
|-------|---|---------|
| 306-2 | Management of significant waste-related impacts | Page 84 |
|-------|---|---------|

SOCIAL CONTENT

EMPLOYMENT

| | | |
|-------|--|---------|
| 401-1 | New employee hires and employee turnover | Page 88 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Page 66 |
| 401-3 | Parental leave | Page 90 |

| | | |
|--------------|---|---|
| TC-SI-330a.1 | Percentage of employees that are (1) foreign nationals and (2) located offshore | (1) Foreign nationals: Brazil= 0% and LATAM= 32.8% (2) Located offshore: 0.01% |
|--------------|---|---|

| | | |
|--------------|---------------------|--|
| TC-SI-330a.2 | Employee engagement | The company does not conduct an engagement survey (eNPS) with its employees. |
|--------------|---------------------|--|

TRAINING AND EDUCATION

| | | |
|-------|--|---------|
| 404-1 | Average hours of training per year per employee | Page 64 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Page 62 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Page 67 |

DIVERSITY AND EQUALITY

| | | |
|--------------|---|---------------------|
| 405-1 | Diversity of governance bodies and employees | Pages 58, 61 and 90 |
| 405-2 | Ratio between base salary and remuneration of women to men | Page 93 |
| TC-SI-330a.3 | Percentage of gender and racial/ethnic group representation for management, technical staff and all other employees | Page 92 |

NON-DISCRIMINATION

| | | |
|-------|--|--|
| 406-1 | Incidents of discrimination and corrective actions taken | We have not received any reports related to cases of discrimination in 2023. |
|-------|--|--|

CUSTOMER RELATIONSHIPS

| | | |
|--------------|---|---|
| TC-SI-550a.1 | Number of (1) performance issues and (2) service interruptions; (3) total customer downtime | (1) Total Downtime: 12 (2) 0.0008% of services interrupted (3) 28 hours |
| TC-SI-550a.2 | Description of business continuity risks related to disruptions of operations | Page 46 |

SUSTAINABLE DEVELOPMENT GOAL MAP



Ensure a healthy lifestyle and promote well-being for all at all ages.

Pages 48, 70 and 76



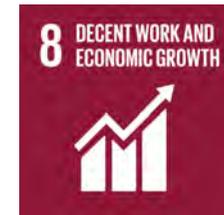
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Page 57



Achieve gender equality and empower all women and girls.

Page 57



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Page 57



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Pages 16, 48, 70 and 76



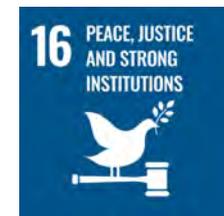
Make cities and human settlements inclusive, safe, resilient and sustainable

Pages 16, 48, 70 and 76



Take urgent action to combat climate change and its impacts.

Pages 48, 70 and 76



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Page 31

CAPITAL MAP





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