

SUSTAINABILITY REPORT 2021

green 4T

Available. Efficient. Sustainable.

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green



MESSAGE FROM THE PRESIDENT

GRI 102-14

Resilience and adaptation for a more sustainable future

The history of humanity is punctuated by episodes where society's power to adapt and the resilience of peoples have been tested hard. Over the past two years, we have been living with major challenges that have put to the test our ability to withstand and adapt to the adverse scenarios that have been imposed by the COVID-19 pandemic. In the present and for the coming decades, this capacity will be critical to us fostering a systemic evolution of the current economic model, which urgently needs to adapt to the planet's sustainability agenda.

The effects of the pandemic on people's lives, on companies' business, and the day-to-day lives of cities are known to everyone. The health crisis, in addition to the immeasurable human cost – with more than six million lives lost worldwide – also charged an expensive price to the global economy. At the most acute time of the pandemic, in 2020, the fall in global GDP stood at -3.1%, while in Latin America and the Caribbean this index reached -7%, according to data from the International Monetary Fund.¹

The consequences of climate instability in the world economy have also been burdensome. According to World Bank analysts, in the long term, climate change is the biggest risk factor for companies' future. Extreme events generated by climate change are expected to subtract about USD 390 billion² from the cash

of corporations across the entire production chain in 2022, to cover losses related to disruptions in plant activities, damage to logistics and transportation, shortening of the supply chain, and degradation of consumer income.

Resilience and the ability to adapt quickly to challenges are the key secret to companies' success this century.

These attributes were essential to the performance of our Company in 2021. We recorded a 36,5% increase in our Total Contract Value (TCV) compared to the previous year, adding together the business conducted in Brazil and LATAM. As a result, we achieved a volume of BRL 568 million of contracts under service, with gross revenue of BRL 238 million.

We achieved excellent results across our entire portfolio in 2021: for example, our **Data Center Lifecycle Services contract base** grew 59% from 2020, and 154 **Modular Data Centers** were produced and marketed in the 12-month period. In this context, **Sismetel**, our Company that manufactures **modular solutions**, has had a great year, with the opening of a new manufacturing facility in Sorocaba (SP). In total, there were 2,644 m² of modular data centers exported to Latin America, India, Germany, Slovenia and Portugal.

We also increased our team of employees: there were more than **200 hires** in all areas of the Company. And importantly, the quality of our service has not declined – a common phenomenon in times of expansion. The index that measures the satisfaction of our customers of Data Center Lifecycle Services – **NPS** (*Net Promoter Score*) – stood at 89.17 points.³

How We Support Our Customers' Digital Transformation

With the acceleration of digital transformation driven by the pandemic from 2020, our Company has given rapid responses to this increased demand for data processing from companies and cities.

We launched a new portfolio, with services like **Life Extended** – post-warranty maintenance for storage, networking and servers – and Cloud Orchestration with Cloud Services. We created the **Center of Excellence**, an online support tool comprised of senior experts to increase the efficiency of Data Center Lifecycle Services customer service. The connection between technicians and experts takes place in the digital environment, using *Smart Glasses* ("Augmented Hands & Eyes").

Sustainability as a driver of our business

The Company has been working to accelerate the digital transformation of companies and organizations in a sustainable way. **We develop products and services** to make IT infrastructure more resilient, available, secure, efficient and with low environmental impact.

All this effort seeks to confirm **the role of technology as a fundamental ally** in tackling the consequences of climate change on the planet's life.

Our sustainable response to recent challenges is the development of services that contribute to creating an **energy efficiency** journey for our customers to reduce the carbon footprint related to their data processing, transmission and storage needs.

To this end, we have created a multidisciplinary action plan – **Data Center Carbon Zero**, capable of reducing data center energy expenditure by up to 60%

Our commitment is to create shared value with all of our audiences by acting ethically, responsibly, transparently and with a vision for the future.

In 2020, we joined the "Don't Dismiss" movement, guaranteeing the work of our employees during the critical phase of the pandemic. By taking on this practice, we seek to affirm our commitment in the social aspect. In addition, we promote inclusive and diversity-nurturing initiatives in our Company through **Summer Jobs – Just for them**: an annual paid internship program aimed at young students, where we aim to stimulate women's participation in the IT workforce.

Another advance in our governance was the achievement of the Pro-Ethics Company seal in December. This public recognition was granted to 67 Brazilian companies by the Federal Government's Comptroller General (*Controladoria-Geral da União, CGU*), whose objective is to stimulate the adoption of



voluntary measures aimed at the prevention, detection and remediation of acts of corruption and fraud.

Participation in the global environmental agenda

In 2021, we became an active part of the global agenda for environmental discussions, making significant commitments to collaborate on sustainable business change.

In July, our Company became a signatory to the **UN Global Compact**, the world's largest corporate sustainability initiative, with nearly 12,000 participating companies and institutions from 160 countries. As a result, we reaffirmed our support for actions focused on Human Rights, Labor, the Environment and Corruption, in addition to complying with the SDGs: Sustainable Development Goals (UN).

In November, we went to Glasgow, Scotland, to follow the **26th UN Conference of the Parties – COP 26**. We attended an event hosted by **Responding to Climate Change (RTCC)**, an observer of the UNFCCC (United Nations Framework Convention on Climate Change). Representing green4T at the Conference, we presented a panel on the data center sustainability challenge, *The sustainability challenge for data centers – how Brazil is promoting greener technology with smart IT infrastructure management and renewable energy investment*.

Also in Glasgow, **Scipopolis – our smart city data analytics Company** – introduced the Trancity platform – from data management to public transportation – in one of the final stages of **The CivTech Alliance – Scale-Up Programme 2021**. The program is a UN-supported initiative that brought

together companies and start-ups from ten countries with work done to address challenges such as decarbonizing urban mobility in cities.

Finally, we signed a manifesto prepared by the Ethos Institute, which requested from the Brazilian government an increase in the environmental preservation ambitions present in Nationally Determined Contributions (NDCs), with the purpose of defining effective official strategies for reducing greenhouse gas emissions.

Sustainable action also involves taking on responsibilities.

We are aware of our social role and have been working hard to strengthen the ESG agenda in our Company. We invest financial and human capital in developing solutions that support our customers' digital

transformation and reduce the environmental impact of large-scale technology adoption.

We will continue to be steadfast in our purpose as a sustainable Company and able to accelerate a greener future for businesses and cities.

#togetherwearegreener

Eduardo Marini

CEO – green4T

(1) World Economic Outlook – IMF/October 2021

(<https://www.imf.org/pt/Publications/WEO/Issues/2021/10/12/world-economic-outlook-october-2021>)

(2) Lifelines: The Resilient Infrastructure Opportunity 2019 – World Bank

(<https://www.worldbank.org/en/results/2020/10/22/climate-action-drives-development-results---lessons-from-the-world-bank-groups-first-climate-change-action-plan>)

(3) Index that measures the level of customer satisfaction from 0 to 100, in a survey conducted by the green4T Marketing department with all active Data Center Lifecycle Services contracts in 2021.

ABOUT THE REPORT

GRI 102-50 / 102-51 / 102-53

We present Green4T Participações S.A.'s ("green4T") first Sustainability Report, an important step in making firm our commitment to transparency and open dialogue with our internal and external stakeholders.

This **publication provides information on our business model and how we lead it towards value generation**, as well as broadly depicting the results achieved in 2021, from the integration of the financial information gathered between January 1 and December 31

of that year, and the data collected on the environmental, social and governance (ESG) aspects of our operations.

For the preparation of this Report, we adopted the guidelines of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), also considering the Sustainable Development Goals (SDGs) of the United Nations (UN).

HOW TO READ THIS REPORT?

References used for the preparation of the Report may also be used as alternative forms to the linear reading of the document. Thus, we give the reader the opportunity to interact with the content of:

GRI AND SASB:

Based on the material themes arising from our materiality, we selected GRI and SASB content to be reported in the Report. Through the use of tickers, we present at the beginning of each chapter and subchapter, the contents covered therein.

In the Appendices chapter, the GRI and SASB Indexes (page 71-75) consolidate all the content and indicate the pages on which they are reported.

SDG:

In line with our adherence to the SDGs, the Report will, whenever there is a business contribution to one of the goals, present the corresponding SDG.

In the Appendices chapter, we present the SDG Map (page 76), containing all the SDGs of the Report.



Any questions, suggestions or requests for information can be sent to our Sustainability team: esg@green4t.com

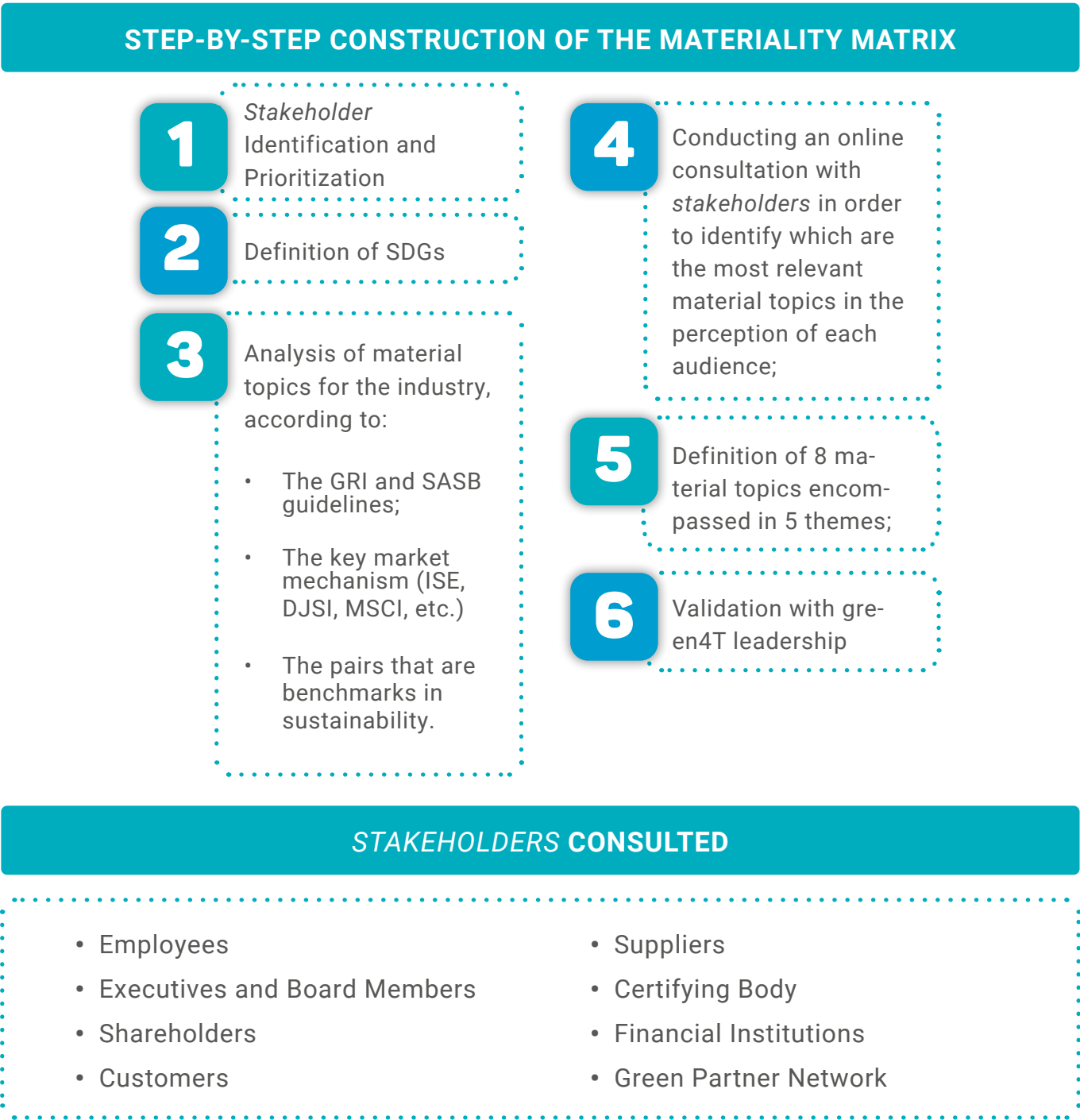
Materiality and definition of material themes

GRI 102-40 / 102-42 / 102-43 / 102-44 / 102-46 / 102-47

For the preparation of this first Report, we previously conducted a materiality study, the objective of which was to identify environmental, social and governance issues with the greatest power to impact the business and the stakeholders of green4T.

The study allowed the priority topics to be identified in our activities and the most relevant aspects for the sustainability of the business.

At the end of the process, we identified eight material topics, which were gathered into five themes that will direct the report and will be reported through GRI and SASB indicators.



MATERIAL TOPICS	MATERIAL THEMES	RELEVANCE	LIMIT	SDG
Ethics and Anti-Corruption Risk management framework and best practices	Efficient and ethical leadership	Ensuring a governance and integrity structure, guided by ethics and anti-corruption, that passes on the values to all stakeholders involved in the Company's operation, mitigates risks and ensures a responsible and fair operation.	Direct impact: At every stage of the chain Across all business units.	16
Good labor practices in the operation Diversity, equality and non-discrimination	Excellence Team	Promoting employees' personal and professional development, training and evaluating them are essential actions to leverage the retention of qualified professionals, engaging them in the business strategy and generating value.	Direct impact: At every stage of the chain Across all business units.	4 5 8
Innovation	Innovation	In a dynamic environment like technology, where new players and new solutions emerge every day, staying ahead of industry-leading innovations is critical to maintaining business value generation.	Direct impact: At every stage of the chain Across all business units.	9 11 13
Customer Relationship Product safety and quality.	Trusted relationships	Trusted relationships are part of the guidelines of a sustainable company. Maintaining an integral relationship that values customer safety is at the heart of business continuity and its ability to continuously generate value.	Direct impact: At every stage of the chain Across all business units.	9 11
Energy use management Sustainable products	Green technology	Efficient environmental management represents the Company's commitment to combining the development of practices that positively impact the environment and the business itself, leading to cost reduction and resource optimization.	Direct impact: At every stage of the chain Across all business units. In surrounding communities.	3 9 11 13

- 3

Good Health and Well-being
- 4

Quality Education
- 5

Gender Equality
- 8

Decent Work and Economic Growth
- 9

Industry, Innovation and Infrastructure
- 11

Sustainable Cities and Communities
- 13

Climate Action
- 16

Peace, Justice and Strong Institutions



PROFILE

GRI 102-1 / 102-6

Founded in 2016, green4T is a Brazilian Company that offers technology solutions and digital infrastructure for businesses and cities. Currently, the Company has offices in Brazil, Chile, Uruguay, Argentina and Costa Rica.

Our commitment is driven by the development of products and services that accelerate our customers' digital transformation, enabling a more sustainable future for the planet.

Our products and services are provided mostly in Latin America to local and multinational

customers in Brazil, Peru, Paraguay, Ecuador, Colombia, Argentina, Chile, Uruguay, Costa Rica, Honduras, Guatemala, El Salvador and Mexico. We serve a variety of industries including retail, wholesale, energy, transportation, logistics, financial, oil and gas, industry, media, agribusiness, telecommunications and healthcare.

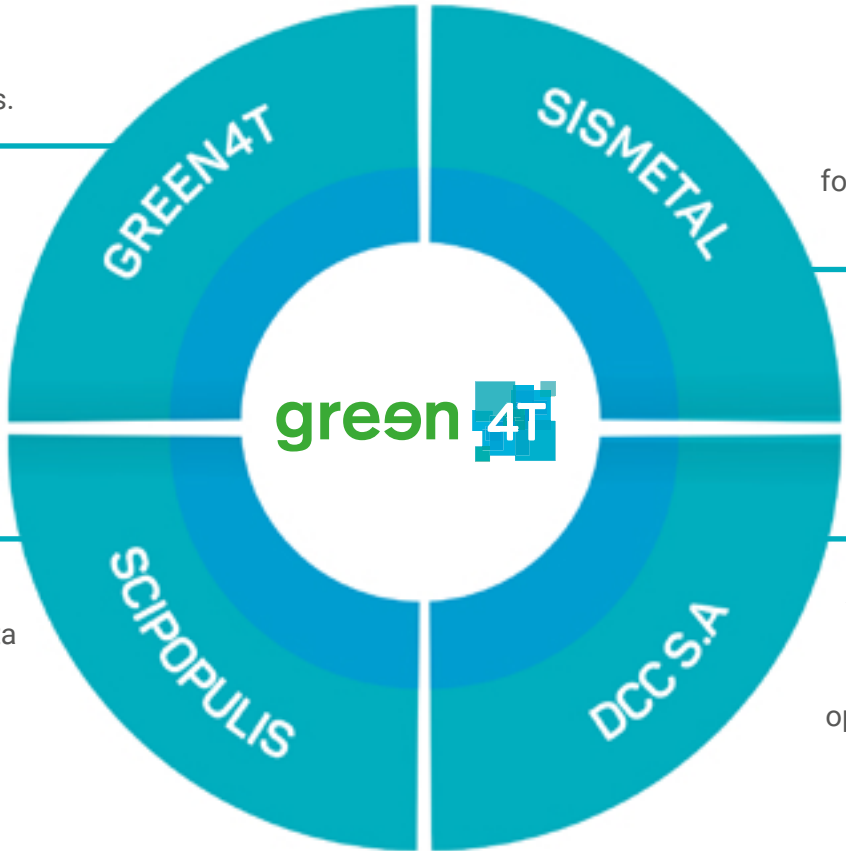
In the public segment, we serve the judicial sector, military forces, federal and state agencies, and public companies.

A leader in digital infrastructure and technology solutions.

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

Specializing in the development and manufacture of modular solutions for near and far edge data centers.

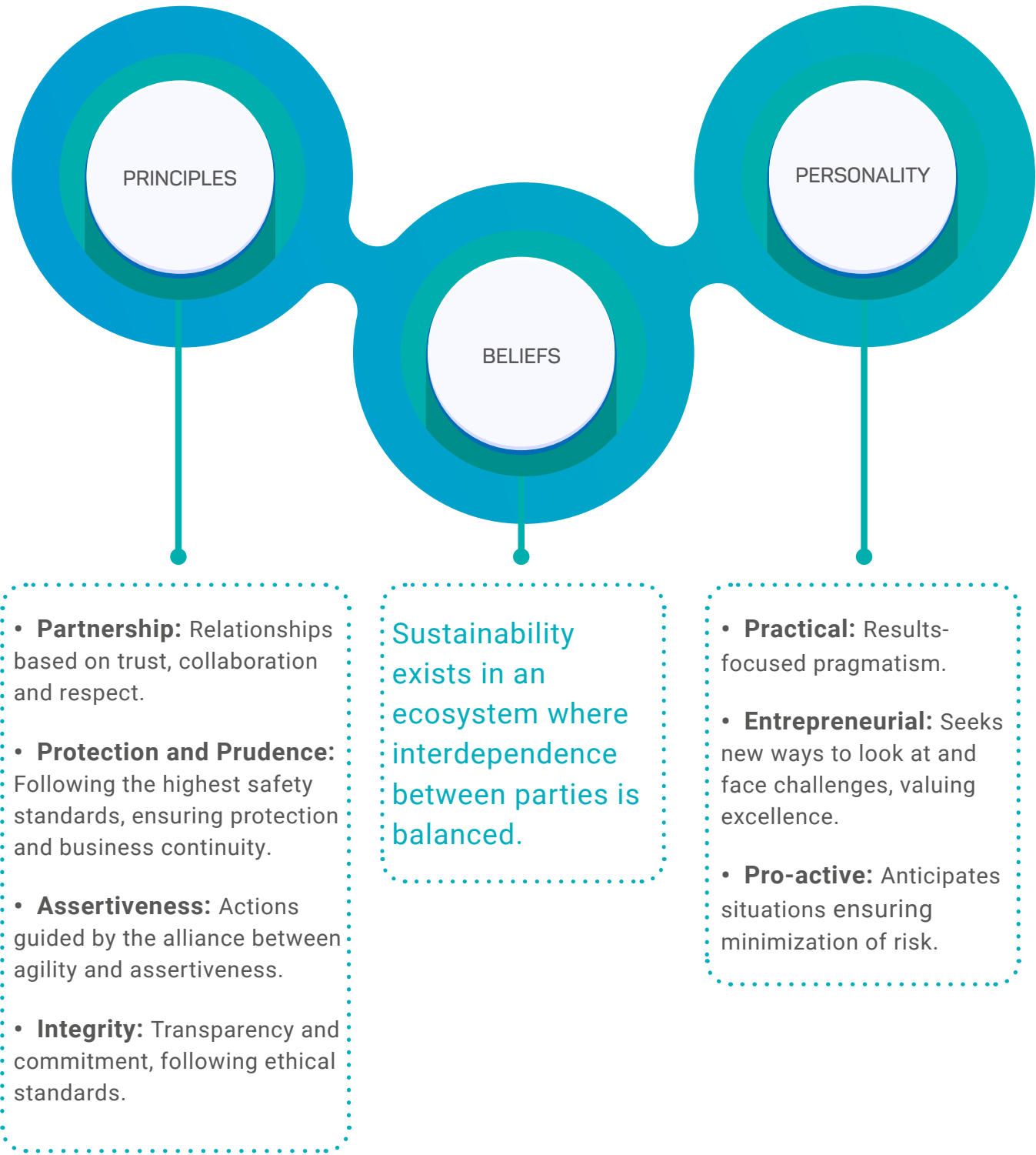
A leading company in Costa Rica with 10 years of operations in design, certification and commissioning of mission-critical infrastructure.





CULTURE

GRI 102-16



PRESENCE

GRI 102-3 / 102-4 / 102-7





OUR PORTFOLIO

GRI 102-2

In a world with growing demand for data processing, we offer a complete portfolio of technology products and services capable of delivering maximum availability and security for the IT infrastructure, ensuring the continuity of our customers' operations – whether they are performed in on-premise data centers, cloud, edge computing or the Internet of Things. All of this is efficient, interoperable and sustainable for the planet.

Data Center Services

Services managed for data centers' physical and logical infrastructure, promoting performance and energy efficiency for the IT environment.

- **Ongoing:** a set of actions and measures that are thoroughly planned to increase the physical efficiency of data centers. We evaluate installed IT infrastructure and apply continuous, preventive and predictive improvements that enable increased availability and efficiency;
- **Online:** real-time and remote incident monitoring service in the data center's areas of climate, power and physical security, providing reduction of operating costs;
- **ON IT Management:** service of management, monitoring and operation of servers, storage and networking, with online, real-time follow-up by a multidisciplinary team to ensure safety and excellence in the service provided;
- **Life Extended:** post-warranty maintenance service that brings together specialist staff, unified service, multivendor and automated predictive monitoring of servers, storage and

networking in order to extend the life of the hardware;

- **DCIM (Data Center Infrastructure Management):** data center governance system, designed for mission-critical operations, regardless of the number of operating devices that track, monitor, and integrate the entire ICT infrastructure wherever it is, from facility equipment to technology equipment. Covers the physical and logical layers, whether in virtual environments, structured cabling or on electrical connections (UPS/generators);

IT Moving: physical and logical IT infrastructure migration service, based on a robust process (assessment, planning, execution, transportation, migration, reinstallation, post-moving and support), managed by PMP (*Project Management Professional*) and professionals qualified to ensure the lowest unavailability of the environment;

- **Certifications:** we assist in obtaining certifications that ensure quality, energy efficiency and IT infrastructure availability.

Modular Data Center



Modular data center solutions aimed at meeting the most diverse demands for data processing flexibility. The use of pre-engineered and scalable modules allows the environment to grow quickly and in a scalable way according to the business need.

Our product lines are divided into:

- **Safe Room:** developed with the highest level of disaster protection and prevention. It is certified and accredited to follow the most demanding Brazilian and European standards for data security and IT assets;
- **Secure Room:** modular and customizable product to meet the demand for flexibility and security in physical IT spaces;
- **Micro Data Center:** versatile infrastructure with maximum security for edge data centers from 1 to 5 racks;
- **Rack Edge:** full plug and play data center, in an independent cabinet, that aims to serve applications that require low latency for edge computing;
- **Container:** prefabricated module, portable, designed to deliver scalable capacity to the IT environment, ideal for backup sites or data center outdoor.

Carbon Zero Data Center

Multidisciplinary action plan (MAP) to drive IT infrastructure energy efficiency, capable

of reducing your energy consumption by up to 60%.

IT Performance Services: through virtualization and hyperconvergent infrastructure (HIC), it reduces hardware, network and software resources, which can lead to an energy efficiency gain of up to 20%;

- **Green Efficiency:** review and renewal of energy and cooling systems in the environment, with the adoption of equipment and operating procedures to reduce the data center's PUE (*Power Usage Effectiveness*), resulting in up to 40% energy efficiency gain over the total consumed by the site.

Cloud Services

Multi-cloud environment management services to enable companies to optimally balance capital and operational costs when purchasing cloud services. Our work begins with assessing the infrastructure and degree



of application maturity, goes through the process of preparing the new environment and migrating applications and systems, and ends with the ongoing support phase of monitoring and management of solutions.

IoT Solutions

Developing and deploying Internet of Things (IoT) solutions through projects tailored to each customer’s needs.

Smart Cities

With green4T’s innovation **start-up Scipopolis**, we help public managers build smarter, more human, sustainable, and integrated cities using technology as the vector of transformation.



- **Plancity:** the platform integrates, processes and presents data collected from various sources (socioeconomic, educational, infrastructure, forestry and SDG indicators) in a customized dashboard, providing an integrated view of the city’s operation to the municipal manager.
- **Trancity: public transport monitoring** web dashboard for city managers, offering real-time and historical information that assists in the management, planning and operation

of the collective transport system. The tool has already been implemented in several cities in Brazil, Latin America and Europe.

Learn more about all of our solutions to the market at www.green4T.com



10

LATAM cities

01

Europe city

176

thousand km monitored

16

millions of passengers impacted

28

thousand buses monitored



IN 2021, WE
REACHED
THE NUMBER OF

351*
CUSTOMERS
9% GROWTH

*In portfolio or new sale made.

ESG

We attended
COP-26 in
Glasgow (Scotland)

We joined the UN's
GLOBAL COMPACT.

We obtained
ISO 37001
(Anti-Corruption)

We received the
**PRO-ETHICS
COMPANY AWARD**
from the Federal
Comptroller-General
(CGU)



Performance

BRL +**568** million contracts under service

BRL **238** million gross revenue

more than **200** hires in all areas of the Company

**Sismetal's new manufacturing facility in
Sorocaba (SP)**

NPS of Data Center Lifecycle Services = **+89.17**

INNOVATION AND TECHNOLOGY



We have adopted the **use of smart glasses
(Augmented Reality glasses)** when our
technicians are working on customer sites.

Our start-up, **SCIPOPULIS**, participated in
the Global Scale-up acceleration program, being
the **only Brazilian start-up chosen to
act on the topic of transportation
decarbonization.** The program was part of
COP-26's actions to promote technology that
helps reduce the impact of climate change.

MANAGEMENT AND ETHICS





GOVERNANCE STRUCTURE

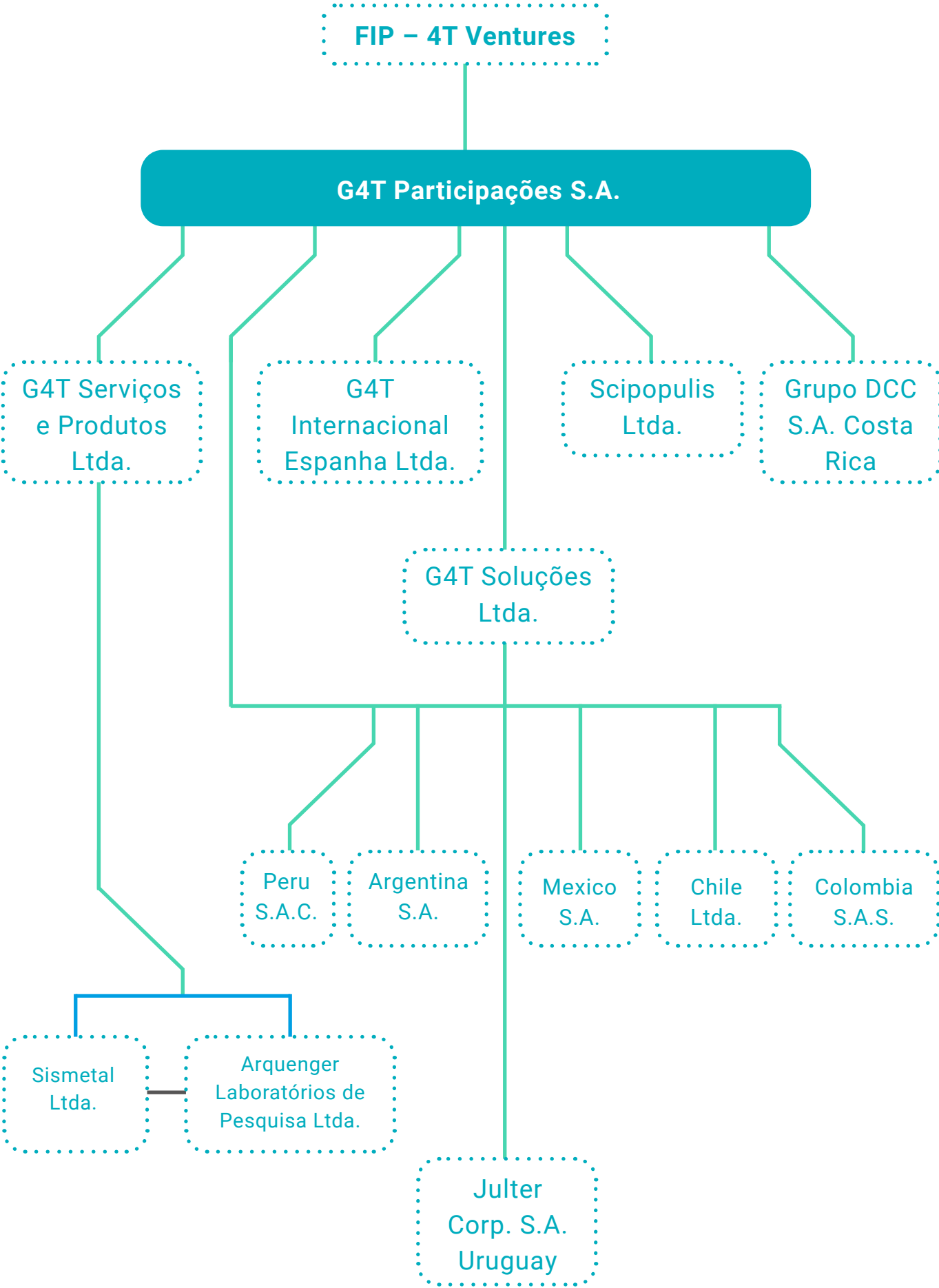
GRI 103-1 / 103-2 / 103-3 / 102-5 / 102-18 / 405-1

Green4T Participações S.A. (“green4T”) is a Brazilian privately held corporation, wholly owned by 4T Ventures, Multistrategy Participation Investment Fund (CNPJ/ME No. 28.398.439/0001-33), managed in accordance with its Regulations according to the CVM and ANBIMA standards. Our current corporate structure is demonstrated in the following organizational chart.




green4T is administered by the Board of Directors and the Statutory Executive Board.

The Board of Directors is the Company’s highest governing body, taking decisions in a collective way, responsible for overseeing the management of the Officers and for establishing the Company’s general policies.

The decisions of the Board of Directors are made by a majority vote of the members present at the meeting. According to our Bylaws, the Board of Directors has three members, elected by the general meeting with a unified mandate of three years, and re-election is permitted.



COMPOSITION OF THE BOARD OF DIRECTORS	
 <p>Eduardo Casasanta Marini Member of the Board of Directors and CEO of green4T.</p>	<p>Co-founder and CEO of green4T, Eduardo Marini was recognized three times as one of Brazil's top IT leaders by IT Mídia and Korn Ferry. He is a member of YPO (Young Presidents' Organization) and serves on boards of directors for companies in the technology, healthcare and financial services sectors. Marini holds a bachelor's degree in law from the Federal University of Minas Gerais (UFMG), a postgraduate degree in Business Administration from FGV/EAESP, and a master's degree in Business Administration from the University of Yale (USA).</p>
 <p>Antonio Donizete Lopes Bob Member of the Board of Directors and Executive Vice President of green4T.</p>	<p>Antonio Bob is a co-founder of green4T and serves as Executive Vice President of the Company, responsible for the modular data center segment. With more than 30 years of experience in the Latin American data center market, Antonio Bob is a national and international reference in the modular data center segment, being a participating member of Euro Norma (VDMA) and Brazil Delegate in the ICREA – International Computer Room Experts Association. Previously, he was a member of the Uptime Institute and Study Coordinator for CE-021:000.039 – Data Center Study Committee for ISOIEC 22237. Antonio holds a Bachelor's degree in Civil Engineering from UMC, with specializations from the University of São Paulo and MPA Technischen University in Germany. He is ATD/ATS accredited by the Uptime Institute.</p>
 <p>Alexandre Costa e Silva Member of the Board of Directors.</p>	<p>Alexandre is a partner in Smart Results Business Management Consulting, a member of the Innovation and Technology Committee of Oswaldo Cruz Hospital, and a member of the Harvard Business School alumni group. Previously, he was CEO of Neovia Telecom and General Manager of AT&T in Brazil. Alexandre Costa e Silva holds a degree in Electronic Engineering from the Federal University of Rio de Janeiro (UFRJ), an Executive MBA from COPPEAD UFRJ, and holds certifications from the Brazilian Institute of Corporate Governance (IBGC) and the Integrated Coaching Institute (ICI).</p>

COMPOSITION OF THE EXECUTIVE BOARD AND LEADERSHIP	
 <p>Eduardo Casasanta Marini Member of the Board of Directors and CEO of green4T.</p>	<p>Co-founder and CEO of green4T, Eduardo Marini was recognized three times as one of Brazil's top IT leaders by IT Mídia and Korn Ferry. He is a member of YPO (Young Presidents' Organization) and serves on boards of directors for companies in the technology, healthcare and financial services sectors. Marini holds a bachelor's degree in law from the Federal University of Minas Gerais (UFMG), a postgraduate degree in Business Administration from FGV/EAESP, and a master's degree in Business Administration from the University of Yale (USA).</p>
 <p>Marcio Martin Vice President of Commercial, Solutions and Marketing.</p>	<p>Marcio Martin is Vice President of Commercial, Solutions and Marketing Latin America for green4T. The executive brings 28 years of experience in the IT field, having led the areas of solution development, engineering, pre-Sales and sales at technology companies such as Dell Technologies, EDS-HP, HPE and DXC Technology. He is one of the leading executives in the market in the development and delivery of high complexity infrastructure environments, outsourcing, project implementation, negotiation and management of large teams. Martin holds a degree in Computer Engineering from Anhembi Morumbi University, and an MBA in Business and Administration from the Getulio Vargas Foundation (FGV).</p>
 <p>Antonio Donizete Lopes Bob Member of the Board of Directors and Executive Vice President of green4T.</p>	<p>Antonio Bob is a co-founder of green4T and serves as Executive Vice President of the Company, responsible for the modular data center segment. With more than 30 years of experience in the Latin American data center market, Antonio Bob is a national and international reference in the modular data center segment, being a participating member of Euro Norma (VDMA) and Brazil Delegate in the ICREA – International Computer Room Experts Association. Previously, he was a member of the Uptime Institute and Study Coordinator for CE-021:000.039 – Data Center Study Commission for ISOIEC 22237. Antonio holds a Bachelor's degree in Civil Engineering from UMC, with specializations from the University of São Paulo and MPA Technischen University in Germany. He is ATD/ATS accredited by the Uptime Institute.</p>
 <p>Rogério Fujimoto Chief Operating Officer (COO)</p>	<p>Rogério Fujimoto is Chief Operating Officer (COO) of green4T, being responsible for the entire operations area of the Company. With more than 20 years of work in technology and telecommunications services, he accumulates national and international expertise in management and leadership positions at multinational companies such as Atos and Siemens. Fujimoto holds a degree and master's degree in Electrical Engineering from the University of São Paulo (USP), and specializations at HEC Paris (MBA) and Institut Européen d'Administration des Affaires (Insead).</p>

The Board of Directors is advised by External Auditors, with regard to the financial statements, and by the Ethics and Integrity Committee and the Compliance area, on issues related to their respective topics.

The following is the diversity data of the Board of Directors and the Executive Board:

DIVERSITY OF GOVERNANCE BODIES BY GENDER		
Gender	Board	Executive Board
Male	100%	100%
Female	0	0

DIVERSITY OF GOVERNANCE BODIES BY AGE GROUP		
Age Range	Board	Executive Board
Up to 30	0	0
30 to 50	33.33%	50%
Over 50	66.67%	50%

RISK MANAGEMENT

GRI 102-9 / 102-10 / 102-15

A corruption action perpetrated by a third-party intermediary or employee of green4T companies may negatively impact the Company’s image and cause financial impacts through possible applications of fines by the public authorities from the perspective of Anti-Corruption Law 12.846/13, in addition to the prohibition of participation in bidding processes with the public and private authorities.

In order to mitigate these risks, the Company’s Compliance area has a matrix of corruption and bribery risks of green4T companies, which is updated annually. Controls to minimize the occurrence of risks are monitored in semi-annual periods, with monitoring tests.

The main risks of corruption and bribery mapped are related to possible kickback payments for the acquisition of sales contracts with public or private entities, for obtaining clearance of licenses by public authorities and also for facilitation in the customs clearance of imported equipment and materials.

In 2021, the Company had 1,071 suppliers with an active supply contract and/or agreement, representing a total of BRL 116.1 million in expenses.

In our relationships with this audience, we take precautionary measures to reduce the risk of illegal practices.

These include:

- Holding training courses
- Contracts with anti-corruption clauses
- Signing specific terms
- Adherence to green4’s Code of Ethical Conduct

To enhance the relationship with this audience, we are in the process of implementing the Supplier Portal, where they can request approvals, receive invitations to participate in quotes and enter their proposals.

The Portal will allow us to stop performing these three processes via emails, ensuring traceability, agility and better governance.



ETHICS AND ANTI-CORRUPTION

GRI 102-12 / 102-16

In order to achieve the appropriate ethical standards for the exercise of professional and social activities, green4T has a Code of Ethical Conduct and an Anti-Corruption Policy, built with the participation of institutional leadership, which meet the guidelines guiding the Company’s relations with its stakeholders.

The **Code of Ethical Conduct**, developed by the Board of Directors in conjunction with the Ethics and Integrity Committee and the Company’s *Compliance* area, is based on the principles of ethics, integrity, transparency, respect for human rights, compliance with all laws and regulations in the countries in

which we operate, zero tolerance for fraud and corruption, and responsibility to the social community and the environment.

The document is a formal and institutional reference for the personal and professional conduct of all Company employees, regardless of their position or function, in addition to being the standard of internal relationship and the relationship with our stakeholders: customers, unions, suppliers, service providers, competitors, society and government.

The Anti-Corruption **Policy**, in turn, establishes the guidelines that commit us to conducting our business in a lawful, ethical, transparent and professional manner.

Learn about the Code of Ethical Conduct and Anti-Corruption Policy, available in Portuguese, through the website: <https://www.green4t.com/en/compliance-2/>



INTEGRITY AND COMPLIANCE PROGRAM

GRI 205-2

The Board of Directors of green4T has determined that the Company should have integrity, act within legality, guide its activities by values and ethical principles, always seek to defend honesty and prevent the occurrence of irregularities in its business.

In line with this directive, we have developed the green4T Integrity and Compliance Program to disseminate the culture of integrity and ethics in the conduct of business and promote the action of all employees in accordance with the Brazilian Anti-Corruption Law (Law No. 12.846/13), the American Anti-Corruption Law (US FCPA – Foreign Corrupt Practices Act) and any specific law or rule existing on the subject in any of the countries in which we operate.

The Program is conducted by the independent Compliance and Internal Audit Board, which act in support of the Code of Ethical Conduct, the Anti-Corruption Policy and other policies of the organization. This takes place through the assessment of risks and controls, the identification of improper actions and the carrying out of communications and training so that all employees and third-party intermediaries know and follow the Company’s guidelines. The program is overseen by an Ethics and Integrity Committee, which meets quarterly, and consists of four members.

In 2021, we held Compliance Week between December 6 and 10, in order to promote International Anti-Corruption Day (12/9). During this time, we conducted email communications to inform our employees about the Compliance Program, the Code of Ethical Conduct and our reporting channels. Communication

was made with 100% of our employees and members of the governance bodies.

With regard to training, 100% of new employees in Brazil (241) and Latam (6) were trained in our policies and procedures to fight corruption. Additionally, the Company has the practice of conducting quarterly training on the topic for all new employees. In 2021, due to the pandemic, training took place remotely.

After training, employees sign a form giving their consent to the Code.



REPORTING CHANNEL

GRI 102-17 / 205-3 / 406-1

We have a **Reporting Channel**—independent, confidential and impartial—available to all stakeholders of green4T and its companies so that any suspected or improper acts that may compromise our ethical guidelines are reported.

All complaints are handled and directed to the **Company’s Compliance department**, which investigates the cases.

Reports can be made through any of the following **three channels**:

In 2021, we recorded the receipt of **14 complaints, seven of which were anonymous**. Of this total, eight were related to behavioral problems, and the others related to complaints from suppliers or employees and non-compliance with internal procedures. None were related to suspected corruption. We also did not record any instances of discrimination in the year.

All were evaluated, presented and discussed at the green4T Ethics and Integrity Committee.

Phone: **+55 11 96850 3293**
Email: **canaldaetica@green4t.com**
On the website:
<https://www.green4t.com/en/whistleblower/>





COMMITMENTS, CERTIFICATIONS AND SEAL

The quality and integrity of our governance is attested to by commitments made, certifications obtained and seals earned.

> Global Compact

We are signatories to the UN Global Compact, an initiative for companies to align their strategies and operations with ten universal principles in the areas of Human Rights, Labor, the Environment and Anti-Corruption, and to develop actions that contribute to addressing the challenges of society.

> Pro-Ethics

Pro-Ethics is a stamp by which the **Ministry of the Comptroller-General of the Federation (CGU)** seeks to strengthen the voluntary adoption of integrity measures by companies, through public recognition of those who, regardless of their size and field of operation, demonstrate their commitment to implementing measures aimed at the prevention, detection and remediation of acts of corruption and fraud.

For the 2020-2021 cycle, more than 300 companies participated in evaluations conducted by **CGU** auditors and technicians to obtain this recognition and only 67 companies achieved the objective, including Green4T Participações S/A and Green4T IT Solutions.

> Integrity and Anti-Corruption Pact

We have undertaken the commitment of green4T companies participating in the Ethos Institute’s Integrity and Anti-Corruption Pact, committing ourselves to publicizing Brazilian anti-corruption legislation to our employees and stakeholders.

In addition, we are committed to prohibiting any form of bribery or corruption, working for legality and transparency in contributions to political campaigns, and spearheading transparency of information and collaboration in investigations where necessary.

> ISO 37001

ISO 37001 is the **Anti-Bribery Management System** developed by the **International Organization for Standardization (ISO)**, which seeks to certify the establishment, implementation, maintenance, critical analysis and improvement of anti-bribery management systems.

During the certification process, the Company undergoes an internal audit to verify system compliance and make corrections and handling of breaches when necessary. Subsequently, the Company is audited by a certifying body that attests to the functioning of the system and recommends certification or not.

This was an effort coordinated by the Compliance Department, with the involvement of the various management areas regarding the procedures and controls adopted in day-to-day management. As a result, in March 2021, we achieved ISO 37001 certification for Green4T Soluções TI Ltda.

PERFORMANCE





CUSTOMER EXPERIENCE

GRI 103-1 / 103-2 / 103-3

We are a Company focused on and committed to the quality of the products and services we deliver to our customers.

We have a unique service model in Latin America, with our technical teams in the field acting and connected in real time with senior-level experts and professionals from our Center of Excellence.

This connection takes place in the digital environment, through the use of *Smart Glasses* (*"Augmented Hands & Eyes"*) attached to the professionals' PPE. This feature transmits high-definition images directly from the customer site, allowing the remote expert to accurately assess the critical scenario and pass on all necessary instructions for troubleshooting.

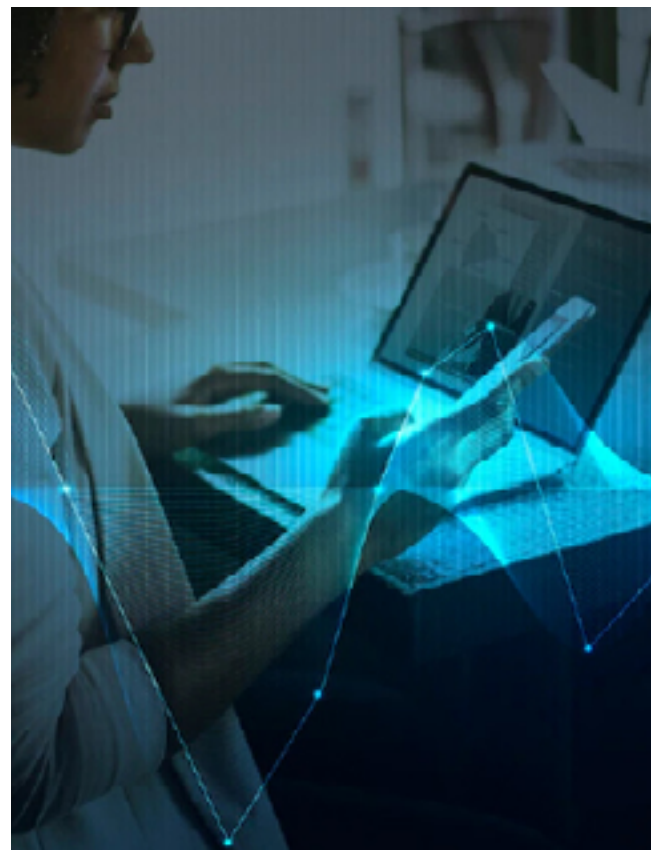
Five Smart Glasses were implemented throughout 2021. The expectation for 2022 is that another 36 pieces of equipment will go into operation, distributed throughout all states of the federation.

This innovation has substantially increased the efficiency of the services, reducing operational costs and the carbon footprint of the activities, due to the elimination of new physical trips of the technical teams to solve the same problem.

In addition, in order to ensure greater agility in the preventive and corrective replacement of parts, we have stocks (spare parts) located in strategic points of the country. Our inventory for component and equipment provision is the most complete in Brazil, covering **24** states.

Finally, we began to implement QR Codes in the equipment of the subsystems of the data center for the automation and control of the activities performed, with the objective of measuring and promoting more quality in the service provided by our professionals.

We assess our customers' satisfaction with our services through Net Promoter Score (NPS) surveys. In 2021, we conducted three surveys—in Q1, Q3, and Q4—achieving an average NPS of **89.17**, on a scale ranging from -100 to +100.



INNOVATION

GRI 103-1 / 103-2 / 103-3

green4T constantly invests in innovation to enhance its portfolio of services, aiming to collaborate in creating our customers' energy efficiency journey. This means reducing IT infrastructure power consumption by more efficiently managing data centers and optimizing the use of available resources.

One of these innovative initiatives launched in 2019 and enhanced in 2021 was Data Center Carbon Zero. The service comprises a multi-sector action plan (MAP), which acts on the physical and logical aspect of the data center and can reduce infrastructure energy consumption by up to 60%.

Based on this plan, we help our clients to contribute to the ESG agenda required in today's business environment by introducing these companies to the global effort to build the new low-carbon economy.

Another initiative developed last year was the Plancity digital platform, which integrates and analyzes information related to the urban ecosystem, delivering to the public manager the data intelligence necessary to create policies that improve citizens' lives. The technology generates a customized dashboard that enables real-time understanding of what is happening in the city, neighborhood to neighborhood, street to street, with its specific demands and potential.



OPERATIONAL PERFORMANCE

The COVID-19 pandemic and the resulting acceleration of companies’ digital transformation has made our activity critical and essential to society. In this context, 2021 reaffirmed, with companies that have their businesses anchored in the processing of data, the importance of having a Company that ensures the availability of its operations.

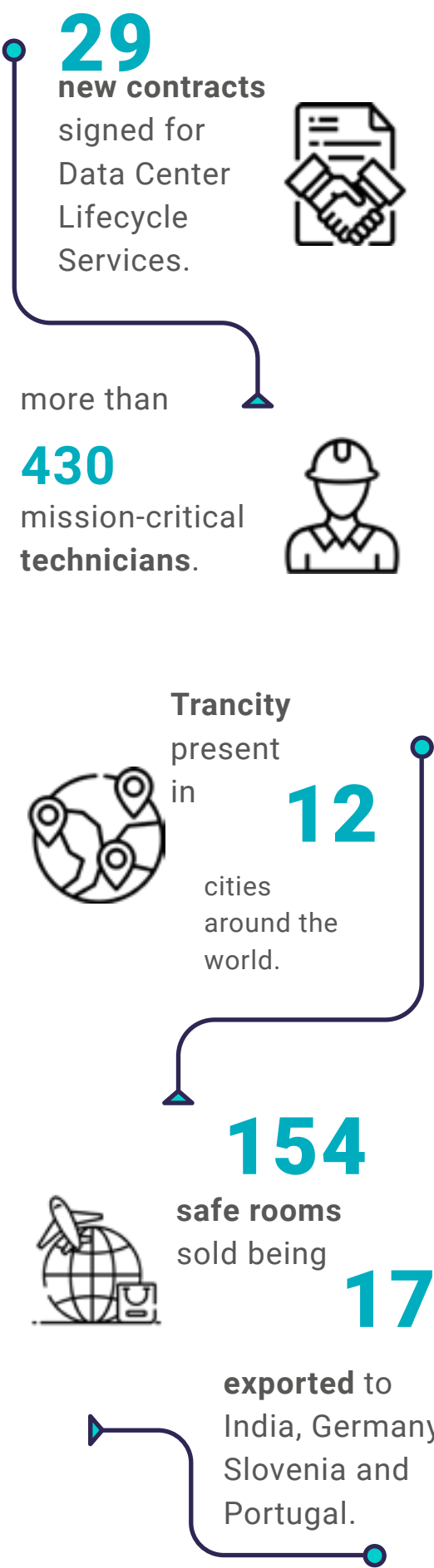
With 29 new contracts, revenues grew by approximately 15% over 2020.

Another highlight of the Company’s operating result was the increase in sales of modular solutions. In total, 154 safe rooms were sold in 2021, including new contracts for India, Germany, Slovenia and Portugal. In total, 2,644 m² of rooms were exported last year.

As a result, **Sismetal**, a Company that is part of Green4T Participações and operates in the manufacture of modular solutions, recorded a **280%** increase in its turnover.

Scipopulis – an innovation start-up that works with data analytics, processing, integration and visualization – has seen increased performance of its Trancity platform in the marketplace. At the end of 2021, the data management dashboard for bus fleets was present in 10 cities in Brazil, Santiago, Chile, and Vilnius, Lithuania.

Overall, we ended the year as an even stronger Company, supporting the business of an increasing number of customers, with a team of qualified employees and a portfolio of services that is cohesive and compliant with market needs.



FINANCIAL PERFORMANCE

GRI 102-7 / 102-45

The past two years have presented challenges that have impacted the Company’s business in different ways. In 2020, because of the shrinkage in global economic activity caused by the pandemic, we adopted a highly collective position. Thus, we chose to renegotiate contracts and extend payment terms with customers who presented with severe liquidity difficulty in the period, especially in the retail and air sectors.

In 2021, although we maintained this policy for part of the portfolio, a scenario of economic resumption was established in several segments served by green4T, such as industry, agriculture, telecommunications and energy. In this most positive and promising business environment, two solution verticals in our portfolio have seen outstanding business performance:

- Provision of Data Center Lifecycle Services, the most significant category in billing (**66%**);
- Modular data center exports, with **90%** growth in the period.

The following is the evolution of Total Contract Value (TCV) of our operations in the 2020-2021 biennium:

TOTAL CONTRACT VALUE (BRL MILLION)			
BRL million	2020	2021	Δ
Brazil	393	540	37,4%
Latam	23	28	21,7%
TOTAL	+416	+568	36,5%

The good performance resulted in greater financial availability for reinvestment in the Company. The resources were mainly intended for the acquisition of equipment and technical adaptation of the facilities of the new Sismetal plant in Sorocaba (SP). We also directed development efforts, with our *Proof of Concept* (PoC) customers using IoT technology and hiring new employees.

For 2022, the expectation is to capture even more value, with a positive effect on our new lines of business.

PEOPLE AND CULTURE





OUR TEAM

GRI 103-1 / 103-2 / 103-3 / 102-7 / 102-8 / 102-41

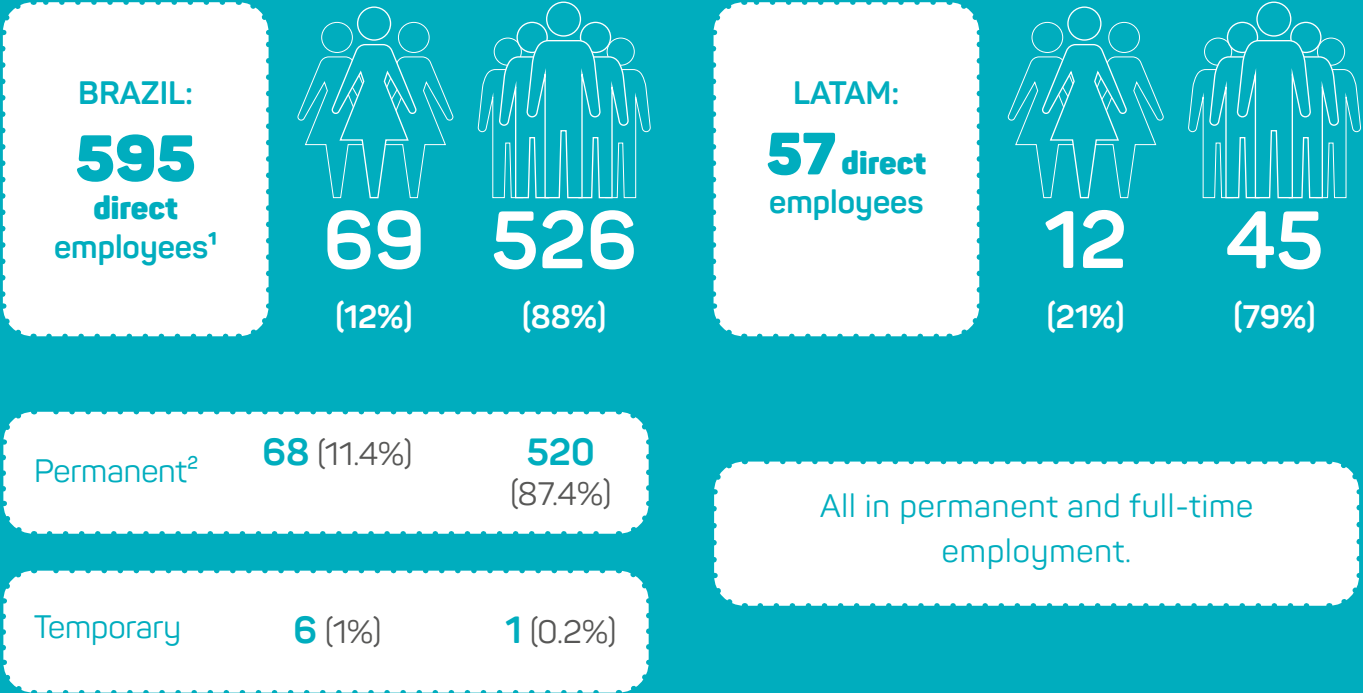
We share the vision that our Company is made up of people. Our employees are directly responsible for the Company’s success. They deliver the quality of the services we provide, are dedicated to the development of new products and services, and are committed to providing an unrivalled service that is highly recognized by customers and the market. Because of all this, they are always at the heart of our strategies.

In 2021, we paid special attention to the internal processes of the People & Management area, and reviewed our initiatives of welcoming new employees (onboarding), compensation, performance evaluation and benefits.

With some occasional restructurings, we reinforced the technical teams of Data Center Lifecycle Services, commercial, solutions and the body of leaders of the Company, leaving the Company stronger to face new challenges.

BRAZIL		
Region	Permanent	Temporary
North	3	
Northeast	23	
Center-West	57	
Southeast	490	7
South	15	
TOTAL	588	7

LATAM	
Region	Permanent
Argentina	18
Chile	19
Uruguay	4
Colombia	2
Costa Rica	14
TOTAL	57



1) We have 1 employee of undefined gender in our systems (permanent and Southeast)
2) We have 2 part-time employees, one male and one female.



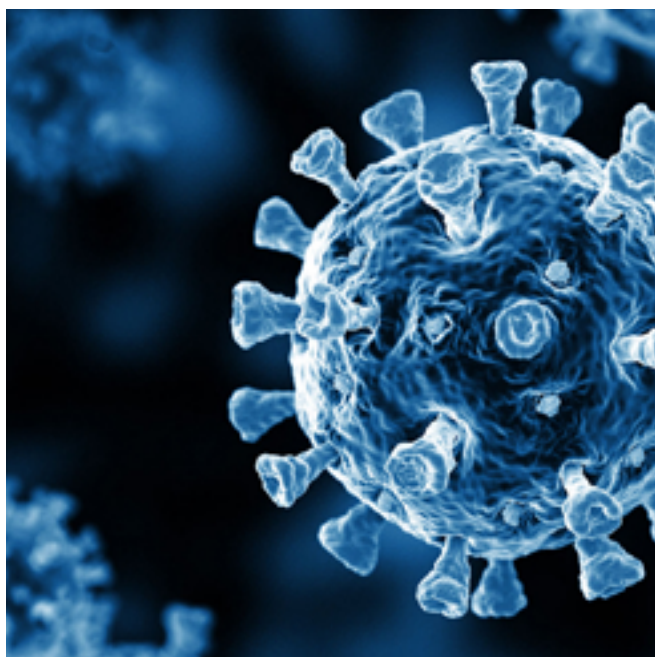
96%* of employees in Brazil are covered by collective bargaining agreements.

*Interns, apprentices and Pro-Labore are not included. LATAM employees do not follow a collective agreement.

Initiatives to deal with COVID-19

Also in 2020, with the accelerated worsening of the coronavirus pandemic and the need to establish a social distancing regime that would lead most of the population to stay inside the home, the Federal Government of Brazil issued Decree 10,282, of March 20 of that year, approved by the National Congress, which established the 49 activities considered essential for the functioning of the country. These include:

- Service related to information technology and data processing (data center) to support other anticipated activities.



In the face of this circumstance, our Company adopted a series of measures to preserve the health of our employees and mainly of the field teams, essential for the maintenance of the Company's activities and for the continuity of our customers' critical operations.

The creation of the COVID Risk Management Committee played a key role in formulating and centralizing the health and safety-related

actions and information of the teams. Under the ongoing guidance of infection physician Dr. Vivian Avelino da Silva, the disciplinary committee developed several preventive and disinfecting measures in the workplaces in all operating units and offices, determined new practices and behaviors for the provision of services and used the green4T communication channels to reinforce actions to combat coronavirus.

In addition to providing an email and telephone hotline to employees with information on suspected/confirmed cases of contagion – an initiative that was of the utmost importance for monitoring the virus in our Company – we implemented measures in the offices and in the activities of employees within Company facilities.

All procedures adopted included the green4T, Sismetel, Scipopolis and DCC companies. Among the employee health prevention initiatives that have been carried out since the beginning of the pandemic, we highlight:

Internal actions

- Creation of a multidisciplinary committee ("COVID Risk Management Committee") dedicated to the structuring and management of preventive actions to safeguard the health and well-being of our employees, customers and partners;
- Channels (email and telephone) were made available to employees to report suspected and confirmed cases of virus contagion;
- Increased frequency in cleaning routine of tables, toilets, handles, lavatory faucets, bathroom latches, discharge triggers and other contact points;

- Installation of alcohol gel equipment and dispensers at office access points, operating units and fleet vehicles;
- Provision of disposable cups to replace the use of mugs and personal cups;
- Elimination of drinking fountains in all units that had this type of equipment;
- Switching off the air conditioning in environments with windows, keeping them open for ventilation and air renewal in the environment;
- Increase in air conditioning ventilation to the maximum level in environments where there were no windows;
- Temporary deactivation of biometrics in offices and units with this access control.

New practices

- Right at the beginning of the pandemic, the home office and employee escalation regime was adopted to reduce the risk of simultaneous contagion that could harm the Company's normal activities and the provision of services to customers;
- International business travel was restricted and could only be carried out exceptionally, with the express authorization of the Risk Management Committee;
- Domestic business travel was not restricted, but employees were instructed to avoid these trips whenever possible;
- Training and staff meetings were prohibited from taking place in non-ventilated rooms: these were deactivated by the Facilities team at all sites;

- All employees were instructed to use the Microsoft Teams tool to conduct video conferences in place of face-to-face meetings;
- Requirement for key suppliers and service providers to adopt contingency and



prevention plans aligned with the measures indicated by the Ministry of Health, with the aim of mitigating the risks of virus spread among our employees, customers and partners.

Prevention

- A comprehensive guidance plan was sent to employees if coronavirus contamination was confirmed, which included measures ranging from prompt notice to the COVID Risk Management Committee to steps to be taken regarding medical care and home hygiene;
- Extensive disclosure of prevention measures and guidelines through communication tools (WhatsApp channel, newsletter and communications);

- Live streaming with Dr. Vivian, infection physician, for guidance on fighting, and greater knowledge of the virus;
- Publication of materials reinforcing the importance of adopting the recommendations of the Ministry of Health regarding the fight against COVID-19 such as: to maintain distance, always sanitize hands with alcohol gel or soap and water, not greet with hugs or using hands, always wear masks and

cover your mouth and nose when sneezing or coughing.

In 2021, a total of 78 cases of contamination were confirmed, with a significant reduction in monthly indicators starting in the second quarter. In addition to all cases since the start of the measurements, in March 2020, 114 cases of COVID-19 contamination were recorded.

RECRUITMENT AND SELECTION

GRI 401-1

In an industry where labor is highly valued and competed over in the marketplace, the products and services we work with and our sustainability action have proven to be valuable differentiators for attracting talent.

Our recruitment and selection process for open positions at the Company begins with an alignment of expectations between the area with the open position and the People & Management team.

Prior to the public announcement of the position, an assessment is conducted in all areas of the Company in order to detect the possibility of internal recruitment, valuing the talents that are already part of our team.

For external advertisement, we are implementing an Applicant Tracking System (ATS), with two suppliers, where vacancies

will be available on LinkedIn and other job pages, in addition to being posted on the “Career” page on the green4T website. The Company also has two recruitment and selection consultancies that are used when the announcement is an operational vacancy.

Candidates who are screened are called in for an interview with People & Management to gather general information about their current career, behavior and identification of Cultural Fit. Subsequently, with the managers, a new meeting is held for technical evaluation in the area of operation.

After the candidate has been approved, the proposal is formalized and, if accepted, the hiring process is started.

2021 HIRES:

BRAZIL		
Age group	Total Number of Hires	Hire rate (%)
Under 30	68	52%
Between 30 and 50	148	39%
Over 50	25	33%
Gender	Total Number of Hires	Hire rate (%)
Male	215	41%
Female	26	38%
Region	Total Number of Hires	Hire rate (%)
North	1	33%
Northeast	5	21%
Center-West	16	31%
Southeast	215	44%
South	4	25%

LATAM		
Age group	Total Number of Hires	Hire rate (%)
Under 30	1	2%
Between 30 and 50	5	9%
Over 50	0	0%
Gender	Total Number of Hires	Hire rate (%)
Male	4	9%
Female	2	17%
Region	Total Number of Hires	Hire rate (%)
Costa Rica	2	14%
Argentina	1	5%
Chile	3	15%

TURNOVER IN 2021:

BRAZIL			LATAM		
Age group	Total Number of Hires	Hire rate (%)	Age group	Total Number of Hires	Hire rate (%)
Under 30	34	26%	Under 30	3	30%
Between 30 and 50	82	21%	Between 30 and 50	2	5%
Over 50	22	29%	Over 50	0	0%
Gender	Total Number of Hires	Hire rate (%)	Gender	Total Number of Hires	Hire rate (%)
Male	99	19%	Male	3	6%
Female	39	57%	Female	2	16%
Region	Total Number of Hires	Hire rate (%)	Region	Total Number of Hires	Hire rate (%)
North	2	67%	Costa Rica	2	11%
Northeast	2	8%	Chile	3	21%
Center-West	5	10%			
Southeast	123	25%			
South	6	38%			

At the end of this document, in the chapter “Content Appendices”, we present our indicator of maternity and paternity leave.

EMPLOYEE EXPERIENCE

INTEGRATION AND CULTURE

We understand that the onboarding process for new employees is critical for them to know and take ownership of the green4T culture. That’s why we’ve structured an onboarding process that aims to welcome and follow up with our new team members in their first few months with us.

On his/her first day of employment, the employee undergoes an institutional integration that addresses the routines of the area of People & Management, Certifications and IT. Within eight weeks, the employee will participate in an online conversation with our CEO, Eduardo Marini, regarding the Company’s trajectory, sustainability and career, with space for questions and interactions with participants.

In the second half of 2021, we implemented the post-hire interview: a conversation of the People & Management team with the employees who had completed six months at the Company, so we could understand their level of absorption of the organizational culture and capture of any feedback.

In addition, we promote bimonthly live streams with our CEO that are open to all employees, where topics included in the Company’s daily life, strategic information about the business and other relevant indicators are addressed.



Green News is our internal communication channel where employees can keep up with news about our business, new employees, cultural tips and more.

TRAINING AND EMPOWERMENT

GRI 404-1

The constant training and empowerment of our teams is of paramount importance for the quality and excellence of our services.

Therefore, throughout the year, various training courses are conducted according to each employee’s area, in order to ensure complete regulatory sufficiency for the topic covered.

Among the training courses performed are Health, Safety and Environment (HSE) routines, which address, for example, Regulatory Standards 06, 10, 12, 18, 20 and 35.

Other, more general, training is intended for all employees, such as Quality, Compliance (learn more on page 27) and People & Management training.

BRAZIL	
Training Hours	
Gender	Average Training Hours
Male	17.72
Female	5.30
Functional Category	Total number
Coordination	21.62
Officers*	-
Team	27.19
Management	11.60
Executive Management*	-
Oversight	72.80
Vice President*	-

LATAM	
Training Hours	
Gender	Average Training Hours
Male	1.22
Female	0
Functional Category	Total number
Field employees	1.22

*Officers, Executive Management, and Vice Presidents did not receive training in 2021.

EVALUATION AND PERFORMANCE

GRI 404-3

Our employee performance review cycles occur semi-annually in the months of February and August, and all employees with more than six months of employment are evaluated. Through the Qulture.rocks tool, employees complete a self-assessment and are evaluated by their direct managers.

In 2021, 100% of employees with more than six months at the Company participated in a performance evaluation.

This is a critical process in managing our human resources, as it is the time to review

individual performance, provide constructive feedback for professional growth, understand ambitions and map out each employee’s next steps to achieve them.

This is an action carried out with all levels of employees in our Brazilian operations. In 2022, this process will also be expanded to our Latin American locations.

BENEFITS AND RECOGNITION

GRI 401-2

In our Brazilian operations, we offer green4T paid medical care plans for employees and, upon employee enrollment, for dependents, dental service, life insurance, food or meal vouchers, transportation or charter vouchers and day care assistance for those who are applicable.

In addition, our employees have special offers at:

- **Prosaúde**, which offers 24/7 online medical care;
- **Zenklub**, which provides access to low-cost psychotherapies;

• **Gympass**, which offers in-person and online classes;

• **Saint Paul Business School**, for courses and careers in the areas of leadership, finance, management, marketing, strategy, and others.

In Latin America operations, the Company offers health plans to employees and, specifically in Chile, there are also food and transportation aids.



Through this program, we recognize employees who are active in Data Center Lifecycle Services that have made a difference in the month, semester and year. After the nomination and evaluation of the leadership, the chosen employees are presented with a certificate and a voucher with a value ranging from BRL 300 to up to BRL 3,000.



DIVERSITY AND INCLUSION

GRI 405-1

We operate with disciplines (technology and engineering) where the availability of professionals is mostly male. We thus see in the design and promotion of Diversity practices, an opportunity to be an agent of change, attracting more women and promoting diversity in the technology and technical services segments.

DIVERSITY OF EMPLOYEES

LATAM			
By gender			
Functional Categories		% Men	% Women
Officers		100%	0%
Managers		37.5%	62.5%
Coordinators		50%	50%
Employees		90%	10%
By Age Group			
Functional Categories	Under 30	Between 30 and 50	Over 50
Officers	14%	67%	19%
Managers	25%	75%	0%
Coordinators	24%	65%	11%
Employees	19%	65%	16%

BRAZIL			
By gender			
Functional Categories		% Men	% Women
Coordination		81%	19%
Officers		88%	12%
Team		89%	11%
Management		81%	19%
Executive Management		71%	29%
Oversight		97%	3%
Vice President		100%	0%
By Age Group			
Functional Categories	Under 30	Between 30 and 50	Over 50
Coordination	14%	67%	19%
Officers	25%	75%	0%
Team	24%	65%	11%
Management	19%	65%	16%
Executive Management	14%	86%	0%
Oversight	14%	64%	22%
Vice President	0%	33%	67%

At the end of this document, in the chapter “Content Appendices”, we present other indicators of diversity.

When we analyze the percentage of women in each area of the Company, it is possible to notice a low participation of females in teams such as Operations and Production, but greater equality in the Commercial, G&A teams – which comprises the areas of People & Management, Finance and Supply – and Smart Cities.

In recent years, the Company has developed programs aimed at fostering the participation of women in all areas of the Company, mainly for the technical sectors described below.

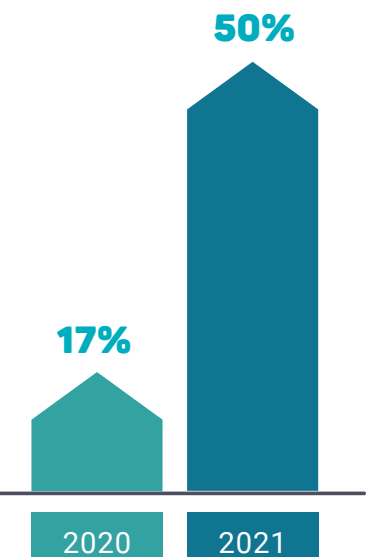
% of women	
Commercial	37.1%
G&A	39.4%
Operations	5.7%
Production	0.0%
Smart Cities	40.0%

SUMMER JOB – Only for them

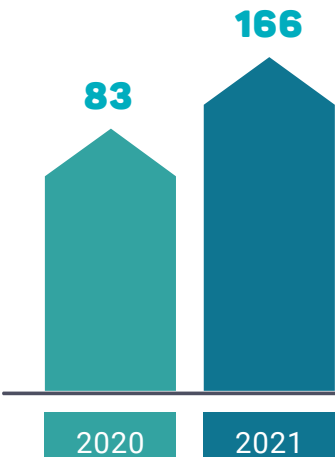
With editions in 2020 and 2021, our paid vacation internship program selected young female college students to develop projects that have a positive impact on the organization.

The program helps participants to develop their skills and gain knowledge in various areas such as People & Management, Continued Services, Sustainability, DevOps, IoT, and Commercial.

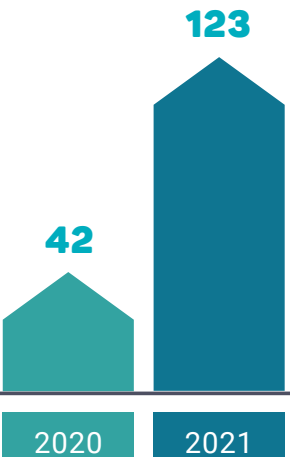
Proportion of interns remaining with the Company after Summer Job



LinkedIn and Facebook registrations



Applications via form



For the 2021 program, the six selected people did 60 days of immersion and application of methodologies such as Design Sprint, Service Design, Digital Product Design and Storytelling.

For green4T, the Summer Job is seen as an opportunity to focus the process of talent attraction and culture transformation.



As part of the agenda to value women at our Company, the initiative was created in March 2021 with the goal of promoting the personal and professional improvement of our female employees, in addition to providing a space for welcoming, supporting and sharing experiences.

With an average of 48 participants per meeting, women from all over Latin America carried out activities that provided self-awareness, exchange of experiences, career development and networking among the Company’s women.

To do this, ten online meetings were held, mediated by a coach and specialist in Human Management and Development.

Career Talks Project

For 2022, we will be holding “Career Talks”, a program that aims to promote a path of knowledge and discussions regarding the career of our female employees, divided into three macro stages, “Know yourself, position yourself and move yourself”.

These steps will contribute to the development of some skills, such as leading, inspiring, better communicating about yourself, and networking.

Nine meetings will be held throughout the year, with lectures, open discussions, group activities and the availability of complementary materials for self-development.

SOCIAL ACTION



PROJECTS SUPPORTED VIA INCENTIVE LAWS

At green4T, we are aware of our role in society and the relevance that the private sector has in supporting initiatives that produce a positive socioeconomic result. In this sense, our social action guidelines are based on education for technology, female empowerment, sustainability and urban mobility.

In 2021, the Company supported five different projects via the Incentive Act, with a total contribution of BRL 180,000.

Project	Proponent	Contribution	Law		Location	Detailing	SDG
"Innovation Ecosystems" documentary	Prosa Press Media Consulting	BRL 80,000	Federal Culture Incentive Act		Digital project transmitted via YouTube and social media	The project aims to produce the documentary "Innovation Ecosystems", which proposes to be a portrait of Brazil updated with the world's trends in innovation and technology.	9
Annual Sports Activity Plan – Sport is for everyone.	Brazilian Association of Education and Culture	BRL 20,000	Federal Sports Incentive Act		São Paulo (SP)	The main objective of the project is to promote sports practice for children and adolescents in situations of socioeconomic vulnerability and at school age, served free of charge at Marista Social Schools after school hours or on extended days.	3 10
Sustainable City	Future Generation	BRL 20,000	Childhood and Adolescent Fund		Pombos (PE)	The Sustainable City aims to train adolescents from public schools into Environmental Development Agents, to contribute to the reforestation and tree-planting of its territory, providing quality of life and a sustainable city.	3 4 11 13
More Health – Year I	Municipality of Sul Brasil – SC	BRL 20,000	Elderly Fund		Sul Brasil (SC)	The More Health – Year 1 project seeks to expand and strengthen the practice of physical activities and nutritional orientation with the elderly of the municipality of Sul Brasil (SC) through guided walking and activities.	3 4 10
Identification of cancer etiological factors through genomic signature	HCFMRP-USP FAEPA – Education, Research and Assistance Support Foundation (Fundação de Apoio ao Ensino, Pesquisa e Assistência)	BRL 20,000	PRONON		Ribeirão Preto (SP)	The objective is to identify and describe the main tumor etiological factors that lead to the development of cancer in the Brazilian population through the use of genomic signature, in order to propose prevention and early diagnosis strategies for the population.	3

PRIVATE SOCIAL INVESTMENT

In 2021, we made two investments of BRL 50,000 each in two Brazilian institutions.

The first of them, the IT Mídia Institute carries out educational projects aimed at training and preparing young professionals. **Among the main projects carried out are:**

- **Professional of the future:** grant scholarships to low-income young people, mainly in the state of São Paulo. The initiative aims to train about 45 young talents in the Information Technology sector every year;
- **I train:** an online platform that promotes youth training through 135 free courses on four main paths: Tech, Digital Fluency, Soft Skills and Entrepreneurship.

The second institution is **Passos Mágicos [Magic Steps]**, located in the municipality of Embu-Guaçu, which has as its mission the transformation of the lives of young people and children who are socially vulnerable through education, offering tools to lead them to better life opportunities. The institution offers classes in Portuguese, Mathematics and English after school hours, as well as psychological and psycho-pedagogical follow-up, cultural activities, scholarships for school and higher education students, and labor market entry follow-up.

greenTALKS



The **greenTALKS** podcast was created in 2020 and seeks to discuss topics related to digital transformation, hybrid IT infrastructure, data center industry energy efficiency, smart cities and disruptive technologies such as IoT and edge computing, while also discussing the impact of technology sector activities on the economy, society and the environment.

Available on the **Spotify** audio platform, the communication channel has bi-weekly episodes with the participation of guests: technical experts, managers of technology companies and representatives of civil entities and NGOs.

In 2021, there **were 20 published interviews, with a total of 419 minutes of content posted and free**, and also posted on the Company’s social media.

“DASHBOARD FOR ALL” CAMPAIGN

Between May 2020 and March 2021, the period of coping with the COVID pandemic, green4T, through its start-up Scipopulis, launched the “Dashboard for All” campaign, which consisted of the free assignment of the Trancity tool during these ten months.

The main objective of the project was to equip city halls in Brazil’s main cities with a powerful tool for managing public transportation during the COVID pandemic. With Trancity, municipal authorities were able to monitor in real time the effective supply of the bus fleet, track variations in the demands of system lines, evaluate speed and performance gains with reduced traffic and compare the supply of buses on the street with passenger demand.

The assignment included the costs of licensing, cloud hosting, report development and technical support, generating an improvement in the service and quality of life of those who use public transportation to move around.

In all, eight cities in Latin America (São Paulo, Rio de Janeiro, Belo Horizonte, Florianópolis, Porto Alegre, Teresina, São José do Rio Preto and Santiago, Chile) joined the campaign.

The Trancity dashboard brought positive impacts to both the public administration and the day-to-day lives of citizens. The tool was implemented in 26% of Brazilian public bus transportation, monitored 30,712 vehicles and collaborated with an increase of health security for thousands of passengers who use the system daily.



GREEN TECHNOLOGY

3 GOOD HEALTH
AND WELL-BEING



9 INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



11 SUSTAINABLE
CITIES AND
COMMUNITIES



13 CLIMATE
ACTION



ENVIRONMENTAL MANAGEMENT

GRI 103-1 / 103-2 / 103-3

With society increasingly connected and companies more dependent on data processing, our Company has sought to mitigate the impact of this globalized digitization on the environment.

Driven by this purpose, we seek to participate in the worldwide debate on the warming of the Earth and the climate change resulting from this phenomenon, which may significantly affect the longevity of our customers' business and life on the planet.

During the year, we became a signatory to the **UN Global Compact**, the world's largest corporate sustainability initiative, with nearly 12,000 companies and institutions from 161 countries, whose goal is to align business operations with the ten universally accepted principles in the areas of human rights, labor, the environment and anti-corruption.

In 2021, we attended the 26th United Nations Climate Change Conference (COP26), held in Glasgow, Scotland. The event brought together around 200 heads of state, scientists, environmentalists, entrepreneurs, organizations and leadership from around the world in order to determine strategies to

reduce the emissions of polluting gases that cause global warming.

We participated in a forum hosted by Responding to Climate Change (RTCC) a non-profit organization established in 2002, ranked as an official observer for the United Nations Framework Convention on Climate Change (UNFCCC), the Convention on Biological Diversity (CBD), and the United Nations Convention on Combating Desertification (UNCCD).

In the program, Eduardo Marini, CEO of green4T, participated in a panel on the energy transition towards zero carbon emissions, where he highlighted Brazil's role in promoting renewable energy for the development of a more energy efficient and low environmental impact IT industry, and Roberto Speicys, CEO and co-founder of Scipopulis, presented the role of data analytics platforms to produce insights for the public manager and collaborate in reducing carbon emissions from the city transportation system.

Also at COP26, together with other companies associated with the Ethos Institute and participants of the Environmental Working Group, we signed the letter "Business Proposals and Recommendations for the Brazilian NDC", which presents assumptions and commitments of the business sector in a contribution to efforts to reduce the global impacts of climate changes, related to the emission of greenhouse gases, the value chain, sociobiodiversity and public policies.

Increasingly, data centers form the basis for the use of technological resources in the most diverse sectors of the economy. At the same time, they account for a significant part of the world's energy consumption. That's why we see the service we provide as critical to enabling the technology sector to be more sustainable, through efficiency of the facilities, achieving the best yield with minimal resources.

In this sense, our environmental concern extends both to our operations, whose main impacts are related to waste disposal and

WASTE

GRI 306-2

In 2021, we implemented the Solid Waste Management Program, which defines the methodology and criteria used for the systematized control of waste generated in green4T's Data Center Lifecycle Services activities and Sismetel's services for maintenance and manufacturing of various parts.

Annually, our employees receive training to strengthen awareness and promote knowledge about waste management, reinforcing the concepts of reducing, recycling and reusing, and informing them about the correct disposal and storage of waste.

In our operation, we develop sustainable and selective collection practices, such as identifying waste bins according to standards established by environmental agencies and carrying out awareness work within the Company for the correct disposal of materials that are exchanged at our customers' facilities, such as batteries, oils, lamps and others.

energy consumption, and to the energy efficiency of the data centers we supply to our customers, which contributes to the emission of Greenhouse Gases and, consequently, impacts global warming.

A practical example of our evolution in waste management is batteries, where we rely on partnerships to carry out the reverse logistics of these items. Altogether, we have already sent 2,874 batteries for recycling. Oil filters and air filters are other items we also collect for recycling.

The disposal of waste generated in our own operation is done through third-party companies, the processes are composed as follows:

1. Issuance of Residues and Waste Transport Manifest.
2. Transport manifest.
3. Certificate of Final Disposal (CFD). This document certifies the receipt and final disposal of the related residues and waste using the above-mentioned technologies.

ENERGY

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

The Company’s energy consumption in 2021 encompasses the consumption of gasoline and ethanol carried out by its fleet of vehicles and the electricity consumption of the Rio de Janeiro (RJ), Brasília (DF), Belo Horizonte

(MG), Espírito Santo (ES), Campinas (SP), Curitiba (PR), Diadema (SP), Porto Alegre I and II (RS), Atec Salvador (BA), Sismetel and green4T Barueri (SP) units.

	(MJ)	%
Non-renewable fuel consumption		
Gasoline	4,456,492.53	74.70
Renewable fuel consumption		
Ethanol (ethyl alcohol hydrate)	431,885.79	7.23
Electricity Consumption (grid)	1,078,232.40	18.07
Total energy consumption	5,966,610.72	100

EMISSIONS

GRI 305-1 / 305-2 / 305-3

In order to measure the impact of our activities on the climate, we carry out the Greenhouse Gas Emissions Inventory annually. The

following is the data for the year 2020, based on the units of Green4T Participações. 2021 data is being consolidated and will be reported in a following report.

Scope 1: Direct GHG emissions*

	Emission tCO2e	% of Emissions in Category	% of Emissions over Total Scope	% Emissions over Sum of Scopes
Mobile Combustion				
GLP	0.48	0.40%	0.40%	0.16%
Commercial Gasoline	119.81	99.26%	99.14%	40.29%
Hydrated Ethanol	0.41	0.34%	0.34%	0.14%
Total	120.70	100%	99.88%	40.59%

*Emissions indicators include information from the units located at: green4T RJ, green4T Brasília (DF), green4T BH, green4T Campinas (SP), green4T Salvador (BA), Porto Alegre (RS), green4T Texas – SP I, green4T Texas – SP II, Espírito Santo, Curitiba (PR), Diadema (SP), Argentina, Chile and Costa Rica.

	Emission tCO2e	% of Emissions in Category	% of Emissions over Total Scope	% Emissions over Sum of Scopes
Fugitive Emissions				
Carbon Dioxide	0.15	100%	0.13%	0.05%
Total	0.15	100%	0.13%	0.05%
Total Scope 1				
	120.85	-	100%	40.64%

Scope 2: Indirect GHG emissions*

	Emission tCO2e	Consumption (MWh)	% of Emissions over Total Scope	% Emissions over Sum of Scopes
Electrical Power Purchase				
Energy	41.37	543.68	100%	13.91%
Total Scope 2				
	41.37	543.68	100%	13.91%

Scope 3: Other Indirect GHG emissions*

	Emission tCO2e	% of Emissions in Category	% of Emissions over Total Scope	% Emissions over Sum of Scopes
Business Travel				
Air Travel	135.16	100%	100%	45.5%
Total Scope 2				
	135.16	100%	100%	45.5%

Total Emissions*

	Emission tCO2e	% Emissions over Sum of Scopes
Scope 1	120.85	40.64%
Scope 2	41.37	13.91%
Scope 3	135.16	45.45%
Sum of emissions	297.38	100%



APPENDICES



CONTENT APPENDICES

BUSINESS PERFORMANCE AND CONTINUITY INDICATORS

SASB TC-SI-550a.1 – Number of (1) performance issues and (2) service interruptions; (3) total customer downtime.

1) The entity must disclose (1) the number of performance issues in software and information technology (IT) services provided to customers.

Total number of issues considering outages greater than 10 minutes and less than or equal to 30 minutes = 7 distributed as follows:

- (i) Number of issues related to infrastructure issues = 2 (downtime indicator)
- (ii) Number of issues related to ONLINE platform outages = 2 (connectivity)
- (iii) Number of issues related to hosting platform outage = 3 (cloud storage services)

2) The entity must disclose (2) the number of service interruptions in software and IT services provided to customers.

Total issues considering outages of over 30 minutes = 17 distributed as follows:

- (i) Number of issues related to infrastructure problems = 12 (downtime indicator)
- (ii) Number of issues related to ONLINE platform outages = 3 (connectivity)
- (iii) Number of issues related to hosting platform outage = 2 (cloud storage services)

3) The entity must disclose (3) total customer downtime related to performance issues and service interruptions in software and IT services provided to customers.

Total downtime due to outage issues = 108.60 hours distributed as follows:

- (i) Number of issues related to infrastructure problems = 88.28 (downtime indicator)
- (ii) Number of issues related to ONLINE platform outages = 8.57 (connectivity)
- (iii) Number of issues related to hosting platform outage = 11.75 (cloud storage services).

SASB TC-SI-550a.2 – Description of Business Continuity Risks Related to Operations Interruptions.

Examples of disruptions include, but are not limited to: those caused by technical failures, programming errors, cyber attacks, weather events, or natural disasters in hosting facilities.

- 1 – Internet Instability
- 2 – Server unavailability where all Data Center Lifecycle Services information is processed and archived.
- 3 – Instability in the Service Order management platform and Unavailability of the remote monitoring platform of customers who have contracted ONLINE.
- 4 – Unavailability (Downtime) of the Data Center where process management and monitoring systems are stored.

The entity shall discuss the measures it implements to address business continuity risks, such as technologies or processes that reduce the impacts of disruptions, increase systems resilience, ensure against loss, or provide redundancies for critical business operations. Loss of communication with the platform.

- 1 – Data link redundancy implemented with ring configuration and with different carriers.
- 2 – Contracting of a backup site for the operation of online management and monitoring platforms.
- 3 – Impact of unavailability ACTI – Manual generation of Work Order and manual control of services through spreadsheets.

The entity may discuss the estimated value of the potential loss, the likelihood of that loss, and the associated time period. These estimates may be based on insurance numbers or other third-party or internal assessments of potential loss.

- 1 – Internet – Potential loss – meetings with internal and external customers. Low Probability/Medium Impact.
- 2 – Unavailability of Servers – Loss of access to files, contracts, controls. Low Probability/Medium Impact.
- 3 – Instability in the O.S. management platform – Difficulty managing SLAs, difficulty opening and closing documents – non-compliance in ISO audits. – Loss of monitoring of customers – Low Probability/Medium Impact.
- 4 – Unavailability in ONLINE – Loss of monitoring of customers – Low Probability/High Impact.

MATERNITY/PATERNITY LEAVE INDICATORS

GRI 401-3 – Maternity/Paternity Leave

BRAZIL		LATAM	
Total number of employees who took maternity/paternity leave in the year		Total number of employees who took maternity/paternity leave in the year	
Gender	Total Number	Gender	Total Number
Female	4	Female	0
Male	0	Male	2
Total number of employees who should have returned to work after maternity/paternity leave in the year		Total number of employees who should have returned to work after maternity/paternity leave in the year	
Gender	Total Number	Gender	Total Number
Female	4	Female	0
Male	0	Male	2
Total number of employees who effectively returned to work after maternity/paternity leave in the year		Total number of employees who effectively returned to work after maternity/paternity leave in the year	
Gender	Total Number	Gender	Total Number
Female	4	Female	0
Male	0	Male	2
Total number of employees who should have returned to work after maternity/paternity leave in the year PRIOR to the reporting period		Total number of employees who should have returned to work after maternity/paternity leave in the year PRIOR to the reporting period	
Gender	Total Number	Gender	Total Number
Female	3	Female	0
Male	0	Male	3
Total number of employees who completed this year 24 months or more of their return to work after leave		Total number of employees who completed this year 24 months or more of their return to work after leave	
Gender	Total Number	Gender	Total Number
Female	6	Female	0
Male	0	Male	3

*The Company does not register paternity leave in the Brazil system.

DIVERSITY INDICATORS

GRI 405-2 – Wage to Compensation Ratio for Women and Men

BRAZIL and LATAM	
Functional Category	Mathematical ratio between women’s and men’s base salary
Commercial	
Sales Manager	1,25
Account manager	1,04
G&A	
Lawyer	1,27
Financial Analyst	1,08
Tax analyst	1,00
HSE Technician	1,04
Operations	
Administrative Assistant	0,98
Automation specialist	0,91
Lifecycle services developer	1,10

SASB TC-SI-330a.1 – Percentage of employees who are (1) foreign nationals and (2) foreign residents

	BRAZIL	LATAM
(1) Foreign nationals	0.01%	12.3%
(2) Located outside of entity’s country of domicile	8.7%	-

SASB TC-SI-330a.3 – Percentage of representation of gender and racial/ethnic group for (1) management, (2) technical team and (3) all other employees.

	BRAZIL		LATAM	
	Female	Male	Female	Male
Management	14%	86%	40%	60%
Technical Team	11%	89%	0%	100%
Other Employees	-		50%	100%

	BRAZIL				
	Oriental	Black	Brown	White	Other
Management	-	2%	32%	54%	13%
Technical Team	1%	8%	44%	34%	13%
Other Employees	-	-	-	-	-

	LATAM				
	Oriental	Black	Hispanic/Latino	White	Other
Management	-	-	100%	-	-
Technical Team	-	-	100%	-	-
Other Employees	-	-	100%	-	-

GRI AND SASB CONTENT INDEX

GRI 102-55

Standard	Disclosures	Name	Reference/Direct Response	Global Compact
GRI 101: Fundamentals 2016				
GRI 102: General Content	102-1	Organization Name	Page 11	-
	102-2	Activities, brands, products and services	Page 14	-
	102-3	Organization Headquarters Location	Page 13	
	102-4	Location of Operations	Page 13	-
	102-5	Nature of Property and Legal Form	Page 20	-
	102-6	Markets served	Page 11	-
	102-7	Organization Size	Pages 13, 35 and 39	-
	102-8	Information about employees and other workers	Page 38	6
	102-9	Supply Chain	Page 25 and 26	-
	102-10	Significant changes to the organization and its supply chain	Page 25	-
	102-11	Precautionary principle or approach	Despite not following the precautionary principle, the Company has a robust risk management process, with responsibility in the Compliance area	-
	102-12	External Initiatives	Page 26	-
	102-13	Participation in associations	UITP-International Public Transport Association	-
	102-14	Highest Executive Statement	Page 4	-
	102-16	Values, Principles, Regulations and Codes of Behavior	Page 12	10
	102-18	Governance Structure	Page 20	-
	102-40	List of stakeholder groups	Page 9	-

GRI 102: General Content	102-41	Collective bargaining agreements	Page 38	3
	102-42	Stakeholder Identification and Selection	Page 9	-
	102-43	Approach to Stakeholder Engagement	Page 9	-
	102-44	Key Concerns and Topics Raised	Page 9	-
	102-45	Entities included in consolidated financial statements	Page 35	-
	102-46	Defining Report Content and Topic Thresholds	Page 9	-
	102-47	List of material topics	Page 9	-
	102-48	Information Reformulations	As it is the first report of the Company, there were no reformulations.	-
	102-49	Changes in reporting	As it is the first Company report, there were no changes.	-
	102-50	Period covered by the report	Page 8	-
	102-51	Date of most recent report	Page 8	-
	102-52	Reporting Cycle	Annual	-
	102-53	Contact for Questions on the Report	Page 8	-
	102-54	Reporting statements in compliance with GRI Standards	This report has been prepared in compliance with GRI Standards: Essential option	-
	102-55	GRI Content Summary	Page 71	-
	102-56	External Verification	There is no external	-
Material theme: Efficient and Ethical Conduct				
GRI 103: Form of management 2016	103-1	Explanation of the material theme and its limits	Page 20	-
	103-2	Management on the material theme	Page 20	-
	103-3	Management evolution	Page 20	-
GRI 102: General contents 2106	102-15	Key impacts, risks and opportunities	Page 25	-
	102-17	Mechanisms for ethics guidance and concerns	Page 28	10

GRI 205: Combating Corruption 2016	205-2	Communication and training in anti-corruption policies and procedures	Page 27	1 and 10
	205-3	Confirmed cases of corruption and actions taken	Page 28	10
Material theme: Relationship and Trust				
GRI 103: Form of management 2016	103-1	Explanation of the material theme and its limits	Page 32	-
	103-2	Management on the material theme	Page 32	-
SASB TC-SI 550a: Management of systemic risks of technological disruptions 2018	103-3	Management evolution	Page 32	-
	TC-SI-550a.1	Number of (1) performance issues and (2) service interruptions; (3) total customer downtime	Page 66	-
	TC-SI-550a.2	Description of Business Continuity Risks Related to Operations Interruptions	Page 67	-
Material theme: Innovation				
GRI 103: Form of management 2016	103-1	Explanation of the material theme and its limits	Page 33	-
	103-2	Management on the material theme	Page 33	-
Material theme: Green Technology				
GRI 103: Form of management 2016	103-1	Explanation of the material theme and its limits	Page 60	-
	103-2	Management on the material theme	Page 60	-
GRI 302: Energy 2016	103-3	Management evolution	Page 60	-
	302-1	Energy consumption within the organization	Page 62	7 and 8
GRI 305: Emissions 2016	305-1	Direct Emissions of Greenhouse Gases (GHG) (Scope 1)	Page 62	7 and 8

	305-2	Indirect Emissions of Greenhouse Gases (GHG) (Scope 2)	Page 62	7 and 8
	305-3	Indirect Emissions of Greenhouse Gases (GHG) (Scope 3)	Page 62	7 and 8
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Page 61	8
SASB TV-SI 130a: Hardware Infrastructure Environ-	TC-SI 130a.1	(1) Total energy consumed, (2) percentage of grid, (3) percentage renewable	Page 62	7
Material theme: Excellence Team				
GRI 103: Form of management 2016				
	103-1	Explanation of the material theme and its limits	Page 38	-
	103-2	Management on the material theme	Page 38	-
	103-3	Management evolution	Page 38	-
GRI 401: Employment 2016	401-1	Total and rates of new employee hires and turnover by age group, gender and region	Page 42	6
	401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees, broken down by key operations	Page 47	6
	401-3	Rates of Return to Work and Retention after Leave	Page 68	6
	401-4	Retention after Leave	Page 68	6
GRI 404: Empowerment and Education 2016	404-1	Average training hours per year, per employee, broken down by gender and functional category	Page 45	1 and 6
	404-3	Percentage of employees who regularly receive performance and career development reviews, broken down by gender and functional category	Page 46	6
	405-1	Diversity of employees and governance bodies, with percentages by gender, age group, minority groups and other indicators	Page 20 and 48	6

	405-2	Mathematical ratio of salary and compensation between women and men, broken down by functional category and relevant operating units	Page 69 We report the indicator with a different base of categories indicators functional 404-1 and 405-1, in order to portray the reality of the Company, demonstrating the difference salary between base salary of different positions and levels of seniority. In this cycle, we will not report the difference between the remuneration of men and women.	6
GRI 406: Non-discrimination 2016	406-1	Cases of Discrimination and Corrective Actions Taken	Page 28	6
SASB TC-SI 330a: Recruitment and management of diverse and qualified workforce 2018	TC-SI-330a.1	Percentage of employees who are (1) foreign nationals and (2) foreign residents	Page 69	6
	TC-SI-330a.2	Employee Engagement	The Company does not conduct engagement research (eNPS) with its employees	-
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Page 70	6

SDG MAP



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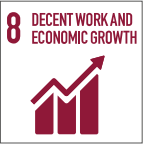
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