

# Sustainability

REPORT  
2022



green 4T

Available. Efficient. Sustainable.

**#beegreen**

The background is a solid teal color with a pattern of lighter teal, wavy, organic lines that resemble a topographic map or a stylized forest floor. The lines are irregular and flow across the entire page.

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# Message from the President

GRI 2-22

## Building a Greener Future Together

### Global Outlook

In 2022, companies around the world were driven to search for ways of adapting their activities and business models in the face of two powerful and interconnected issues that dominated global debate and exacerbated tensions during the period: the climate crisis and the economic slowdown.

In relation to climate, reports issued by scientists and environmentalists from the Intergovernmental Panel on Climate Change (IPCC) have warned about the negative impact of countries maintaining current emission levels of greenhouse gases. At the current rate, global temperatures **could increase between 1.5°C and 4.4°C by 2100**, resulting in a sea level rise of up to one meter and the loss of 99% of coral reefs<sup>1</sup>.

The scope of this analysis is not restricted to the environment. The 2023 Global Risks Report, a study produced by the World Economic Forum<sup>2</sup>, shows that three, of the top five risks affecting the global economy, are climate related: extre-

me weather events, the collapse of ecosystem, and failure to mitigate emissions which together could cause a significant deterioration in the GDP of many countries.

In addition to the threat posed by climate change, economic activity in 2022 suffered from the disruption to supply chains caused by the Covid pandemic (2020/2021) and the effects of the military conflict between Russia and Ukraine, that started in February, on Europe's energy supply<sup>3</sup>.

An immediate impact was strong, global, inflationary pressure which reached 8.8%, according to the World Economic Outlook report, published in January 2023 by the International Monetary Fund (IMF)<sup>4</sup>.

In the United States, inflation peaked at 7%, falling to 4% by the end of 2022. In the European Union, it exceeded 9%. In Brazil, the increase occurred a year earlier and hit 10%. As a result, the interest rate in the country jumped from 3% in 2020 to 13.75% in 2022<sup>5</sup>.

This global context tested the capacity of countries, governments and business to adapt and respond in the face of the challenging landscape experienced in 2022. A reality that has driven corporations to search for sustainable solutions, innovation and responsible practices, generating benefits, not only for the environment and society, but also for business performance, efficiency and resilience.

### Opportunity

Hence, 2022 reinforced the need for companies, cities, and nations to be better prepared as they develop and pursue growth.

Important answers were provided. For example, the announcement of large public investments in sustainable infrastructure and the rapid increase in the number of projects to generate clean and renewable energy in Europe and the United States.

The relationship between adaptation and growth was also striking in the business environment, where organizations had to adjust

their business models and work processes to meet the market's new demands for sustainability.

One of these is **ESG (Environment, Social and Governance)**, a priority agenda in today's corporate world. In this regard, green4T consolidated its position in 2022 as a company that has sustainability as one of its principal supporting pillars.

Among the actions carried out, I want to highlight the publication of the **First Sustainability Report** in September. The document is the result of a collective effort across the company and it gives visibility to our pursuit of value creation in building a long-term ESG culture<sup>6</sup>.

With this in mind, in November, the company participated, for the second time, **in the United Nations (UN) Climate Conference – COP27**, held in Sharm El-Sheikh, Egypt. It was a fresh opportunity to take part in the global debate on climate change and contribute to the challenge of bringing about a low-carbon economy. At one of the conference events organized by *Responding to Climate Change (RTCC)*, we participated in the panel *“How can information technology assist businesses and cities in their efforts to reduce carbon emissions”*, with the presentation **“IT Sector: The Role of CIO and an Energy Leadership Opportunity for Brazil”**. At the same event, Scipopolis contributed with the theme

**“Using data to accelerate transport decarbonization in Rio de Janeiro”**, bringing its perspective on the decarbonization of public transport in major cities.

Another initiative worth highlighting was the commitment we made to the **Science Based Targets initiative (SBTi)**, a global entity that sets emission reduction goals as defined by the scientific community that studies climate. The goal is to empower companies to **reduce their emissions by half by 2030**, and reaching zero, by mid-century.

#### **Performance**

Against a backdrop of economic slowdown in 2022, we achieved significant revenue growth and gains in efficiency. We recorded an **EBITDA** of BRL 52 million, **with a 43% increase in gross revenue** compared to 2021.

This performance shows progress on several fronts. In Spanish-speaking America, for example, our revenue grew by approximately 35%, registering our highest YoY growth since our entry into the region.

In terms of solutions and services, we achieved growth of over 20% across our entire portfolio, with a particular emphasis on IoT-based solutions and data monitoring.

In terms of product, we have doubled our mo-



dular data center manufacturing capability. In 2022 alone, we manufactured 131 modular data centers (one every three days) and we exported to new markets including India and Germany. This manufacturing performance earned us the award for **Best Supplier**, kindly presented by German multinational Rittal, at an award ceremony in the Indian city of Bangalore. This recognition was earned due to our record delivery time for modular data centers.

The performance of **Scipopulis**, our data analytics company for smart cities, also merits highlighting. Plancity, the new tool for monitoring indicators for the Sustainable Development Goals (SDGs) in cities was implemented in Pindamonhangaba (SP), Praia Grande (SP), Aracaju (SE) and Curitiba (PR). Scipopulis also won two major awards during the year, featu-

ring among the top “100 Most Influential Companies in Mobility 2022”, in a selection process carried out by Connected Smart Cities and the O Estado de São Paulo newspaper. It was also one of the most promising tech startups in SEBRAE’s “Startups of the Year” award.

We believe our results are a reflection of **green4T’s strategic alignment** with **our customers’ pursuit of digital transformation** especially in data processing **infrastructure, which continues** at an accelerated rate of growth, and also our ability to **create value** in the synergic combination of **people and technology**.

Furthermore, from the point of view of **value creation**, the combination of access to a faster data network (**5G**), with the smart

solutions applied-to-things (**IoT**), and the intelligent use of new technologies such as artificial intelligence (**AI**), provides a “perfect storm” for developing *data-centric* solutions, that will have a huge impact on businesses, governments, and daily life.

Of these solutions, many will be latency sensitive, and will require available and efficient computing distributed at the edge (**edge computing**). We look forward to meeting this challenge with services, solutions and products that contribute to a **successful and sustainable digital strategy**.

**Eduardo Marini**  
**CEO – green4T**

Sources – accessed on April 5, 2023:

1 IPCC (2023). AR6 Synthesis Report: Climate Change 2023. Available at: [https://www.ipcc.ch/report/ar6/syr/downloads/press/IPCC\\_AR6\\_SYR\\_PressRelease\\_en.pdf](https://www.ipcc.ch/report/ar6/syr/downloads/press/IPCC_AR6_SYR_PressRelease_en.pdf) and [https://www.ipcc.ch/report/ar6/syr/downloads/report/IPCC\\_AR6\\_SYR\\_SPM.pdf](https://www.ipcc.ch/report/ar6/syr/downloads/report/IPCC_AR6_SYR_SPM.pdf)

2 WEF (2023). Global Risks Report 2023. Available at: <https://www.weforum.org/reports/global-risks-report-2023/>

3 Reuters - Russian gas threat in Europe. Available at: <https://www.reuters.com/graphics/UKRAINE-CRISIS/GAS/gdpzynxovw/>

4 IMF Global Economic Review – Update JAN 23. Available at: <https://www.imf.org/-/media/Files/Publications/WEO/2023/Update/January/English/text.ashx>

5 MIT Review [https://mittechreview.com.br/a-criacao-de-valor-em-periodos-de-turbulencia/?utm\\_campaign=ey\\_artigo\\_a-criacao-de-valor\\_03abr23&utm\\_medium=email&utm\\_source=RD+Station](https://mittechreview.com.br/a-criacao-de-valor-em-periodos-de-turbulencia/?utm_campaign=ey_artigo_a-criacao-de-valor_03abr23&utm_medium=email&utm_source=RD+Station)

6 For a greener future. Available at: <https://www.green4t.com/sustainability/>

7 Desaceleração acentuada e duradoura atingirá fortemente os países em desenvolvimento. Available at: <https://www.worldbank.org/pt/news/press-release/2023/01/10/global-economic-prospects#:~:text=Esses%20pa%C3%ADses%20sofreram%20uma%20recess%C3%A3o,economias%20emergentes%20e%20em%20desenvolvimento.>

## About the Report

GRI 2-3; 2-14

Introducing the **second edition of the green4T Sustainability Report**, in which the Company reaffirms its commitment to transparency and business sustainability.

In this document, we present the Company's main results, challenges and impacts throughout 2022, focusing on the principal economic, social, environmental and governance aspects for our business. In preparing the Report, we make reference to the **Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) guidelines, as well as the United Nations (UN) Sustainable Development Goals (SDGs)**.

To select the report content, we chose those topics which are most important for our sustainability strategy, and which are listed in our materiality research (learn more on pages 9

and 10). The content of this Sustainability Report has been approved by the CEO.

**We hope you enjoy reading it!**

### Queries regarding the report

Please contact our sustainability department with any questions or suggestions regarding this publication  
[esg@green4t.com](mailto:esg@green4t.com).

# About the Guidelines

Learn more about the guidelines: Global Reporting Initiative (GRI): <https://www.globalreporting.org/>

Sustainability Accounting Standards Board (SASB): <https://www.sasb.org/>

Sustainable Development Goals (SDGs): <http://www.agenda2030.com.br/>

## How to read this Report?

The references used in preparing the Report can also be used as complementary reading for this document. So, the reader can browse the content according to the methodologies of each area.



### GLOBAL REPORTING INITIATIVE

Throughout the report, the **GRI** symbol appears next to the headings or subheadings of the chapters in which the indicator is reported. You can also find, on page 81, a complete list of the GRI indicators, with the description of each indicator and the page reference to where it appears in the report.



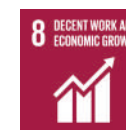
### SUSTAINABILITY ACCOUNTING STANDARDS BOARD

Our report follows the **SASB guidelines**, a voluntary standard for reporting sector-specific sustainability, providing indicators specific to the *Software* and *IT Services* sector. The index is available on page 81, and the corresponding content for the indicators is flagged, throughout the publication, with the SASB acronym.



### SUSTAINABLE DEVELOPMENT GOALS

To reinforce the Company's commitment to the United Nations (UN) **Sustainable Development Goals**, and to clearly show the relationship between the goals and our business, at the beginning of each chapter, we highlight the relevant SDG along with the content. On page 88, you can find the SDG map, with the page references for the content that corresponds to the priority SDGs for our business.





# Material Themes

GRI 2-4; 2-29; 3-1; 3-2; 3-3

To prioritize the topics covered in the Report, in 2021, we conducted a **materiality survey**, which identified the environmental, social and governance (ESG) topics that are most important for the sustainability of our business.

The process involved a study of key sustainability guidelines and mechanisms, a *benchmark* for the sector in which we operate, and an online survey of our *stakeholders*, in order to identify which topics are most relevant according to the perception of each audience.

As a result, we arrived at eight material topics, which were grouped into five themes.

Based on these themes, we selected the content covered and the **GRI indicators** reported throughout the document (learn more on page 81).

In 2022, as part of our evolution and commitment to sustainability, we updated the Report with new information and included indicators that address new perspectives on material topics, including topics related to emissions and waste management.

## Stakeholders surveyed

Employees

Executives and Board Members

Shareholders

Customers

Suppliers

Certifying Bodies

Financial Institutions

Green Partner Network

MATERIAL TOPICS	MATERIAL THEMES	RELEVANCE	LIMIT	RELATED SDGs
<b>Ethics and combating corruption</b> <b>Structure and good risk management practices</b>	Efficient and ethical leadership	Ensure a structure for governance and integrity, guided by ethics and the fight against corruption that permeates the values of all stakeholders involved in the Company's operation, mitigate risks and ensure a responsible and fair operation.	<b>Direct impact:</b> At every stage of the chain and business units.	SDG 16
<b>Good labor practices throughout the operation</b> <b>Diversity, equality and non-discrimination</b>	Team of excellence	Promote the personal and professional development of employees, training and evaluating them are essential actions to increase the retention of qualified professionals, engaging them in the business strategy and generating value.	<b>Direct impact:</b> At every stage of the chain and business units.	SDG 4, 5 and 8
<b>Innovation</b>	Innovation	In a dynamic environment like technology, where new players and new solutions emerge every day, staying ahead of the innovations that drive forward the sector is critical to maintaining the generation of business value.	<b>Direct impact:</b> At every stage of the chain and business units.	SDG 9, 11 and 13
<b>Customer relationship</b> <b>Product safety and quality</b>	Relationships based on trust	Relationships based on trust are part of the guidelines of a Sustainable Company. Maintaining an honest relationship that values customer safety is at the heart of business continuity and the ability to continuously generate value.	<b>Direct impact:</b> At every stage of the chain and business units.	SDG 9 and 11
<b>Energy use management</b> <b>Sustainable products</b>	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.	<b>Direct impact:</b> At every stage of the chain, business units and surrounding communities.	SDG 3, 9, 11 and 13

## green4T

GRI 2-1; 2-6

green4T is a **leading Brazilian company in IT services and digital infrastructure**, it was founded in 2016 and is present in all countries throughout Latin American.

Our commitment is to develop efficient and sustainable technology and infrastructure solutions for the digital transformation of businesses and cities.

We operate in sectors with a significant participation in highly critical cybersecurity segments.

Through its subsidiaries, the Company operates in Brazil and internationally (Argentina, Chile, Colombia, Costa Rica, Spain, Mexico, Panama, Peru and Uruguay), in activities that are mainly related to technology infrastructure.

Our customers comprise medium and large enterprises, cloud or IT service providers, telecommunication companies, and the public sector, with a particular emphasis on judicial bodies, utility concessionaires, agencies, financial authorities, and the defense and security segment.

Our goal is to make IT infrastructure more resilient, available, secure, efficient and with low environmental impact. For this reason, we have adopted a strategy and a management model guided by ESG **(Environment, Social and Governance)** practices, with a commitment to create value that is shared with all our stakeholders, acting responsibly, transparently and with a vision to the future.



# The culture green 4T

## Principles

**Partnership:** relationships based on trust, collaboration and respect.

**Protection and Prudence:** following the highest safety standards, ensuring protection and business continuity.

**Assertiveness:** actions guided by the alliance between agility and assertiveness.

**Integrity:** transparency and commitment, following ethical standards.

## Belief

Sustainability exists in an ecosystem where interdependence between parties is in a state of equilibrium.

## Personality

**Practical:** results-focused pragmatism.

**Entrepreneurial:** seek new ways to look at and face challenges, valuing excellence.

**Pro-activity:** anticipate situations ensuring a minimization of risk.

# Our Companies

GRI 2-6

Over the years, we have broadened our potential for positive market impact by investing in companies that stand out for their smart, efficient and sustainable products and services, such as Scipopulis, Sismetal and DCC. These acquisitions strengthen our presence in Latin American and drive us to constantly strive to reinvent ourselves so we can innovate in the process of our customers' digital transformation.



# Our Presence

25

states

56

cities and towns

8

operational bases

10

strategically located stockpiles

## BRAZIL



480+

specialist technicians

419

Customer Data Centers managed by our team

SÃO PAULO

Headquarters

Customer Experience Center

## LATAM

We operate in all Latin American countries being present in:

9

countries

6

cities and towns

7

operational bases

33

specialist technicians



● Regional Operations    ● Regional Offices    ● Production plant

# Commitments, Certifications and Awards

GRI 2-28

green4T has the mission to continually improve its sustainability performance. That is why the Company has made a series of commitments, receiving certifications and recognition, which attest to its dedication to continually generate value through ESG.

## COMMITMENTS



As a means of disseminating our mission of managing our business in a socially responsible manner, we are signatories to the anti-corruption and business integrity pact through the **“Empresa Limpa” (Clean Company) accreditation.**



As a company dedicated to fostering a more inclusive and sustainable society, we are a member of Instituto Ethos. Throughout the year, we actively participate in the environmental and compliance committee, working collectively and in collaboration, with the aim of continuously advancing these important agendas.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

We signed up to SBTi to promote climate action and reduce net greenhouse gas emissions by 2050, with a target of 1.5°C.

## CAMPAIGNS



### Race to Zero

Global campaign that brings together cross-sector representatives committed to net-zero emissions reduction targets. Companies that commit to SBTi through the **net-zero target** automatically commit themselves to the Race to Zero campaign.



### Business Ambition for 1.5°C

Campaign led by the **International Global Compact** and SBTi. It was created in 2019 for companies to commit to goals aligned to 1.5°C to achieve the Paris Agreement.





### AWARDS

EMPRESA  
**PRÓ  
ÉTICA**

2020-2021

We received the Pro-Ethics seal from the Federal Government's Ministry of Transparency, Supervision and **Comptroller General** (Controladoria Geral da União, CGU).



We were recognized by the **CIO Review** magazine as one of the most promising technology companies in Latin America.

### CERTIFICATIONS



We are the first company in Brazil and Latin America to earn the **Accredited Sustainability Advisor (ASA)** certificate, awarded by the Uptime Institute, a global IT consulting organization based in New York, USA. The award is recognition of the theoretical and practical knowledge the company possesses in offering customers a comprehensive, global, sustainability program for data centers.



green4T is certified with the Anti-Bribery **ISO 37.001/17** standard that recognizes companies and organizations that combat illicit acts through a culture of integrity, transparency and compliance with applicable laws and regulations.



# Our Portfolio

GRI 2-6

In a *data-centric* world where technology is becoming ever more significant in our lives, we contribute to making digital infrastructure available, efficient, and, at the same time, sustainable.

Our approach ensures the continuity of our customers' operations from the level of the IoT up to data centers or cloud. In this process, we seek energy efficiency through our IT infrastructure management system, equipment and/or the renewal of *hardware* with better use of energy, and data monitoring and analysis.

## Supporting the Digital Journey Hybrid



IoT



Edge Computing



Smart Cities



Data Center



Cloud



The hybrid digital quest, accelerating the future.

## Green Partner Network

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

Our network of *Green Partners* is able to offer products and services from the green4T portfolio to their customers, partnering with our solutions teams.

## 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 actions and measures that are thoroughly planned to increase the physical efficiency of data centers. We evaluate the installed IT infrastructure and apply continuous, preventive and predictive improvements that enable increased availability and efficiency;

### ONLINE

Remote, real-time incident monitoring service in the areas of HVAC, energy and the physical security of the data center, delivering reduced operational costs.

### DCIM (DATA CENTER INFRASTRUCTURE MANAGEMENT)

Integrated system for data center governance that monitors and integrates the entire ICT infrastructure, wherever it is, from electromechanical infrastructure equipment to *hardware* and other data center IT assets.

## With support from green4T, the Brazilian Army set-up the Cyber Defense Operations Center

In April 2022, green4T and the Brazilian Army signed an agreement to set up the Cyber Defense Operations Center (Centro de Operações de Defesa Cibernética, COpDCiber), which creates the physical space necessary to meet the current demands of the Cyber Defense Command and, in particular, the Cyber Defense Center.

The signing took place at Fort Marechal Rondon, with the presence of the authorities from the Cyber Defense Command, who currently work to execute the cyber sector missions attributed to the Army through the National Defense Strategy.



## Modular Data Center

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

Our product lines are divided into:

### **C-MDC: CONTAINER MODULAR DATA CENTER**

pre-engineered, portable modules designed to provide scalability of the IT environment with modularity and which can be expanded over time without the need for operational disruption;

### **V-MDC: VAULT MODULAR DATA CENTER**

Designed 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;

### **S-MDC: SAFE MODULAR DATA CENTER**

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 with 1 to 5 racks;

### **RACK EDGE**

*Plug and play* data center, in a stand-alone casing, that aims to satisfy applications requiring low latency for edge computing.



# 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, *storage* and *networking service*, with online and real-time monitoring by a multidisciplinary team to ensure security and excellence in the service provided;

## LIFE EXTENDED

Post-warranty maintenance service that brings together specialized staff, a unified service, multivendor and automated predictive monitoring of servers, *storage* and *networking* in order to extend the lifespan of *hardware*;

## CLOUD SERVICES

Multi-cloud environment management services to enable 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, and it 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

Development and deployment of Internet of Things (IoT) solutions through projects customized to each customer's needs;

## IT MOVING

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

## CERTIFICATIONS

Certification of the design of the data-processing environment or its operation, before the relevant transnational bodies;

## DATA CENTER CARBON ZERO

Assessment and design of the data center's Quest for Sustainability, which can reduce electricity consumption by up to 60%. The stages of the Quest for Sustainability involve (i) specialized data center management, with the implementation of multidisciplinary actions (MAP) to extract day-to-day efficiency from operations, (ii) the *renewal* of the "gray

area" infrastructure and the upgrade of the electrical and thermodynamic systems, that can result in gains of up to 40% in energy efficiency, (iii) server virtualization and the adoption of hyperconverged infrastructure (HCI) can produce a gain in energy efficiency of up to 20%, and (iv) the capture, monitoring, and use of data intelligence via green4T Online or other data center infrastructure management (DCIM) software.

## Special Projects

Implementation of data processing environments and/or Command and Control Centers for intelligent, real-time management of complex operations.

We develop integrated and multidisciplinary projects, with their bespoke methodology, in turn-key mode or through administration, and with a focus on the solution.



# Focus on green

GRI 2-28

At green4T, we believe in the potential that digital transformation has to drive sustainable development, with more efficient, available and humane technologies that have a major impact on people's lives and the environment.

In recent years, emerging technologies such as the Internet of Things (IoT), *machine learning*, artificial intelligence, and *blockchain* have led to major transformations across industries, driving innovation and the economic growth.

At the same time, we know that digital infrastructure is responsible for a significant proportion of energy consumption on the planet, contributing to climate change (learn more on page 76).

The **International Energy Agency** (IEA) released data which shows that data center electricity consumption grew 60% between 2015 and 2021. The same percentage increase was veri-

fied for data transmission networks. With the use and production of an increasing volume of data, this energy consumption—and the consequent emission of CO<sup>2</sup> into the atmosphere—also tends to increase.

Aware of our role and our responsibility to enhance the positive impacts of technology

We know that by 2025, the world will produce **175 zettabytes** of data, which will require an ever-increasing power-consuming infrastructure.

and mitigate the negative impacts, green4T has sought to contribute with solutions that make the IT environment more energy efficient. With the implementation of a **Multidisciplinary Action Plan (MAP)**, we can reduce the electricity consumption of our customers' data processing environments by up to 60% (learn more on page 75).

This gain in energy efficiency allows a closer comparison between the expenditure on electricity with the data center infrastructure and the energy consumption of equipment directly associated with data processing. Based on this comparison, we arrived at an indicator, PUE (**Power Usage Effectiveness**), a metric that defines the energy performance of the data center, evaluating factors such as actual use and waste.

**PUE** is represented by a scale between 1 and 3, where the lowest number represents a more

energy efficient data center, while the opposite—closer to 3—means the IT environment needs improvement. In this regard, we seek to develop low energy impact infrastructure solutions with a maximum PUE of 1.5.

We believe this is an essential metric for us to support companies in their quest for digital transformation, and we are at the forefront, aiming to improve our customers' energy efficiency indicator, and helping to reduce the environmental impact of companies across a wide range of industries.

Another way we have found to contribute to the fight against climate change is by positioning, and actively participating, in the global debate on the emissions of greenhouse gases and the associated increase in the planet's temperatures.

In 2022, we attended, for the second time, the **United Nations Climate Change Conference (COP27)** in Sharm el-Sheikh, Egypt. During the event, important topics for the future of the planet were discussed, such as compliance with the rules established in the Paris Agreement, the use of renewable energy sources and the progress of decarbonization.

green4T accompanied the main plenary sessions of the event, that were attended by hundreds of heads of state, scientists, environ-

mentalists and social and business leaders, and actively participated in the forum held by **Responding to Climate Change (RTCC)**, a non-profit organization with official observer status to the **United Nations Framework Convention on Climate Change (UNFCCC)**, **the Convention on Biological Diversity (CBD)** and **the United Nations Convention to Combat Desertification (UNCCD)**.

At the forum, Eduardo Marini, green4T's CEO presented the lecture: *"IT Sector: The Role of CIO and an Energy Leadership Opportunity for Brazil"*, a vision of the strategic role that *Chief Information Officers (CIOs)* play in corporations, as key players within a more sustainable digital transformation. In addition, Marini also reinforced the opportunity for Brazil to act as one of the world's leaders in the energy transition of the global economy, due to the country's immense capacity to generate power from clean and renewable sources.

At the same event, Roberto Speicys, CEO and co-founder of Scipopulis, presented the theme *"Using data to accelerate transport decarbonization in Rio de Janeiro"*, in which he contributed with his perspective on the decarbonization of public transport in major cities.

Our participation at COP27 demonstrates a determination to contribute to the climate debate, share experiences, and collaborate with the

creation of a *net-zero* economy. Furthermore, it reflects our willingness to genuinely make ourselves available to the global community, to build together a greener future for people, businesses and cities.

In 2022, we participated in a debate sponsored by the **Instituto Smart City Business America**, on the opportunities and challenges for Brazilian companies in the resumption of the UN Agenda 2030. The event was attended by the **UN Habitat Latin America and Caribbean Director, Elkin Velasquez**, and industry experts, and it resulted in the article **"Caminhos viáveis para a retomada dos Objetivos de Desenvolvimento Sustentável" (Achievable paths to the resumption of Sustainable Development Goals)**, produced by **Roberta Cipoloni Tiso**, Director of Marketing and Sustainability at green4T.

We achieved **289**  
**customers** in  
our portfolio, with growth of  
**8.2%** compared to  
2021



**361**  
**contracts**  
renewed with customers,  
an increase of 14% year on  
year

**BRL 341**  
**million**  
in gross revenue

**NPS for**  
**Continued**  
**Services 86.3**  
**points**

**We were**  
**present at**  
**COP27 in**  
**Egypt**, reinforcing  
our commitment to the  
agenda for combating  
climate change

**Scipopulis** was  
recognized as one of the  
top **100 Most**  
**Influential**  
**Companies in**  
**Mobility** (2022), by  
Connect Smart Cities and  
Estadão Mobility



**Inauguration**  
**of the**  
**Technology**  
**Experience**  
**Center** and of the  
new office in São Paulo (SP)

**We became**  
**signatories of**  
**the SBTi** to drive  
forward actions on climate  
change and to achieve  
net zero emissions of  
greenhouse gases by 2050

**131** Modular Data  
Centers Exported



# Management and Ethics

green4T is committed to adopting good corporate governance practices in its operations, respecting its relationships with diverse audiences and building trusting relationships based on transparency.

These fundamentals drive all the connections built by the Company, in compliance with ethical and legal standards, respect for human rights and diversity.

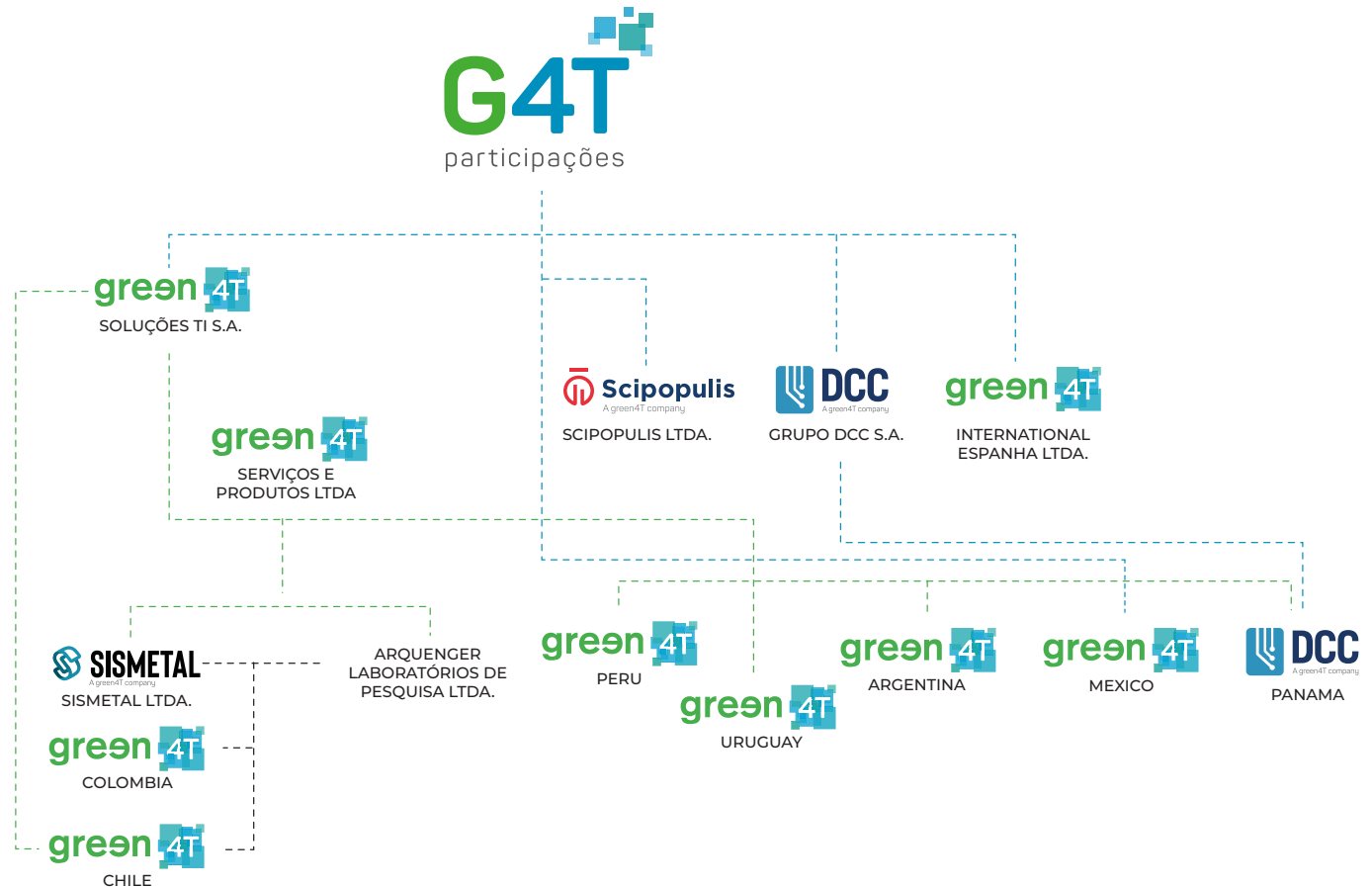


# Governance Framework

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

**Green4T Participações S.A.** (“green4T”) is a privately held Brazilian corporation, wholly owned by **4T Ventures, Fundo de Investimento em Participações Multiestratégia**, managed in accordance with its Regulations pursuant to the Securities and Exchange Commission of Brazil (Comissão de Valores Mobiliários, CVM) and the Brazilian Financial and Capital Markets Association (Associação Brasileira das Entidades dos Mercados Financeiro e de Capitais, ANBI-MA) standards.

The Company is currently managed by a Board of Directors and a Statutory Board. The Corporate Governance structure also includes a permanent **Ethics and Integrity Committee**, whose role is to advise the **Board of Directors** in relation to its activities.



The **Board of Directors** is the company's highest governing body, taking decisions in a collective manner, responsible for overseeing the management of the Officers and establishing the company's general policies. Its decisions are taken based on the majority vote of the members present at meetings and it is composed of three members, appointed by the meeting of shareholders, with a term of three years. The Chairman of the Board has a term of 1 year, re-appointment is not permitted, it is possible to accumulate this position with that of the President of the company.

The Board of Directors expressly determines that the Company and its employees should act with integrity, honesty and legally, guiding its activities in accordance with values and ethical principles, and always seeking to prevent the occurrence of irregularities within its business.



# Members of the Board of Directors



**EDUARDO CASASANTA  
MARINI**

**Member of the Board  
of Directors and CEO of  
green4T**

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 graduate degree in Business Administration from FGV/EAESP, and a master's degree in Business Administration from Yale University (USA).



**ANTONIO DONIZETE  
LOPES BOB**

**Member of the Board of  
Directors  
and Executive Vice  
President of green4T**

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 within the modular data center segment, being a participating member of Euro Norma (VDMA) and Brazil Delegate to ICREA – the 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 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 University in Germany. He is ATD/ATS accredited by the Uptime Institute.



**ALEXANDRE  
COSTA E SILVA**

**Member of the Board  
of Directors**

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 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 (Instituto Brasileiro de Governança Corporativa, IBGC) and the Integrated Coaching Institute (ICI).

## Members of the **Executive Board and Leadership**



**EDUARDO CASASANTA  
MARINI**

**Member of the Board  
of Directors and CEO of  
green4T**

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 graduate degree in Business Administration from FGV/EAESP, and a master's degree in Business Administration from Yale University (USA).



**FERNANDO  
DE ANDRADE**

**Vice President and Chief  
Financial Officer (CFO)  
of green4T**

Fernando Andrade is Vice President and Chief Financial Officer – CFO at green4T. He brings more than 17 years of management experience, having served as CFO and Head of People at PareBem, an urban mobility company, part of Pátria Investimentos, where he led the generation of operational scalability and the development of the company's corporate culture. He also served as a senior consultant at McKinsey & Company, where he supported leaders in the telecommunications, financial services and other industries in the areas of strategy, organization and operations. As an entrepreneur, he founded a healthtech called Bric Saúde, with a focus on medical record management and telemedicine. Fernando holds a Bachelor of Science degree in Electrical Engineering and Communications from the Instituto Militar de Engenharia and an MBA from the London Business School.



**MARCIO MARTIN**

**Vice President of  
Commercial and  
Solutions for green4T**

Marcio Martin is Vice President of Commercial and Solutions at green4T. He 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 for developing and delivering high complexity infrastructure environments, outsourcing, project implementation, negotiation and management of large teams. Martin holds a degree in Computer Engineering from Anhembí Morumbi University, and an MBA in Business and Administration from the Getúlio Vargas Foundation (FGV).

## Compensation and Diversity in Governance Bodies

GRI 2-19; 2-20; 2-21

The Board consists of three members, with only one member receiving 100% fixed compensation.

In relation to the Board of Directors, compensation consists of a fixed amount and a variable amount. The latter is adjusted based on the company's progress across several areas.

It is important to emphasize that there are no specific or differentiated retirement programs for the Board of Directors and the Executive Board. The pension contributions of all employees hired under the Consolidation of Labor Laws (Consolidação das Leis do Trabalho, CLT) regime is undertaken through the National Institute of Social Security (Instituto Nacional do Seguro Social, INSS), as established by law.

## Ethics and Combating Corruption

GRI 2-15; 2-23; 2-24; 2-27 and 205-3

Our governance structure is guided by ethics, combating corruption, mitigating risks and ensuring a responsible and fair operation. In order to promote this culture and ensure compliance with laws and standards, we have a **Code of Ethics**, developed by the **Board of Directors** in conjunction with the **Ethics and Integrity Committee and the Compliance team**.

The document sets forth the guidelines to be followed by shareholders, directors, officers and employees, irrespective of their position or function. It establishes a commitment to the quality of products and services, and reinforces 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 community and the environment.

We also have a **Combating Corruption Policy**, which establishes the combating corruption guidelines, in accordance with the **Brazil's Anti-Corruption Law** (Law No. 12.846/2013, regulated by Federal Decree No. 11.129/2022), the **Foreign Corrupt Practices Act** (FCPA) and specific laws of other countries in which the Company operates.

Learn more about the **Code of Ethics** and the **Anti-Corruption Policy**, available in English, via the link



<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>

## BRAZIL

Training in anti-corruption policies and procedures\*

Job category	Number of trained employees
Operations	139
Administrative	26
Management	21
Coordination	20
Executive Board	2
Board of Directors	2
<b>Total</b>	<b>210</b>

## LATAM

Training in anti-corruption policies and procedures\*

Job category	Number of trained employees
Operations	20
<b>Total</b>	<b>20</b>

\*Data is not available in regions.

## Conflict of Interest

Our **Code of Conduct** establishes that our employees must ensure that there is no conflict, or perception of, conflict of interest in the Company, listing the main cases that occur in our business. All of our managers and employees in positions of trust, above supervisor level, fill out a specific control of interests form for the **Compliance** team and the People team. The forms are retained and accessed as needed. In cases of clearly identified conflicts, proactive measures are taken to preempt any potential, detrimental impact occurring.

There has been no record of any occurrence of corruption involving our employees or partners.



# Risk Management Integrity and Compliance Program

GRI 2-6; 2-13

As part of the green4T risk management process, the Company has an anti-corruption and bribery matrix that is updated annually, and which establishes principles, guidelines and responsibilities to be observed in the risk management process and internal controls inherent to the Company's activities.

The purpose of the matrix is to identify and address all complaints received, including those submitted through the grievance procedure that the organization established, in addition to ensuring the Company's and its subsidiaries' permanent adherence to ethical and professional standards.

The main risks mapped in relation to bribes requests being made to Company employees are related to the interaction with public agents responsible for licenses, customs clearance, or those involved in bidding processes for the acquisition of goods and services. In annual training, all Company employees are instructed, if they witness any type of irregular situation, to strictly follow the ethical precepts of our Code of Conduct and Anti-Corruption Policy, in addition to immediately reporting what happened to the *Compliance* team.

GRI 2-12; 2-24; 2-27; 205-3

In line with our Code of Conduct and Anti-Corruption Policy, we have an **Integrity and Compliance Program** to disseminate a culture of integrity and ethics in conducting our business. The program is overseen by an **Ethics and Integrity Committee**, which meets quarterly, and consists of four members.

Through the Integrity and Compliance Program, we implement risk assessment and internal controls on the topic of corruption and we conduct audits and monitoring to identify improper actions and ensure compliance with our policies. In addition, we conduct regular training for all employees, focusing on our anti-corruption guidelines and procedure.

All Program actions are conducted by the Compliance team, which reports the results to the Board of Directors on a quarterly basis, including the status of training, reports and improvement plans.

Due to the Company's concerted efforts, there were no significant cases of legal noncompliance, nor cases of corruption, nor were any fines imposed, on the Company, during the period covered by the report.

## Recognitions

In March 2022, we renewed and maintained the ISO 37001 certification, which evaluated the Company's Anti-Bribery Management System, recognizing the implementation of our **Integrity and Compliance Program** and its ability to minimize the risks of bribery and corruption occurring within the Company.

In November, we applied for the Pro-Ethics seal (2022–2023), with support from top management, with the aim of maintaining the certification received in 2021. The seal recognizes companies committed to ethics, business integrity and implementing measures aimed at preventing, detecting and remedying acts of corruption and fraud.



# Reporting Channel

GRI 2-16; 2-26

As part of the **Integrity and Compliance Program**, we provide employees and our other interested parties with a **Reporting Channel**, through which they can report suspected or improper acts that violate our guidelines and policies.

Reports can be made anonymously, and we prohibit any retaliation or attempt to prevent, obstruct, or deter whistleblowers in their efforts to report what they believe to be a violation. All reports are directed and handled by the Compliance team, reporting to the Board of Directors and the **Company's Ethics and Integrity Committee**.

In 2022, we investigated 12 reports, related to alleged improper behavior by employees. Among the actions implemented as a result were: specific and targeted training, warnings, meetings to correct behavior and termination

of contracts. Based on the complaints, we also carried out actions to improve internal controls in the Company's operational processes, to reduce the risk of improper acts occurring.

## Our Whistleblowing Channel

is confidential, external, transparent, independent, and can be accessed via the following:

- Telephone: + 55 11 96850 3293
- Email: [canaldaetica@green4t.com](mailto:canaldaetica@green4t.com)
- On the website: <https://www.green4t.com/en/whistleblower/>





# Governance of Sustainability

## GRI 2-13

With the objective of expanding its value generation, in 2020, green4T created a **Sustainability Board** which is responsible for the Company's ESG agenda and also acts in relation to issues such as:

- Monitoring ESG indicators;
- Preparing the greenhouse gas inventory;
- Structuring emission reduction targets (based on SBTi);
- Producing the Sustainability Report;
- Establishing relationships with external organizations and initiatives that promote sustainability;
- Fostering sustainable practices among suppliers and partners;
- Implementing actions regarding recycling and reverse logistics to reduce waste and increase the reuse of materials;
- Leading on sustainability actions, ensuring that the Company is aligned with stakeholder expectations.

# Innovative and Efficient Performance

## CUSTOMER EXPERIENCE

green4T is committed to providing technology solutions to ensure the high availability, resilience, security, efficiency and sustainability of its customers' IT infrastructure. With the acceleration of digital transformation and the consolidation of the 4.0 economy, we understand that our services are essential for companies to ensure their critical operations, based on data processing.

# Center of Excellence

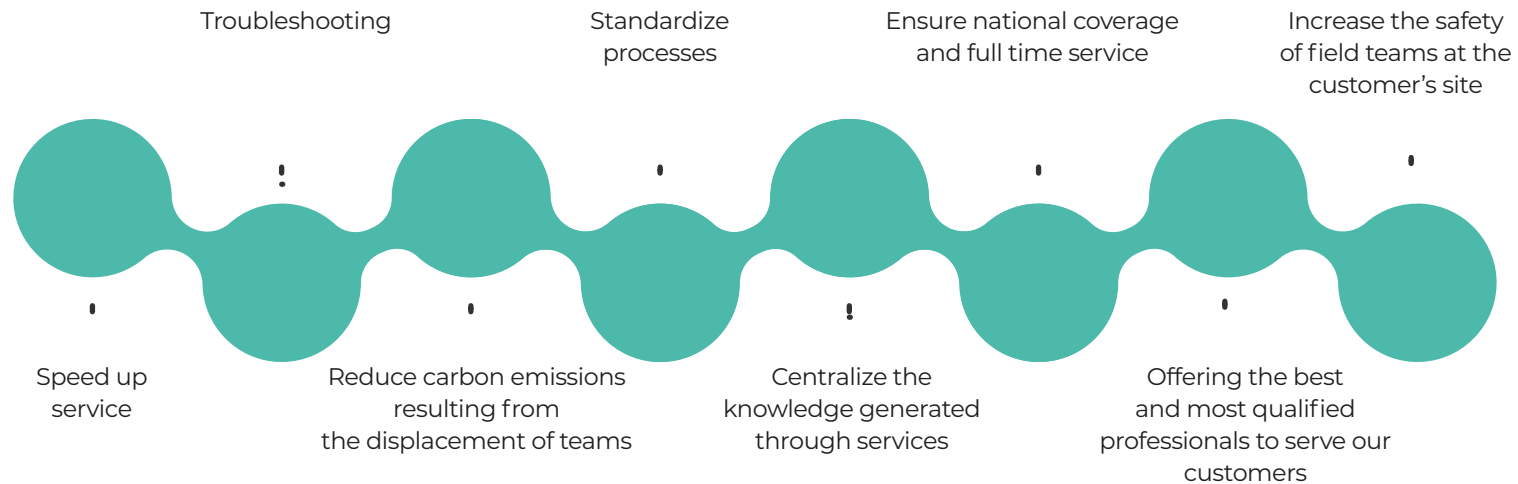
We offer a unique relationship model across Latin America that ensures the quick resolution of our customers' demands. Our technical team, which visits customers' IT infrastructure, with the aim of diagnosing and solving problems, relies on the online support of our **COE – Center of Excellence**, formed by experts in various areas, such as climate, *storage*, energy and *networking*, to maximize efficiency, anywhere in Brazil. At the end of 2022, we had

51 senior professionals working at the COE.

The connection between technicians and experts also takes place in the digital environment, using **Smart Glasses (“Augmented Hands & Eyes”)**. This is an augmented reality eye tool coupled with professionals' PPE, which transmits high-definition, real-time images directly from the customer's site to the expert, allowing the expert to accurately assess the problem and its potential solutions.

Connected to the organizational network, the technician receives back information sent by the specialist, such as the technical manuals for equipment, which can be viewed on the *Smart Glasses* screen. The tool also allows the professional to act hands-free, providing greater safety, in addition to having an ambient noise suppressor, which improves communication between the parties.

## Key objectives of Smart Glasses:



As a result, we realized an important technical gain in the interventions carried out at the customer's premises, with more precision in the diagnoses and solutions adopted, and a decrease in MTTR (*Mean Time To Repair*). We also highlight the increased quality of communication between the technician and specialist, reduction in the risk of procedural failures in times of crisis and a noticeable decrease in the pressure on the professional working lo-

cally, promoting greater security for decision-making.

We also have *QR Codes* deployed on the equipment of the subsystems of the data centers, which can be read by **Smart Glasses**, allowing the automation and control of the activities performed. The goal was to promote greater quality in the service provided by our professionals.

## Technology Experience Center

The Company's new headquarters in São Paulo, inaugurated in 2022 (for further details, refer to page 57), features a **Technology Experience Center** that fosters a collaborative atmosphere of co-creation between employees and customers.

At the entrance of the office, the customer goes through a timeline with the main points in the company's history, highlighting advances in sustainability. In the following spaces, the customer has an immersive experience in the products and services offered by the Company.



# Customer Satisfaction

GRI 2-25

In order to identify and address customer demands and complaints, various initiatives have been implemented including service channels, grievance mechanisms and satisfaction surveys.

All complaints received are recorded and reviewed in conjunction with the contract manager and related areas in order to seek their speedy resolution. To assess the effectiveness

of this mechanism, initiatives are tracked through internal audits of the Quality Management System as well as in new customer contact.

As a result of these initiatives, in 2022, we achieved an 86.3 **Net Promoter Score (NPS)**, which is considered excellent, and which demonstrates customer satisfaction with our services and relationships.



# Green Innovation

The Company believes that innovation is essential to the sustainability and longevity of the sector, including green4T's very own business and that of its customers. That's why we have implemented a number of actions and processes that increase companies' operational efficiency and ESG performance.

The following are some of the key innovations we have worked on in our portfolio.

## Green IT

Climate change is an emerging risk that threatens not only the survival of companies around the world, but all of humanity. Its effects can already be felt, with extreme weather events increasingly common across the planet <sup>[1]</sup>.

In this sense, some companies have already set **reduction of Greenhouse Gas (GHG) emissions** as one of their priorities on the ESG agenda. According to the "If Not Now, When?" study published by Climate Impact Partners in September 2022, in partnership with Imperial College, London, **63% of Fortune magazine's top 500 global companies have raised their decarbonization goals by 2050** <sup>[2]</sup>.

Within this context, one agenda should gain

even greater prominence: the mitigation of the environmental impact generated by data centers. The development of greener technology infrastructures becomes an unwavering measure for the success of companies' emissions reduction strategies. The International Energy Agency (IEA) released data which shows that data center electricity consumption grew 60% between 2015 and 2021. The same percentage increase was verified for data transmission networks. In 2021, Data Processing Centers consumed between 0.9% and 1.3% of all electricity produced in the world (excluding cryptocurrency mining), according to an agency report released in September last year. However, a study published by the researcher Anders S.G Andrae suggests that, depending on the chosen calculation base, this consumed volume had already reached 7% of the worldwide energy grid in 2020 <sup>[3,4]</sup>.

With the goal of supporting our customers in the pursuit of sustainability, we have created and offered a **Multidisciplinary Action Plan (MAP)** that aims to increase data center energy efficiency and reduce the environmental impact of IT infrastructure, with the ability to **reduce energy consumption by up to 60%**. We have a team of experts across various disciplines who perform a careful mapping of the

maturity of the company's IT infrastructure; customized planning for the optimization of energy and HVAC systems, elevation of the site's computational density, enclosure of air corridors, technological evolution of the environment, extension of the useful life of components and equipment <sup>[5]</sup>.

With our commitment to sustainability and innovation, we seek to help companies meet the challenges posed by climate change, contributing to a greener and more prosperous future for all.

Sources – accessed on April 5, 2023:

1. IPCC, 2021: Summary for Policymakers. In: Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change
2. "If Not Now, When?" Report by Climate Impact Partners and Imperial College. Available at: <https://ifnotnowwhen.climateimpact.com>
3. "Total Consumer Power Consumption Forecast". Anders S.G. Andrae. Available at: [https://www.researchgate.net/publication/342643762\\_New\\_perspectives\\_on\\_internet\\_electricity\\_use\\_in\\_2030](https://www.researchgate.net/publication/342643762_New_perspectives_on_internet_electricity_use_in_2030)
4. "Data centers: How big are they, and what are they worth?". International Energy Agency. Available at: <https://www.iea.org/reports/data-centres-and-data-transmission-networks>
5. Information on the Multidisciplinary Action Plan available at: <https://www.green4t.com/en/solutions/data-center-carbon-zero/>

# Energy Efficiency Conference



CEEDA – Certified Energy Efficiency DC Award | LEED – Leadership in Energy and Environment Design





In November 2022, we were the first Latin American Company to achieve **ASA (Accredited Sustainability Advisor)** certification, delivered by *Uptime Institute*. The title qualifies us as the only Company within the sector in Brazil and throughout the Latin American region to have proven practical and theoretical knowledge for the development of sustainable data centers on a global scale.

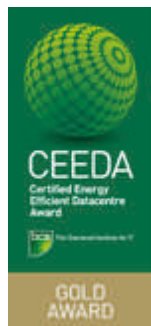
**In addition, we have other certifications that qualify the delivery of our products and services:**



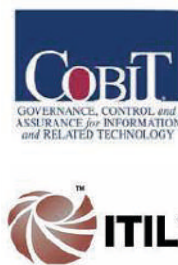
**Uptime Institute's Tiers** of more than 50 data centers certified from I to IV—assessed according to their level of reliability and overall performance.



**LEED for the deployment of sustainable data centers**—as measured by space sustainability, rational water use and energy efficiency.



**CEEDA** for the auditing and certification of energy efficiency practices within the data center.



**ITIL and COBIT certificates** for the adoption of the best management practices and management of the IT environment.



## IoT

The Internet of Things (**IoT**) is the use of sensors, software, and other systems to connect objects on an internet network, so that data can be extracted, processed, and analyzed.

Through this technology, companies can integrate their hardware equipment into their network of internal systems to gain access to information that is crucial to business management. Some examples of such equipment are sensors and devices responsible for automating farms and industries.

Currently, it is estimated that there are more than 10 billion IoT devices in the world, with the possibility of growing to 27 billion by 2025<sup>(1)</sup>.

Sources – accessed on April 5, 2023:

1. IoT: até 2025, mais de 27 bilhões de dispositivos estarão conectados. Available at: <https://forbes.com.br/forbes-tech/2022/08/iot-ate-2025-mais-de-27-bilhoes-de-dispositivos-estarao-conectados/>



# IoT across all industries



In this context, an innovation that should accelerate the adoption of this technology in Brazil is 5G, which has been at the implementation phase in the country since July 2022. With reduced latency and high capacity for simultaneous connections, **5G** enables IoT applications to be even more efficient and reliable, enabling the carrying out of complex tasks in real time.

In addition, 5G technology also supports new technologies, such as Augmented Reality and Virtual Reality, that can be used in a variety of industries, from entertainment to medicine and education, allowing complex tasks to be performed in real time <sup>(1)</sup>.

Overall, 5G is expected to be a major catalyst for the evolution of IoT technology in Brazil and around the world, offering new possibilities, opportunities for innovation and growth for companies and technology developers.

Source – accessed on April 5, 2023:

1. 5G no Brasil: guia explica o que vai mudar com a nova tecnologia. Available at: <https://g1.globo.com/tecnologia/noticia/2022/07/06/5g- chega-ao-brasil-nesta-quarta-guia-explica-o-que-vai-mudar-com-a-nova-tecnologia.ghtml>

At green4T, we have a specialized team to plan and execute IoT solutions that are customizable to customer needs—regardless of their industry.

These services can connect the business end-to-end, making the business more agile and enabling operators to be able to identify and make business decisions through a dashboard that displays the entire operation in real time. We also provide support to help understand and analyze this amount of information to improve decision making.

Furthermore, green4T's other products and services (**Data Center Modular, Data Center Infrastructure Services, Data Center IT Services**) connect with the IoT solutions provided, resulting in a full corporate ecosystem.



## Smart Cities

A Smart City is one that uses advanced and innovative technologies to improve the quality of life of citizens, to optimize resource use and to reduce environmental impacts<sup>[1]</sup>. To do this, tools are used such as devices and sensors connected to the Internet of Things (IoT), real-time data collection, and data analytics to manage and optimize resources such as transportation, energy, water, and waste. The main goal is to improve the efficiency, safety and sustainability of the city, making it more resilient and able to deal with urban challenges such as population growth and climate change.

Some common technologies in smart cities include smart lighting, connected public transportation, smart waste management, air pollution sensors, and the monitoring of water quality and mobility.

Sources – accessed on April 5, 2023:

1. GIFFINGER, Rudolf et al. Smart Cities: Ranking of European Medium-Sized Cities. Vienna University of Technology, Centre of Regional Science, 2007. Available at: [https://www.smart-cities.eu/download/smart-cities\\_final\\_report.pdf](https://www.smart-cities.eu/download/smart-cities_final_report.pdf)



**Scipopulis** is a green4T innovation *startup* that works with data analytics, processing, integration and visualization focused on making cities “*smart*”. Since 2014, its mission has been to build a human, sustainable and integrated city for all people, using technology, urbanism and design.



# Scipopulis Awards

2014



Verizon Powerful Answers Finalist



Honorable Mention Startup Farm



Winners of the SENAI SESI Innovation Tender

2015



Connected Smart Cities Award Winners

2016



Winners of the Object Brazil Award

2017



Winners of the 1st Demoday Mobilab

2018



100 Startups to Watch

2022



100 most influential companies in mobility (2022), through Connect Smart Cities and Mobility Estádio.



Winners of the SEBRAE-SP Startups of the Future Award in the GovTech category



Scipopulis products are divided into two platforms:

## Trancity

With a focus on managing the offer of public transportation in real time, **Trancity** was born to help public-sector managers monitor flows resulting from the new urban developments.

The technology is based on a web panel for monitoring and analyzing cities, which concentrates all information on mobility and urban infrastructure, providing important insights and allowing the manager to use the data collected in their strategy. By integrating multiple databases, it presents real time and historical information that can support end-to-end management, operation and planning of the entire local public transportation system.

The public transport monitoring tool has already been implemented in several cities in Brazil, Latin America and Europe, such as São Paulo, Rio de Janeiro, Belo Horizonte, Santiago (Chile), Montevideo (Uruguay) and Vilnius (Lithuania). It has been instrumental in defining new public

mobility policies and improving the quality of public transport services by providing information on speed, flow, displacement and the pollutant emissions of the local public transportation system.

With this, it becomes possible to create initiatives for modernizing the vehicle fleet and for

### Monitored points on the panel

Vehicle routes and position;

Volume of vehicles in circulation;

Need for new routes;

Bottleneck points;

Oscillation of the offer;

Tracking of metrics;

Events and accidents;

Regularity of service.

reducing its environmental impact, as well as increasing transparency for citizens and enabling the monitoring of compliance with the reduction targets for emissions established in city or district sustainability programs.

In addition, in 2022, Scipopulis developed a

methodology for assessing the feasibility of the electrification of bus routes, based on actual data from the operation of the existing network. This methodology considers GPS data from the fleet, the route, the variations of the terrain and the travel time to estimate the electrical energy required for the bus to complete a trip, in addition to the number of trips each bus can take throughout the day without needing to recharge and the estimated fleet size for completing the number of trips that have been planned daily. Furthermore, the methodology identifies operational synergies between routes to minimize the size of the electric fleet required to operate a set of routes.

### The Trancity platform is present in six European cities

(Vilnius, Kaunas and Klaipeda, in Lithuania, and Warsaw, Wrocław and Gdansk, in Poland), as well as Santiago and Montevideo, in Latin America.

Throughout the year, Trancity was used to analyze and optimize public transportation in **Florianópolis (SC) and Bragança Paulista (SP)**, contributing to sustainable mobility in these two cities. The platform was also used to support the **Rio de Janeiro (RJ)** Transpor-

tation Secretariat in an electrification study of the public transportation network, which established priorities and ways to initiate the transition from diesel to electric buses, reducing those emissions linked to transportation in the city.

## Scipopulis participates in the 11th UN-Habitat World Urban Forum

In June 2022, Scipopulis was one of the companies chosen to represent Brazil at the **11th World Urban Forum**, which took place in Katowice, Poland. The event is considered the leading global conference on sustainable urbanization, with the presentation of projects and success cases for solving issues related to global warming, pollution and population growth.

The initiative is organized by **UN-Habitat, the United Nations Program for Human Settlements**, which works with partners to build inclusive, safe, resilient and sustainable cities and communities.

During the event, the company introduced Trancity, highlighting its functionality,

its capacity to estimate emissions from public transport based on general operational data, vehicle movement and its models.

As part of the preparatory actions for the event, Scipopulis also participated in a preliminary startup acceleration program developed through a joint UN initiative with Katowice City Hall.





# Plancity

The platform is a tool that integrates, processes and presents data in a visual format, aiming to provide information to public-sector managers and to support decision-making, monitoring and city planning. Through customized *dashboards*, managers have access to integrated information and contextualized monitoring of city operations, which assists in identifying problems, setting priorities and developing strategies to improve urban management.

The platform is an important ally in promoting more efficient, transparent and focused management for the needs of citizens.

**The tool enables the entire urban ecosystem to be accurately understood and, consequently, how the city works. This situational awareness is not only limited to the territory as a whole—it also offers views of every neighborhood and every street.**

Backed by Plancity, the process of intelligent

## Monitored points on the panel

Socioeconomic data;	ISO metrics;
Educational census;	Smart and Sustainable cities;
Infrastructure;	Transportation.
Green spaces;	
SDG indicators;	

transformation of cities ensures the local population has the opportunity to enjoy the benefits of life in the city, while maximizing the impact of public investments on behalf of the people.

In 2022, we launched a series of innovations within the platform, such as the possibility to monitor the progress of goals established by the manager and **to track indicators of ISO 37120 and 37122 certifications, in addition**

## to indicators of the 17 UN SDGs.

The technology is also able to analyze geolocated information, providing municipal data that supports the definition of specific public policies for each neighborhood of the city. Based on this data, it is possible to transparently identify the points that need improvement in terms of cleaning services, in order to provide a greater quality of life for the population. Thus, technology is an important ally in the management of the public sector, providing a better understanding of the city's reality and enabling the adoption of more effective measures.

By the end of 2022, technology was already present in the cities of **Pindamonhangaba (SP), Curitiba (PR) and Praia Grande (SP)**, supporting improvements in the management of urban space.

## Scipopulis contributes to the transformation of Pindamonhangaba (SP) into a smart city

In December, Scipopulis signed a contract with the **City Hall of Pindamonhangaba (SP)** to implement Plancity in the city, with the aim of assisting public-sector management with clear data and *insights* for improving administration.

The initiative, which began two years ago as a pilot project, resulted in a one-year contract that should support innovation in managing the public realm, as well as provide data to investors and organizations. With the technology implemented, it was possible

to indicate, for example, the number of people close to each basic service—such as daycare centers and hospitals—in each neighborhood of the city, or even the number of people with access to quality public transportation in each region of the city.

In February 2023, the city of Pindamonhangaba was officially recognized as a *smart city*, with the award of a certificate issued by the ABNT.



# Operational Performance



In 2022, our operations continued to grow, supported by the market's growing need for data infrastructure. We totaled 289 customers with Continuing Services contracts, an increase of 8.2% compared to the previous year, summing the business conducted in Brazil and LATAM.

Among the green4T products and services, the highlight was DCIM (*Data Center Infrastructure Management*), which saw a thirty-fold increase in its revenue this year. Other services, such as *IoT Solutions*, *Cloud Services*, and *Data Center Carbon Zero*, have also made significant performance advances, with a positive outlook for return in future cycles.

In the period, Sismetal invested in new equipment and more than doubled its manufacturing area (from 3,000 m<sup>2</sup> to 7,000 m<sup>2</sup>). The company accelerated the exportation of modular data centers, selling 131 data centers to India and Germany.



**SISMETAL**  
 Won Rittal GmbH & Co's Best Supplier Award.

Scipopulis' fine performance also deserves praise, after growing 36% year-on-year, driven by the adoption of its Trancity and Plancity platforms by cities in Latin America and Europe.



more than  
**480**  
 specialized  
**mission-critical**  
 technicians.



**29** new  
**contracts** signed  
 for **Data Center  
 Lifecycle Services**



**131** Modular  
 Data Centers sold.



**Plancity and  
 Trancity** present  
 in **15** cities  
 around the  
 world.

# Financial Performance

In 2022, Brazil experienced a challenging macroeconomic scenario, with inflation of 5.8% and an interest rate of 13.75%, at the end of the year, numbers that impact companies' costs and expenditure, in addition to their ability to invest. However, we still have a favorable scenario for the technology industry, with opportunities related to the growing use of data infrastructure and the need for data center quality management.

In 2022, Total Net Revenue increased signifi-


cantly compared to the previous year with a positive change of 46.5%.

We improved our infrastructure throughout the year, with investments in the order of BRL 10 million in the modular data center plant and the company's new headquarters in São Paulo, which includes a Technology Experience Center with innovative environments for co-creation with customers.

Values in Thousands of Brazilian Reais (BRL THOUSANDS)	2022	2021	Variation %
<b>Total Net Revenue (Consolidated)</b>	299,579	204,470	46.5% increase
<b>Net Revenue Brazil</b>	257,543	177,746	44.8% increase
<b>LATAM Net Revenue</b>	42,036	26,724	57.3% increase

Values in Thousands of Brazilian Reais	
green4T	2022
<b>Improvements</b>	4,782
<b>Equipment</b>	600
<b>Furniture and Fittings</b>	654
<b>Total Capex</b>	6,036

Values in Thousands of Brazilian Reais	
Sismetal	2022
<b>Machines</b>	3,600
<b>Improvements</b>	1,200
<b>Total Capex</b>	4,800



# People and Culture

## OUR TEAM

green4T believes that the dedicated and committed work of our employees is one of the pillars for sustaining our business. Therefore, we invest in the development and upgrading of our team, with the best people management practices, in order to create an environment conducive to innovation and sustainability.

# Our Employees

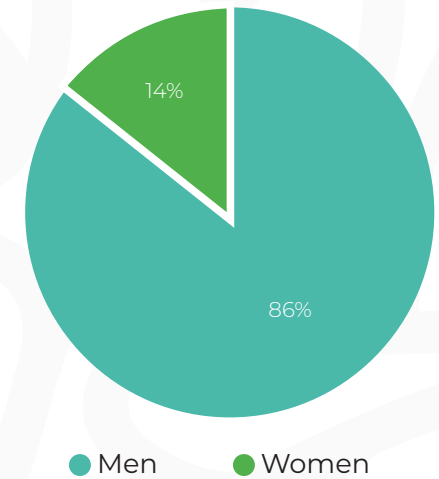
GRI 2-7; 2-8; 2-30

In 2022, the Company invested in various talent retention and attraction projects and initiatives, as well as actions to promote diversity. Following internal restructuring in 2022, the Company strengthened a number of areas and the leadership team, thus enabling it to respond more effectively to new challenges.

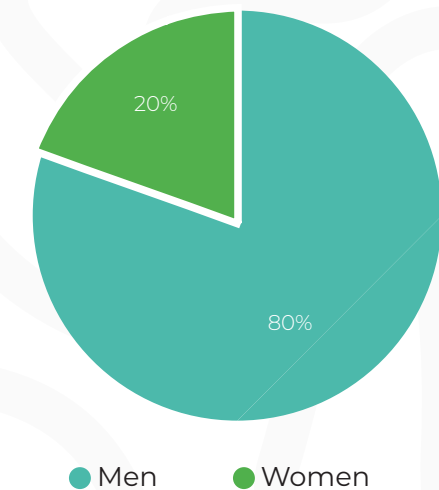
**88% of our employees** are covered by collective bargaining agreements. The only ones that are not included in these agreements are those allocated to and based at offices located in Latin American countries, excluding Brazil, as well as employees hired in regimes other than the CLT.



Employees by gender Brazil



Employees by type LATAM



BRAZIL			
Employees by employment contract, by region			
	Permanent	Temporary	Freelancers
Central West	66	0	0
Northeast	27	0	0
North	4	0	0
Southeast	575	4	11
South	17	0	0
<b>Subtotals</b>	689	4	11
<b>Total</b>	704		

BRAZIL		
Employees by job type, by region*		
	Full-time	Part-time
Central West	65	1
Northeast	27	0
North	4	0
Southeast	560	19
South	17	0
<b>Subtotals</b>	673	20
<b>Total</b>	704	

LATAM	
Employees by region**	
Argentina	19
Chile	19
Colombia	2
Uruguay	3
Costa Rica	16
<b>Total</b>	59

\*Freelance workers were not considered.

\*\*All employees in the Latin America (LATAM) region have permanent contracts and work full-time.



## New Office

In 2022, with the aim of ensuring a quality corporate environment and well-being for our employees we opened our new coworking space, in São Paulo (SP), on the top floor of the Tower Bridge Corporate building, next to the Estaiada Bridge, a central landmark location for tourists and business in the city. The 1,419 m<sup>2</sup> space includes a Technology Experience Center, which serves to demonstrate an immersive experience of green4T's solutions, as well as providing an innovative and inspiring space for co-creation between our customers and employees.

Planned on the *fitwell* concept, the environment follows good civil construction practices with the creation of **coworking spaces** and a green area for internal and external customers. The office

does not have fixed positions, and offers shared workstations and no partitions, encouraging the movement of employees throughout the space. All in all, there are 97 work points and 80 coworking seats.

The space has bleachers measuring 43-square-meters, built from reforested OSB wood. In addition, the meeting rooms were constructed with *fiberwood* lining, a natural and recyclable raw material functioning as a coating capable of improving acoustic performance. To ensure a connection to nature, the **new office is permeated with natural lighting and views of the outdoor landscape**, with the presence of a jaboticabeira tree in the entrance hall.



# Recruitment and Selection

## GRI 401-1

In 2022, the Company continued to devote a lot of effort to retaining and attracting talent, with a series of actions aimed at leadership development, internal selection processes, career plans and the search for professionals aligned with green4T's values.

**As a result of these efforts, we hired 359 employees in the year.**

Our Recruitment and Selection process for open positions at the Company begins with an alignment of expectations between the area with the vacant position and the People & Management team. Before we advertise externally, we evaluate the possibility of conducting internal recruitment, seeking to invest in the talent that already knows and has experience of our culture.

For external job ads, green4T uses a technology called the **Applicant Tracking System (ATS)**, which aims to promote the job on di-

gital networks such as LinkedIn, in addition to the Company's website. All of our candidates go through a few stages with the People team for information gathering and then

with senior management, to then start the hiring process.

Hiring of employees (Brazil)		
Age group	Total number of hires	Hire rate (%)
Under 30 years of age	104	68%
Between 30 and 50	224	50%
Over 50	31	32%
Gender	Total number of hires	Hire rate (%)
Male	287	48%
Female	72	71%
Region	Total number of hires	Hire rate (%)
<b>Total</b>	<b>359</b>	<b>51%</b>

Employee turnover (Brazil)		
Age group	Total number of hires	Turnover rate (%)
Under 30 years of age	70	45%
Between 30 and 50	186	42%
Over 50	31	32%
Gender	Total number of hires	Turnover rate (%)
Male	236	40%
Female	51	50%
Region	Total number of hires	Turnover rate (%)
<b>Total</b>	<b>287</b>	<b>41%</b>

For the year 2022, no data on the number of hires and layoffs by region (Brazil and LATAM) were collected as per the 2021 RS.

## Culture

green4T has a strong and structured culture, based on ethics, innovation and sustainability. It is predicated on the understanding that natural diversity exists, within the business, due to the various locations where the Company operates, each with its own characteristics and specificities, which need to be taken into account for each employee's journey.

However, we believe it is important to create rituals and initiatives for employees to take ownership of our culture. In this sense, we seek to create an open and collaborative work environment, based on communication and transparency. In 2022, for example, we held meetings involving the LATAM team and Brazil.

We also have a standardized *onboarding* process, which aims to welcome new members and present the Company's culture. It is based on institutional integration, on the first day of work, when the new employee learns the procedures with the People and IT team, the routines of the area and the team. After that, 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 time for questions and interactions with participants.

Lastly, employees who have already completed six months on the job participate in a post-hire interview with People & Management, where we assess how much they have absorbed from the culture and receive their *feedback* on the process.



In addition, every quarter, our CEO holds live broadcasts open to all employees, addressing themes about the future of the business, presenting the strategic changes that are taking place in the Company and highlighting other relevant initiatives from the period.

## Green News

This is our internal communication channel where employees can keep up with news about our businesses, new employees, cultural tips and much more.

## Champions of Excellence

Our recognition program aims to value and reward employees who excel in Continued Services, contributing significantly to the Company's success during the month, semester or year. After leadership has nominated and evaluated their performance, the selected ones are presented with a certificate and a voucher, ranging from BRL 300 to BRL 3,000, as a form of recognition and incentive to continue performing an excellent job.

# Training and Empowerment

GRI 404-1; 404-2

The Company believes that the capacity and engagement of its employees is green4T’s primary asset which enables it to deliver products and services that meet customer needs.

Therefore, we continuously invest in training and empowerment focused on each employee’s area, in order to ensure professional improvement, the development of skills and their ability to meet the regulatory requirements of their activities.

In addition, we seek to develop employees’ specific technical skills through internal training, carried out in accordance with sectoral demands, that is given by the manager or the “go-to” expert for the area. Among the training events carried out, we can highlight:

- Health, Safety and Environment (HSE): Brazilian Regulatory Standards 6, 10, 12, 18, 20 and 35;
- Quality Training;
- Training focused on the technical skills of each specific area;

- Implementation of Integration for new employees;
- Commercial Convention;
- Training regarding the Waste Management Plan and Water and Energy Program—conducted for employees at Sismetal in May 2022;
- Training in regarding the Business Continuity Plan—course for the crisis committee conducted by Certifications and the Technology team. Held in May and November 2022;
- Career Talks for Her – Course throughout 2022 with topics aimed at accelerating the careers of female staff;
- Technical support training on the green4T platform with 3 categories: Electrical, Infrastructure/Safe Room and Mechanical totaling 17 technical courses;
- Safe Room Watertightness Test Training – training conducted on 04/13/2022 and 05/25/2022 to train new multipliers of the watertightness test.

Training hours		
Gender	Total training hours	Average Training Hours
Female	2319	1.36
Male	57	1.36
Job category	Total training hours	Average Training Hours
Leadership (Supervision, Coordinators, Managers and Directors)	218	1.36
Team (Technicians and Administrative)	2158	1.36

## Project Independence: Critical Mission training in partnership with SENAI

In 2022, we partnered with SENAI to create the first Critical Mission technical training in Brazil. The training was aimed at identifying talent and providing career growth opportunities for SENAI students from Santo André and Ipiranga, both in São Paulo. With the offer of 32 openings and 100 hours of technical training, the learning/training focused on preparing professionals to operate in the Continuing Services area. At the end of the course, green4T took on 16 students, from the project, via an internship, to work directly in the area, starting in December.

The focus of the action is to generate opportunities for technical level students to have a relevant learning experience with a view to developing and encouraging them to proactively pursue their careers. Our expectation is to expand the initiative to other cities such as Rio de Janeiro, Brasília and Porto Alegre.

## Performance Evaluation

GRI 404-3

All employees go through **regular performance review cycles** in order to review individual performance, identify key development points, provide *constructive* feedback, and map the next steps for each team member. This data will contribute to the preparation of initiatives and training programs, aiming to eliminate the problems identified and guarantee the Company's growth.

In 2022, the cycles took place in the months of February and August, and all employees, who have been employed for more than six months are evaluated.

Percentage of employees who received performance and career development review	
Gender	
Female	406
Male	54
By Job Category	
All employees who fall within the Company's eligibility. Within a period of (6 months at green4T) everyone had a performance review.	100%



# Diversity and Inclusion

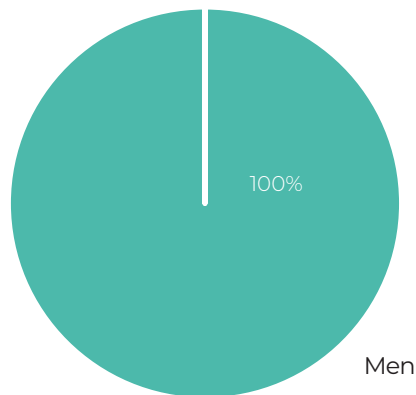
GRI 2-19; 405-1; SASB  
TC-SI-330a.3

The Company considers team diversity a key factor in increasing innovation and employee engagement, hence this is a priority issue for the leadership team.

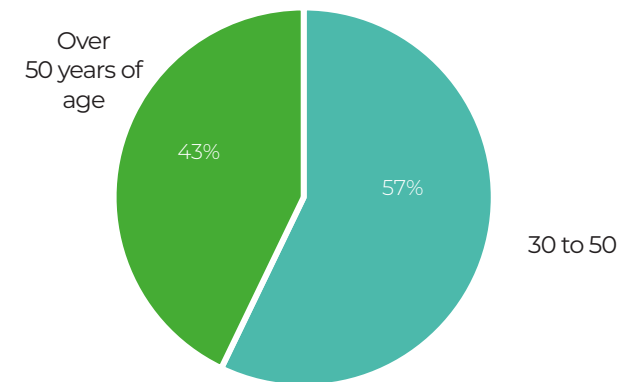
For this reason, we foster a plurality of points of view and teams that are increasingly diverse, with the aim of bringing new perspectives and solutions in the management of our business.

## Diversity on the Board of Directors and Executive Board

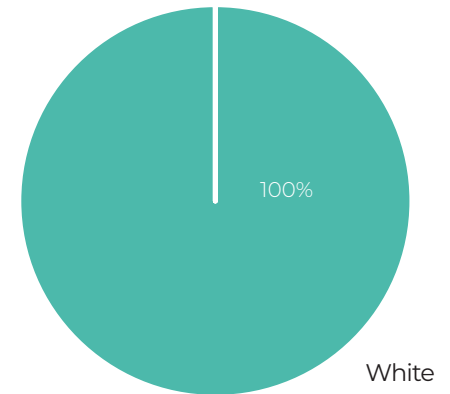
By gender



By age group



By race



## Employee diversity by Job category (Brazil)\*

By gender	Number of men	% of men	Number of women	% of women
Middle management	115	16.6%	22	3.2%
Operations Team	351	50.6%	9	1.3%
Corporate Team	113	16.3%	69	10.0%
CEO, Vice Presidents and Directors	13	1.9%	1	0.1%
<b>Subtotals</b>	592	85.4%	101	14.6%
<b>Total</b>	693			

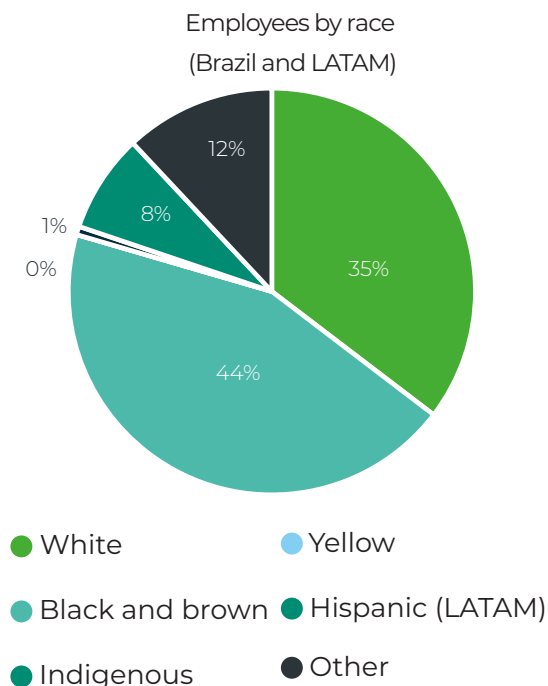
By age group	Under 30	Between 30 and 50	Over 50
Middle management	15	99	23
Operations Team	57	249	54
Corporate Team	81	84	17

## Diversity of employees by Job category (LATAM)\*

By gender	Number of men	% of men	Number of women	% of women
Middle management	9	15.3%	6	10.2%
Operations Team	31	52.5%	3	5.1%
Corporate Team	7	11.9%	3	5.1%
CEO, Vice Presidents and Directors	0	0.0%	0	0.0%
<b>Subtotals</b>	47	79.7%	12	20.3%
<b>Total</b>	59			

By age group	Under 30	Between 30 and 50	Over 50
Middle management	1	12	2
Operations Team	9	24	1
Corporate Team	2	5	3
CEO, Vice Presidents and Directors	0	0	0
<b>Subtotals</b>	12	41	6
<b>Total</b>	59		

\*Freelance workers were not considered.



### Our Ethical Conduct Code

does not allow any form of discrimination, whether by religion, national origin, philosophical or political conviction, family economic situation, origin, sex, color, ethnicity, disability, age, sexual preference, biotype, health status, or marital status.

There are established procedures for reporting, investigating and applying penalties in proven cases. For more information, please visit the link below: <https://www.green4t.com/wp-content/uploads/2022/03/Code-of-ethics.pdf>

In 2022, 20% of our vacancies were filled by women. Although there is already relatively equal participation within the sales and administrative (people and management, supply chain, finance and accounting, legal) teams, and also within the team focused on *Smart Cities*, there is still a very large disparity within the technical teams (Operations and Production), which is a reflection of the disparity that is also observed on technical courses and on tertiary-level engineering and computing courses.

According to a survey by the National Confederation of Industry (Confederação Nacional da Indústria, CNI) in partnership with the FSB Institute, women hold only 29% of leadership positions in Brazil's industries, while men account for 71%<sup>(1)</sup>.

For our employees, in 2022, we invested in training specifically for women in management positions and other senior management functions. In addition, in partnership with SENAI, we will start Critical Mission training specifically aimed at women in 2023, with the aim of increasing the participation of women in training offered externally.

Sources – accessed on April 5, 2023:

1. Mulheres ocupam apenas 29% dos cargos de liderança na indústria brasileira, diz pesquisa. Available: <https://g1.globo.com/df/distrito-federal/noticia/2023/03/08/mulheres-ocupam-apenas-29percent-dos-cargos-de-lideranca-na-industria-brasileira-diz-pesquisa.ghtml>



# Benefits

401-2; 401-3

In our Brazilian operations, we offer healthcare plans, paid for by green4T, for employees and, via enrollment, for their dependents. We also offer dental care 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:

- Pro-health, which provides online medical care 24 hours a day and 7 days a week;
- Gympass, with in-person and online classes;

With regard to operations in Latin America, the company offers healthcare plans to employees. In addition, there is assistance for food and transportation.

Maternity/paternity leave	
Total number of employees with the right to take maternity/paternity leave in the year	
Gender	Total number
Male	0
Female	4

Total number of employees who took maternity/paternity leave in the year	
Gender	Total number
Male	0
Female	4

Total number of employees who should have returned to work after maternity/paternity leave in the year	
Gender	Total number
Male	0
Female	4

Total number of employees who effectively returned to work after maternity/paternity leave in the year	
Gender	Total number
Male	0
Female	3

Total number of employees who took leave, returned and would complete twelve months since their return this year	
Gender	Total number
Male	0
Female	2

Total number of employees who effectively completed twelve months after returning from leave still working at the Company	
Gender	Total number
Male	0
Female	2



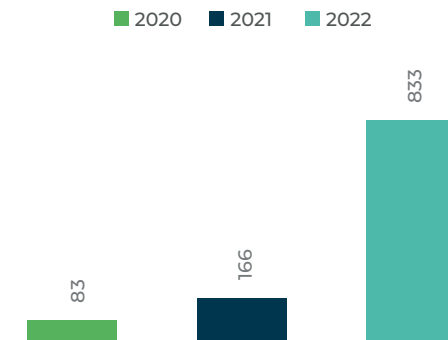
## Summer Job: paid vacation program for women



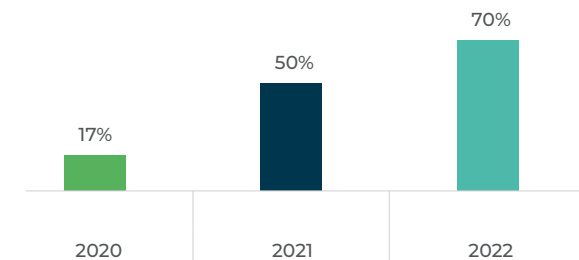
The Summer Job is our program that runs during the vacation period from January to February, with the goal of providing college students with an opportunity to exchange, experience and immerse themselves in a corporate environment. Through it, we help participants to develop skills and gain knowledge and experience in their areas of expertise, as well as strengthen our talent attraction process.

In 2022, we had eight participants, all female, who during the training period developed and presented a real solution to a challenge for an area of the Company. The process lasted 60 days and included conversations with the CEO, individual mentorships and training, as well as a final *pitch* for presenting the solution.

### Summer Job registrations



### Proportion of interns remaining at the company after the Summer Job



## Career Talks for Her

The **Career Talks for Her** program aims to promote a career-focused knowledge path and discussions for our female employees, divided into three main stages:

**Know yourself/Position yourself/Move yourself.**

In 2022, we held 10 online meetings, coordinated by human and organizational development consultant Sara Veloso, with the participation of the speaker Edna Vasselo Goldoni. The meetings were directed at employees across Latin America, addressing

career development topics and providing a networking space, mutual support and a welcoming environment.





# Corporate Social Performance

# Our Social Role

GRI 2-28

green4T believes that the private sector plays a key role in promoting social development, either through the positive impacts of its direct performance, or through support for external social projects.

With respect to the first aspect, we promote market evolution by bringing quality, resilient and sustainable data infrastructure to companies across all sectors, supporting the economic and technological development of society as a whole.

With regard to **support for social projects**, we operate with a focus on three areas:

Education for technology

Female empowerment

Sustainability and smart Cities

This enables us to provide support through social campaigns, financial support to local institutions, donations and incentives for research, with the resources being applied via tax incentive laws or via the Company's direct investment.

In this sense, in 2022, we chose to invest directly in associations and initiatives that have a positive social impact, allocating BRL 100 thousand for this purpose.



Magic Steps Event  
green4T headquarters



# Projects supported via Incentive Laws

Project*	Proponent	Law	Execution Period	Location	Detailing	SDG
<b>“Ecosistemas de Inovação” Documentary</b>	Prosa Press Media Consulting	Federal Culture Incentive Act (Lei Federal de Incentivo à Cultura)	2023	Digital project broadcast through YouTube and social media	The project aims to produce the documentary “Ecosistemas de Inovação” (Innovation Ecosystems), which proposes to be an updated snapshot of Brazil with global trends in innovation and technology.	<b>9</b>
<b>Annual Sports Activity Plan – O Esporte é Para Todos (Sport is for Everyone)</b>	Associação Brasileira de Educação e Cultura	Federal Sports Incentive Law (Lei Federal de Incentivo ao Esporte)	2023	São Paulo (SP)	The main objective of the project is to promote the practice of sports among school-age children and adolescents, in situations of socioeconomic vulnerability, provided free of charge at the Marista Social Schools either after school or during extended school days.	<b>3 / 10</b>
<b>Cidade Sustentável</b>	Geração Futuro	Childhood and Adolescent Fund (Fundo da Infância e do Adolescente)	2023	Pombos (PE)	The Cidade Sustentável (Sustainable City) project aims to train adolescents from public schools to become Environmental Development Agents, to contribute to the reforestation and tree-planting within their area, providing quality of life and a sustainable city.	<b>3 / 11 / 4 / 13</b>
<b>Mais Saúde – Ano I (More Health – Year I)</b>	Municipality of Sul Brasil – SC	Fund for the Elderly (Fundo do Idoso)	2023	Sul Brasil (SC)	Seeks to expand and strengthen the practice of physical activities and nutritional guidance for the elderly of the town, through guided walks, group stretching exercises, functional activities, exercise at outdoor gyms and nutritional orientation with healthy eating workshops.	<b>3 / 10 / 4</b>

\*Projects supported in 2021.

# Projects supported via Incentive Laws

Project*	Proponent	Law	Execution Period	Location	Detailing	SDG
<b>Identification of etiological factors of cancer through the genomic signature</b>	FAEPA – Fundação de Apoio ao Ensino, Pesquisa e Assistência (The Teaching, Research and Support Foundation) of the HCFMRP-USP	PRONON	2025	Ribeirão Preto (SP)	The objective is to identify and describe the main etiological tumoral factors that lead to the development of cancer in the Brazilian population through use of the genomic signature, in order to propose prevention and early diagnosis strategies for the population.	<b>3</b>
<b>Rodinha Zero (Zero Wheel)</b>	Instituto Aromeiazero	Federal Sports Incentive Law	Fundraising	São Paulo (SP)	Using the bicycle as an educational tool, the project seeks to encourage about 400 children aged 6 to 11 to ride as an alternative to sport, mobility and well-being. The public is made up of students from the public school systems in São Paulo and Araraquara. Two classes of 25 children will be formed per School.	<b>3</b>
<b>Empreendedorismo na Melhor Idade/ Intergeracional (Best Age Entrepreneurship/ Intergenerational)</b>	IPPE – Instituto de Pesquisas e Projetos Empreendedores (Institute for Research and Entrepreneurial Projects)	Fund for the Elderly	2023	Belo Horizonte (MG)	The aim of the project is to promote entrepreneurial inclusion through innovative and creative empowerment, using tools and methodologies focused on the complete development of human beings.	<b>3 / 11 / 4</b>

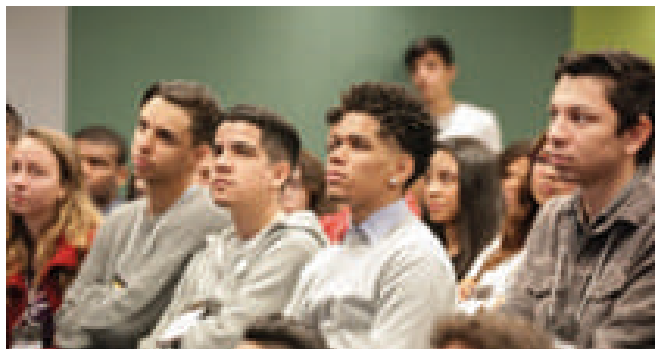
**3** // Health and Well-being   **4** // Quality Education   **9** // Industry, Innovation and Infrastructure   **10** // Reduce inequities  
**11** // Sustainable Cities and Communities   **13** // Action against global climate change

\*Projects supported in 2021.

## Private Social Investment

Aligned with the Company's own guidelines on social impact, in 2022, it supported and monitored, right through to conclusion, a series of projects focused on inclusion and education.

### Instituto IT Mídia



The Institute is a non-profit organization that aims to transform lives through education and technology by developing educational projects aimed at the training and empowerment of young professionals.

Among the projects developed by the Institute, we highlight: Tech for Inclusion, I Empower, Engineer Training Program, 5G studies, Digital Competitiveness *Ranking* and the Digitization Manual of companies.

### Passos Mágicos



The Passos Mágicos (Magic Steps) Association, located in the municipality of Embu-Guaçu (SP), has as its mission the transformation of the lives of socially vulnerable young people and children through education, offering tools to open the doors to better life opportunities.

The Institution offers after-school classes in Portuguese, Mathematics and English, as well as psychological and psycho-pedagogical monitoring, cultural activities and school scholarships.

In September 2022, we funded an event to celebrate the association's 30th anniversary, held at the new green4T office in São Paulo (SP), which brought together about 170 guests including executives and employees of the Company, representatives of the organization and young people and children who are part of the social project.

### Green Talks



In order to discuss topics related to digital transformation, IT infrastructure, energy efficiency of the *data center* sector, *smart cities*, and disruptive technologies such as IoT and *edge computing*, we have a podcast called "*Green Talks*", available on *Spotify*.



# Our Suppliers

## GRI 2-6

To meet the growing demands for our Company, we have partnered with a broad network of suppliers in different regions of the country. Among the main materials and services provided, data center equipment such as electric power cabinets, generators, backup and HVAC systems stand out.

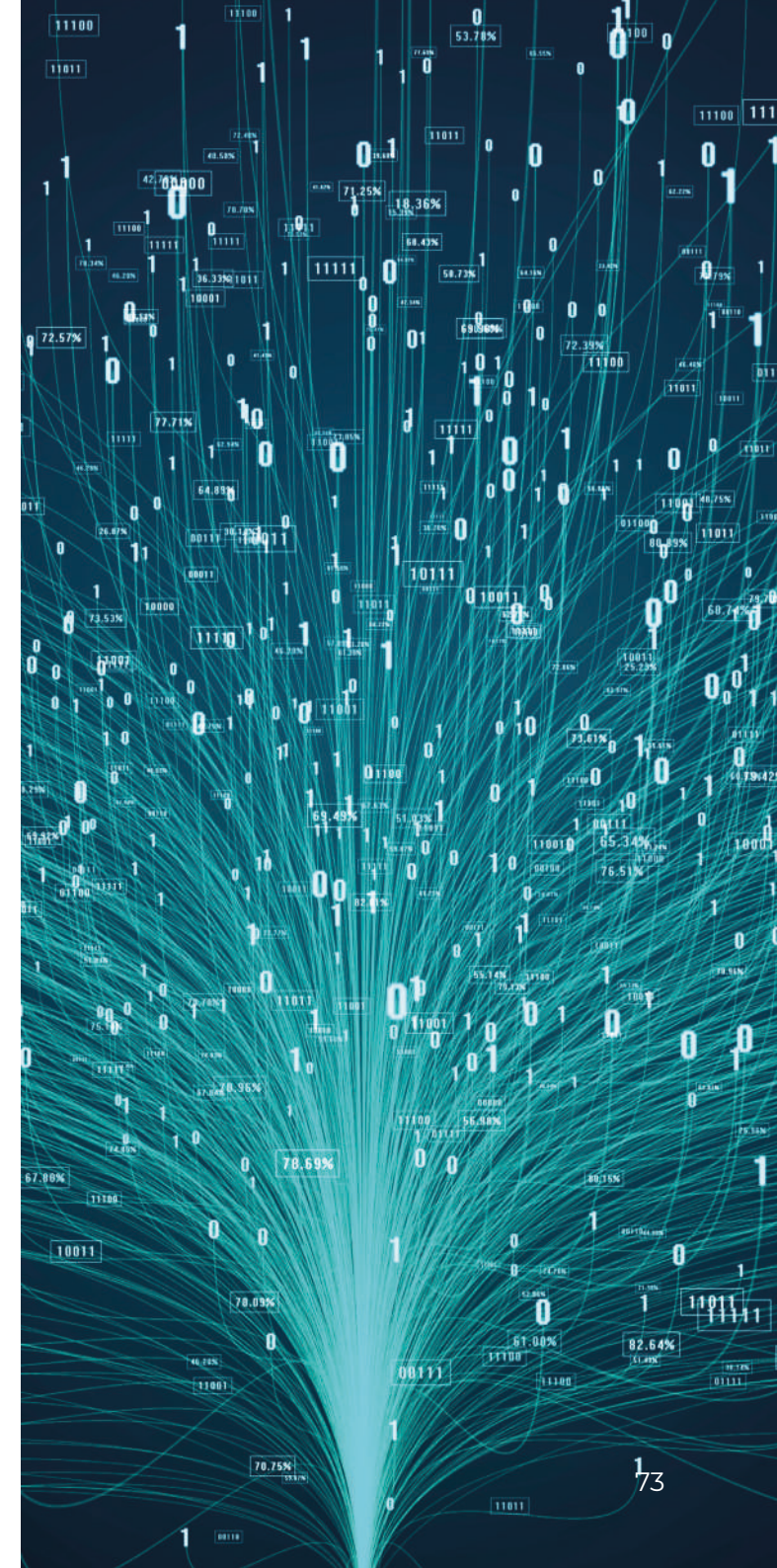
We also have partners specialized in the development of applications, as well as suppliers of raw materials such as steel and metallurgical inputs for our modular data center division.

In total, in 2022, we had **3,300 direct suppliers** with active contracts and agreements, totaling BRL 160 million spent on third-party supplies and services.

Our suppliers are distributed as follows:

- Southeast: 95%
- Central-West: 2%
- South: 1%
- Northeast: 1% and
- Latin America: 1%

To improve the relationship with this public, we have implemented the Supplier Portal, where they can request approvals, receive invitations to participate in tenders and submit their proposals.





# Working for a Greener Future

# Environmental Management

In line with the Company's commitment to the **Global Compact and the United Nations Sustainable Development Goals (SDGs)**, green4T has been evolving its business with the aim of promoting a reduction in both the environmental impacts of its, and its customers' operations, as well as, within society as a whole, with a focus on addressing the climate emergency.

To do this, we operate on two fronts: in the development and sale of IT infrastructures that consumes less energy and, therefore, emits less CO<sup>2</sup> into the atmosphere (see more on page 39), and in its participation in the global debate on climate change (page 22).

In addition, our environmental concern extends to our own operations, whose main impacts are related to corporate travel and car fleet emissions, waste disposal and energy consumption.



# Waste

GRI 306-1; 306-2

greent4T aims to provide, safe and efficient treatment and disposal of its waste, always striving to protect the people involved in handling waste, and safeguarding public health and the environment.

In this sense, **in 2021, we implemented the Solid Waste Management Program** with the objective of giving waste the most appropriate destination, according to its characteristics. This guides our systemized methodology for controlling the waste generated at Sismetel.

In our operation, we develop sustainable and selective collection practices, such as identifying waste bins according to standards established by environmental agencies. We also carry out awareness work within the Company, for the correct disposal of materials that are substituted at our customers' facilities, such as batteries, oil, light bulbs and others.

In addition, in 2022, a platform was created to manage the team's internal training, the **Green Academy**, which includes training focused on the management, transportation, storage and disposal of waste. Through it, employees take part in training of global interest, such as Governance and Compliance, or technical training, according to their performance or customer need.

At the **Green Academy**, you can consume content, carry out evaluative activities and issue your certificates, reducing control in spreadsheets and facilitating the auditing of technical training—where the majority of enrollments are currently concentrated. Health, Safety and Environment (HSE) and Continuing Services training, including the Electrical, Mechanical and Infrastructure and Safe Room subcategories, which are currently our flagships. Every year, there are numerous enrollments on the platform. In 2022, **we had 526 registrations for a variety of training.**

Starting in 2023, we will implement an initiative focused on responsible and conscious waste disposal, reinforcing our commitment to protecting the environment and promoting sustainable practices throughout our operations. Our goal is to ensure that 100% of the batteries used in customer service go through the reverse logistics process, promoting the circular economy and minimizing environmental impacts.



Sismetel has the green seal (Environmental Label). Environmental labels are seals that aim to inform the consumer of some of the characteristics of the product.

# Energy Consumption

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

The Company conscientiously manages its energy consumption, prioritizing energy efficiency and the use of alternative fuels, a key action to reduce the Company's emissions of Greenhouse Gases and contribute to tackling climate change.

Our energy consumption includes the gasoli-

ne and ethanol consumed by our fleet of vehicles together with the consumption of electricity at the Rio de Janeiro (RJ), Brasília (DF), Belo Horizonte (MG), Campinas (SP), Diadema (SP), Porto Alegre I and II (RS), Atec Salvador (BA), Sismetal/Sorocaba (SP), and the green4T Barueri (SP) units as well as at our headquarters (SP).

	2021		2022	
	(MJ)	%	(MJ)	%
<b>Non-renewable fuel consumption</b>				
<b>Gasoline</b>	4,456,492.53	74.70	3,812,358.94	80.80
<b>Renewable fuel consumption</b>				
<b>Ethanol (ethyl alcohol hydrate)</b>	431,885.79	7.23	301,550.90	6.39
<b>Electricity consumption (power grid)</b>	1,078,232.40	18.07	604,523.00	12.81
<b>Total energy consumption</b>	<b>5,966,610.72</b>	<b>100</b>	<b>4,718,432.84</b>	<b>100</b>



# Emissions

GRI 305-1; 305-2; 305-3

With the goal of identifying and mitigating company emissions, and hence combating climate change, every year a **Greenhouse Gas Emissions Inventory** is produced. Using this data, it is then possible to establish actions and goals for reducing emissions.

In 2022, we re-evaluated the last three years considering all subsidiaries of green4T, which includes the operational subsidiaries in Brazil, in the Spanish-speaking countries of the Americas, Sismetal, Scipopulis, and Data Center Consultores – DCC in Costa Rica. We have achieved the following results:



In September 2022, we committed to reducing Greenhouse Gas emissions in line with Science Based Targets (SBTi) and aiming to limit global warming to 1.5°C by signing the commitment letter. To meet our goals, we hired a specialized consultancy in 2023 to develop an emissions reduction action plan.

Scope 1: Direct GHG emissions*			
	2020	2021	2022
CO <sup>2</sup> (t)	115.06	227.25	225.91
CH <sup>4</sup> (t)	0.06	0.09	0.10
N <sup>2</sup> O (t)	0.01	0.02	0.03
CO <sup>2</sup> eq (t)	120.85	236.55	235.85
Biogenic CO <sub>2</sub> (t CO <sub>2</sub> )	73.37	81.60	78.59

View by Category	2020	2021	2022
Stationary C.		0.47	
Mobile C.	120.41	235.92	235.78
Fugitive	0.15	0.16	0.07
<b>Overall Total</b>	120.56	236.55	235.85
Fuel flow view	2020	2021	2022
LPG	0.48		1.27
Diesel oil		0.47	
Commercial gasoline	119.50	235.64	234.30
Hydrated ethanol	0.43	0.27	0.22
<b>Overall Total</b>	120.41	236.39	235.78
Vision for fugitive emissions	2020	2021	2022
Carbon dioxide	0.15	0.16	0.07
<b>Overall Total</b>	0.15	0.16	0.07

### Scope 2: Indirect emissions of Greenhouse Gases (GHG) stemming from energy procurement

	2020	2021	2022
<b>Localization approach</b>	40.84	30.73	12.35
<b>Purchasing Approach</b>	40.84	30.73	12.24

In 2022, the building in which green4T's headquarters is located lowered the emissions resulting from the purchase of electricity by 100%. The certificates used refer to hydroelectric plants. So, for this unit, considering the approach to purchasing, we can zero the emissions

In 2022, the building in which **green4T's headquarters is located lowered the emissions resulting from the purchase of electricity by 100%**. The certificates used refer to hydroelectric plants. Thus, for this unit, the purchasing approach adopted, resulted in the elimination of emissions.

For 2022, **we expanded the scope of the emissions inventory**, considering all impact categories applicable to the operations of green4T subsidiaries. In addition, we expanded organizational boundaries, including all business travel (**category 6**) and home-to-work travel (**category 7**) activities. We currently use monetary data for the calculation (**category 6**). In general, we have moved forward in the form of calculation to better account for our emissions as we head toward **Net Zero**.

### Scope 3: Indirect emissions of Greenhouse Gases (GHG) – (t Co2e)

	2020	2021	2022
<b>Category 1</b>			883.60
<b>Category 2</b>			1114.22
<b>Category 3</b>	29.599	50.71	51.12
<b>Category 4</b>			168.90
<b>Category 5</b>			1.817
<b>Category 6</b>	140.84	92.37	380.87
<b>Category 7</b>		81.48	842.87
<b>Category 9</b>			186.22
<b>Overall Total</b>	170.43	224.55	3629.61

This year, we present inventories with an expansion in the organization and operational limits. For 2022, we expanded inventories, considering all impact categories which are applicable to green4T Participações' operations. For the other years, we expanded organizational boundaries, considering all operations for business travel (category 6) and home-to-work travel (category 7) activities. We currently use monetary data for the calculation of category 6. Overall, we have made progress on the way we calculate to be able to better account for our emissions on our path to Net Zero.

## Sustainability Program applied to Fleet Management

In October 2022, we published our Corporate Vehicle Use and Violations Policy, which establishes the Sustainability Program applied to green4T Fleet Management.

The document provides that, although green4T vehicles are *Flex* vehicles, they must be filled with ethanol, as it is a renewable and cleaner source of energy, in line with our emissions reduction strategy. The results of the new policy should begin to impact the Company's indicators from the 2023 emissions inventory.

# Appendix



# Business Performance and Business Continuity Indicators

## Description of business continuity risks related to interruptions in operations

### SASB TC-SI-550a.2

Business continuity risks can be assessed from two perspectives. The first pertains to internal operational interruptions of green4T's systems and the other pertains to customer operational interruptions, as a result of the quality of the service provided, which may cause significant impacts on the customer and impact on the image of green4T.

Evaluating the first scenario, the risks of internal operational disruptions remain the same as those mapped in the previous year, being:

1. Internet instability;
2. Unavailability of the server where all Continued Services information is processed and filed;
3. Instability in the Job Order management platform and the unavailability of the remote monitoring platform for customers who have *contracted* Online;

4. Unavailability (*Downtime*) of the Data Center where process management and monitoring systems are stored.

In addition to the improvements already mentioned in the previous year, actions were developed to mitigate these risks of interruptions such as:

1. Migration of the Online monitoring system environment, management and maintenance tools of Job Orders migrated to IAC (*Infrastructure As Code*) technology;
2. Correction of requisition factors in the database;
3. Definition of the Emergency Response Plan in case Online monitoring fails.

For the second scenario, it should be assessed that operational interruptions, especially those that generate unavailability of customer services, are treated and managed with extreme importance within our process. In 2022, the implementation of a new organizational structure defined as the Center of Excellence (COE) was established, with the main objecti-

ve of creating a centralized knowledge base to increase the operational efficiency of services and ensure governance, in order to maintain high availability of assets based on standardized and sustainable practices.

In practice with the COE, several initiatives have been developed to mitigate the risks of operational unavailability for our customers, among which are:

1. Development of an asset management tool that aims to classify and define maintenance routines based on manufacturers' recommendations for the key assets;
2. Development of a structure for loss profile analysis and reliability engineering with the objective of avoiding recurrent failures;
3. Centralization and greater governance in the management of process indicators;
4. Centralization and greater governance in the management of Change Requests, with participation of experts on committees, in order to ensure greater effectiveness and reduction of the risk of unavailability

during scheduled maintenance;

**5.** Centralization and greater governance in the management of Incidents, with the participation of experts in order to ensure a correct analysis, identifying root causes and eliminating the risk of recurrences;

**6.** Implementation of a *Quality Assurance Analyst* structure, with the objective of conducting physical and process audits on clients and internal teams, in order to ensure the quality of service provision as well as adherence to the management practices implemented;

**7.** Implementation of a team of experts available 24x7x365 who can act in-person or remotely through augmented reality glasses, with the aim of mitigating the risks of operational unavailability during corrective interventions and crisis situations.



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## UNIVERSAL STANDARDS

### General Content

#### The organization and its reporting practices

<b>2-1</b>	Organization details	Page 11
<b>2-2</b>	Entities included in the organization's sustainability reports	g4T Participações S.A.; g4T Produtos e Serviços Ltda.; g4T Soluções TI Ltda.; Innovative; Scipopulis; DCC; Sismet-al; g4T Argentina; g4T Chile; g4T Uruguay; g4T Peru; g4T Colombia; g4T Mexico; and g4T Spain.
<b>2-3</b>	Reporting Period, frequency, and point of contact	Page 7
<b>2-4</b>	Information reformulations	Page 9
<b>2-5</b>	External verification	The report is not subjected to external verification.

#### Activities and Employees

<b>2-6</b>	Activities, value chain and other business relationships	Pages 11, 13, 17, 32, and 73
<b>2-7</b>	Employees	Page 55
<b>2-8</b>	Non-employee workers	17 non-employee workers.

#### Governance

<b>2-9</b>	Governance and composition structure	Page 26
<b>2-10</b>	Nomination and selection of the highest governance body	Page 26
<b>2-11</b>	Chair of the highest governance body	Page 26
<b>2-12</b>	Role of the highest governance body in overseeing impact management	Pages 26 and 32

## Governance

<b>2-13</b>	Delegation of responsibility for impact management	Pages 32 and 34
<b>2-14</b>	Role performed by the highest governance body in sustainability reporting	Page 7
<b>2-15</b>	Conflicts of interest	Page 30
<b>2-16</b>	Reporting critical concerns	Page 33
<b>2-17</b>	Collective knowledge of the highest governance body	The Company will implement the process in 2023.
<b>2-18</b>	Evaluation of the performance of the highest governance body	Page 26
<b>2-19</b>	Compensation policies	Pages 30 and 62
<b>2-20</b>	Compensation determination process	The compensation determination process is conducted by a contracted consultancy whose work is validated by the governing body.
<b>2-21</b>	Proportion of total annual compensation	Proportion of total annual compensation = 9.32 (including salaries, contribution to labor rights that are reverted to the employee, and benefits).
<b>2-22</b>	Statement on sustainable development strategy	Page 4
<b>2-23</b>	Commitment policies	Page 30
<b>2-24</b>	Incorporating the commitment policies	Pages 30 and 32
<b>2-25</b>	Processes to remedy negative impacts	Page 38
<b>2-26</b>	Mechanisms for seeking guidance and raising concerns	Page 33
<b>2-27</b>	Compliance with laws and regulations	Pages 30 and 32
<b>2-28</b>	Membership in associations	Pages 15, 22 and 69

### Stakeholder engagement

<b>2-29</b>	Approach to stakeholder engagement	Page 9
<b>2-30</b>	Collective bargaining agreements	The only employees not covered by Collective Bargaining Agreements are those allocated to and based at offices in Latin American countries and employees hired under regimes other than the CLT.

### Material Topics

<b>3-1</b>	Process for determining material topics	Page 9
<b>3-2</b>	List of material topics	Page 9
<b>3-3</b>	Material topic management	Page 9

## ETHICS AND COMBATING CORRUPTION

<b>205-2</b>	Communication and training in anti-corruption policies and procedures	Approximately 725 suppliers in the Southeast and Central-West areas participated in activities related to the disclosure of issues regarding the anti-corruption policy and measures. In terms of training focused on the topic of corruption, 181 employees occupying positions in coordination, on the executive board and on the board of directors of the Southeast region participated in training focused on the topic.
<b>205-3</b>	Confirmed cases of corruption and actions taken	Pages 30 and 32

## Environmental Content

### Energy

<b>302-1</b>	Energy consumption within the organization	Page 77
<b>TC-SI-130a.1</b>	(1) Total energy consumed (MJ), (2) percentage from the power grid (%), (3)	Page 77

### Emissions

<b>305-1</b>	Direct emissions (Scope 1) of greenhouse gases (GHG)	Page 78
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<b>305-3</b>	Other indirect emissions (Scope 3) of greenhouse gases (GHG)	Page 78
<b>Waste</b>		
<b>306-1</b>	Waste generation and significant waste-related impacts	Page 76
<b>306-2</b>	Management of significant waste-related impacts	Page 76
<b>R&amp;D and Innovation</b>		Page 35
<b>Social Content</b>		
<b>Employment</b>		
<b>401-1</b>	Total and rates of new employee hires and turnover by age group, gender and region	Page 58
<b>401-2</b>	Benefits offered to full-time employees that are not offered to temporary or part-time employees, broken down by key operations	Page 65
<b>401-3</b>	Maternity/paternity leave	Page 65
<b>Occupational Health and Safety</b>		
<b>Training and Education</b>		
<b>404-1</b>	Average training hours per year, per employee	Page 60
<b>404-2</b>	Programs for improving employee skills and career transition assistance	Through programs such as Leader Mentoring in the operations area, Career Talks For Her to enhance women's skills, training in Occupational Safety Standards (NR10 and SEP, NR33 and NR35, among others), and anti-corruption training, we have strengthened some skills. In addition, we provide assistance to some employees that are on graduate education programs doing specific courses for the data center, technology and certification sector such as Uptime, in addition to providing support for the Critical Mission technical course at SENAI for the hiring of interns.
<b>404-3</b>	Percentage of employees receiving regular performance and career development reviews	Page 61
<b>TC-SI-330a.1</b>	Percentage of employees who are (1) foreign nationals and (2) foreign residents	Foreign nationals (%): 0.01% and Foreign residents (%): 0%

<b>TC-SI-330a.2</b>	Employee engagement	The Company does not conduct an engagement survey (eNPS) with its employees.
<b>405-1</b>	Diversity in governance bodies and employees	Page 62
<b>TC-SI-330a.3</b>	Percentage of gender and racial/ethnic group representation for (1)	Page 62

Wage to compensation ratio for women and men		
Job category (to fill)	Ratio between women's and men's base salary	Ratio between women's and men's compensation
<b>Supervisors and Coordination</b>	1.050524373	0.863709954
<b>Managers and Executive Managers</b>	1.062851725	0.74821933
<b>Team</b>	0.898491064	0.804684839
<b>Executive Board and VPs</b>	0.559443569	0.559443569
*Data extracted from Nydus that includes CLTs and Legal Entities for the year 2022		

<b>TC-SI-550a.2</b>	Description of business continuity risks related to interruptions in operations.	Page 81
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### Non-Discrimination

<b>406-1</b>	Cases of discrimination and corrective actions taken	We have not received any reports related to cases of discrimination.
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## Map of **SDG**



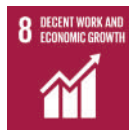
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