

Report

ESG






















Environmental, Social and Governance

➤ Fictor

2023



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Meet
Fictor Group



Fictor Group is a holding and investment company specializing in the management of companies in the private equity market with the aim of fostering business growth and development in alignment with its purpose.

For more than 15 years, Fictor has followed the path of innovation by embracing and investing in Brazil's true potential, incorporating businesses aligned with its vision and investing resources to bring it to life.

Food, Energy, Infrastructure and Financial Operations constitute the pillars of its diversified portfolio, with ESG indicators linked to management planning and participation in new businesses.

fictor.com.br 

Integration

Transversality: ESG guidelines are incorporated into all areas of the company, from the definition of strategic goals to the implementation of actions and projects.

Culture: Sustainability is disseminated as a fundamental value, raising awareness and engaging employees in responsible practices.



Governance and communication

Transparent information: Fictor Group has three committees made up of top management. These committees ensure that strategic information is reported to the Board.

Accountability: We are beginning our ESG journey. The purpose of this report is to start reporting information related to our ESG performance, with a view to transparency and dialog with our stakeholders.



Monitoring and evaluation

Constant analysis: We systematically follow strategic indicators, in which we monitor trends, best practices, risks and opportunities.

Continuous improvement: This is a strategic tool that aims to constantly improve the company's performance.



With a commitment to protecting our stakeholders' data and strengthening information security, we have set up a **General Data Protection Regulation (GDPR)** Committee made up of strategic members of senior administration

CTO of Information Technology:

Responsible for implementing technical measures of information security.

Marketing Director:

Responsible for protecting the collected and treated data in marketing actions.

ESG Director:

Ensures compliance with standards and good governance practices.

Commercial VP:

Leads data protection in the relations between clients and partners.

Financial Manager:

Responsible for the security of the company's financial data.



Prevention

Measure implementation: We adopt information security measures to prevent incidents and protect data from improper access and use, loss, alteration or destruction.

Awareness: We promote a culture of information security among employees, making them aware of the risks and good practices.

Monitoring and evaluation

Constant analysis: We continuously monitor the company's systems and processes to identify and mitigate vulnerabilities, aiming for continuous improvement in data treatment.

Governance and communication

Transparent information: The Committee keeps the Board updated on the company's information and data security management.

Fictor Group is committed to the highest ethical and moral standards, which are reflected in its mission, vision and values. Our Code of Conduct guarantees professional and respectful treatment of customers, employees and suppliers.

At the heart of Fictor Group is the purpose of promoting a positive transformation in business and society. We seek to generate a positive impact on society by optimizing and promoting innovative, sustainable and

ethical operations. We drive economic development and actively contribute to social welfare.

Our Conduct Code works as a compass, guiding our decisions and actions. Through it, we keep our professional and behavioral performance aligned with the values we defend.

CORPORATE

In order to guarantee the solidity and continuity of our operations, we have set up a ESG Committee made up of partners and the ESG Director. The fundamental mission of this collegial body is to align business strategies with environmental, social and governance principles, ensuring the cross-cutting integration of sustainability into our operating model.

The Fictor is a private company guided by three partners that lead the group's strategies, under the management of its CEO, Rafael Góis. The company's corporate area counts with a team of executives responsible for the IT, the Commercial, the Financial, the HR, the Facilities, the ESG and the Marketing area.



Rafael Góis

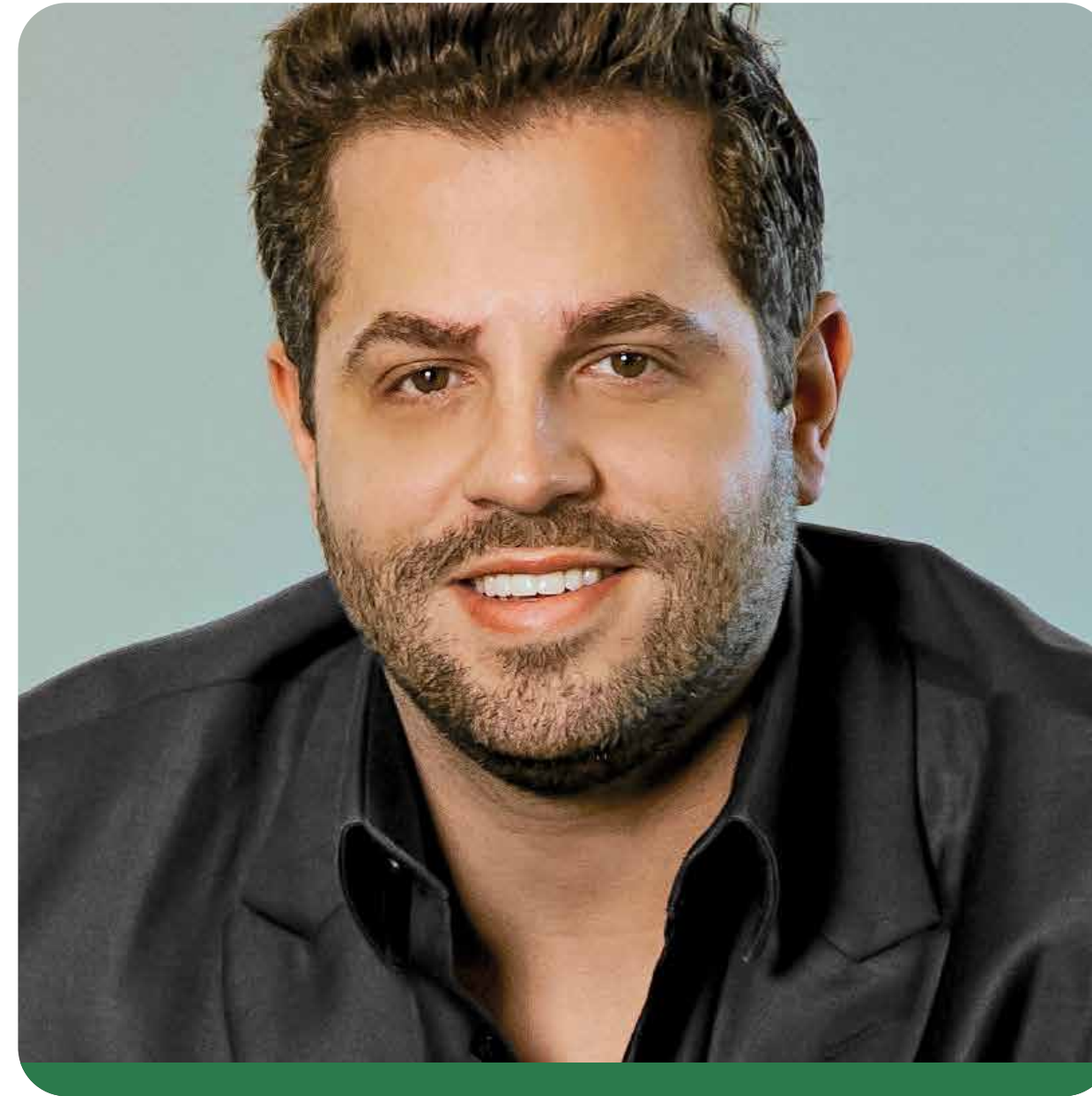
CEO and Founder of Fictor Group

6 years of experience in industry, finances and real estate sector; working in management positions in large corporations.

MBA in Business Administration from UFRJ

Experience in Structuring Multinational Companies in Brazil

Experience in General Management and Supply positions



Phillippe Rubini

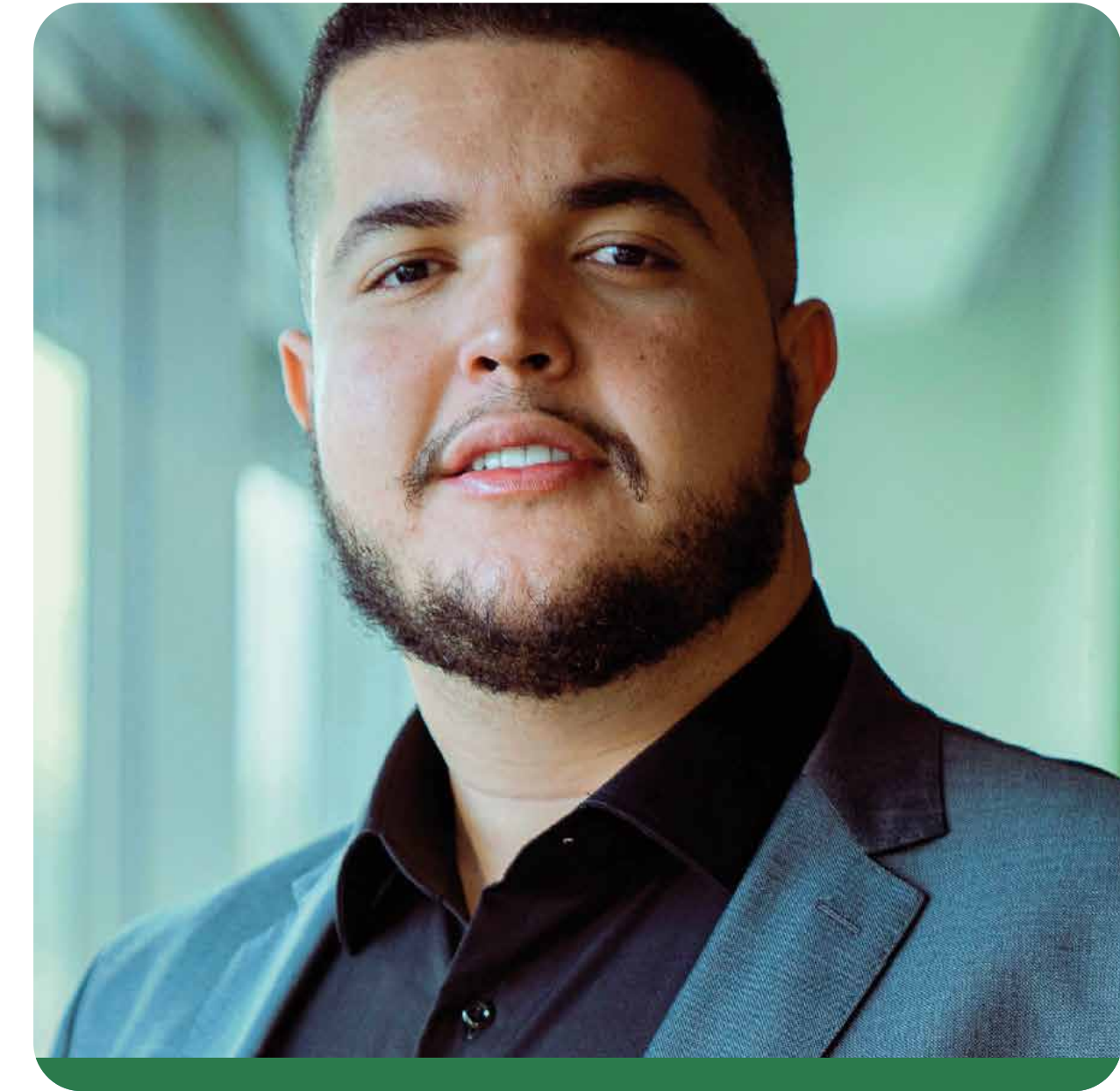
Partner and Global Affairs of Fictor Group

Executive with extensive management experience in the European market and current head of the innovation and global corporate relations division.

BA in Psychology from UAB (Universitat Autònoma de Barcelona)

Responsible for the Global Corporate Relations of Fictor Group

Experience in Business and Investment Management in Europe



Rafael Paixão

Partner and CSO of Fictor Group

Business man and entrepreneur specialized in the Brazilian financial and agricultural market.

Graduated in Engineering from UERJ

Graduating in Economics from PUC-SP

Entrepreneur in Financial Solutions to the Commodities Market



Abelardo Sa

General Director of Energy and Infrastructure of Fictor Group

Over 20 years of experience in infrastructure and energy sectors in large companies.

MBA in Economical and Financial Engineering from UFF - LATEC

Specialization and Practice in Contract Administration and Claims - EMBHEL | FHCLAW

Post-graduated in Project Management from FIA - USP



Andrea Niccoli

Marketing & Communications Director of Fictor Group

Over 18 years of experience in advertising and publicity, marketing and commercial areas; working in the main agencies of Brazil.

MBA in Consumption Science from ESPM

Specialist in Integrated Communication by ESPM

BA in Advertising and Marketing from ESPM



Cristina Sampieri

Board Member and Director of Corporate and International Development

More than two decades of experience in leadership positions in large companies of the European financial sector.

Executive MBA in Administration from IMA Business School (France)

Post-graduated in Law from the University of Turin (Italy)

Graduated in Economics from the University of Turin (Italy)



Flávio Faria

General Director of FictorConsig

Extensive experience in conducting various business projects to companies in the banking and financial sector.

Around a decade of experience in strategic areas of various multinational organizations

Experience in the consumer goods, financial, technology, chemical and petrochemical sectors

Chemical Engineer from UNIFAL-MG



Juliana Pinheiro

ESG Director of Fictor Group

18 years of experience in ESG corporate and strategic management in various organizations.

Executive MBA from Fundação Dom Cabral

MBA in Administration from FGV
Professional MA in Management for Competitiveness in Sustainability from FGV

Post-graduated in Environmental Forensics and Auditing from Faculdade Oswaldo Cruz



Juliano Carvalho

Technology Director
of Fictor Group

25 years of experience in system management and technological implementation in companies in the financial, logistics and technological sectors.

MBA in Digital Law from Faculdade Metropolitana

MBA in Internet of Things/Industry 4.0 from Faculdade Metropolitana

MBA in Software Engineering from Faculdade Metropolitana



Magali Bastos

Project Development Director
of Fictor Group

Notorious experience in General Plan projects, zoning, legalization of undertakings and managing initiatives for the first, second and third sectors.

Post-graduation lecturer at ESU - Escola Superior Universitária

Experience in feasibility studies and enterprise implementation

Consultant of technical groups in zoning and General Plan



Rafaela Silva

Controllership,
Administrative and Financial Coordination

Financial Manager with over a decade of experience in several organizations.

Specialized in Team Management and Organizational Environment from FGV

Post-graduating in Business Administration from FGV

BA in Financial Management from Universidade Estácio de Sá



Ricardo Abdo

Partner
& CEO of FictorPay

24 years dedicated to financial market and entrepreneurship, including launching IPs and companies in the sector.

MBA in Business Management from FIA
Post-graduated in Strategic Sales Management from Mackenzie

Graduated in Business Administration from UNIP



Wesley Rodrigues

Commercial Director
of FictorAgro

22 years of experience in the financial market, working in multinational organizations.

Graduated in Business Administration from Universidade Ibirapuera

Experience in the commercial area of Prospecting, Management, Asset Protection and Financial Planning projects.

Ancord and MDRT Certified Professional (Strategies for International Financial Planning)

Balance sheet 2023

Administration Comments

PROFILE The FICTOR is a holding company that invests in operational companies and has its results comprised essentially by Equity Method Income, calculated from the net profit of its investees, by the result of investments in financial assets measured at fair value (as in the case of Fictor Real Estate Development) and the result of any disposals of assets in its portfolio.

In 2023, Brazil experienced an improvement in expectations due to optimistic forecasts on economic growth, the beginning of reductions in the SELIC rate and a growing disinflationary pressure. However, ongoing high interest rates, concerns about the fiscal situation and the need for structural reforms call for business caution. The recent trend towards the start of disinflation could be an obstacle to margins and pricing. We can visualize this movement with reports and indicators of the Stock Exchange and the Brazilian balance of payments.

Internationally, one may observe that the major Western economies are facing the same realities as the domestic scenario; China shows few signs of recovery, and geopolitical conflicts continue to escalate. The decline in global inflation offers prospects for central banks to continue advancing in the interest rate cutting cycle.

The year 2023 was marked by important achievements that culminated in the delivery of good results and the excellent operating performance of the company's businesses, even in the challenging macroeconomic scenario described above.

The Group's financial performance over the last three years has been extremely positive, reflecting the consistent growth of the Holding's investment portfolio, mainly in the Agribusiness and Infrastructure sectors. The increase in consolidated net revenue was notable, reaching R\$273 million in 2023, an increase of 81% on the previous year (YoY) and 102% between 2021 and 2022. The Company's strong operating cash generation allowed us to invest more than R\$72 million in expanding our Infrastructure business, broadening the options for offering sustainable energy solutions, enhancing the group's capillarity, commercial strength and brand.

The Energetic Infrastructure sector is extremely important for Brazil and is a blue ocean for the Group: as a diversification portfolio strategy and sustainable cash generation with high leverage

With the extra challenge created by the Legal Framework for Microgeneration and Minigeneration distributed by Law No. 14,300/2022 - a law that introduced the collection of Fio B (which is an amount paid for the energy transmission lines to the property that will consume it) and changed the energy credit compensation system - we were able to deliver more than 10MW of generation in different regions (Amazonas, Rio de Janeiro, São Paulo and Goiás), in projects that are already born with accelerated and positive cash generation, confirming the assertiveness of the strategy. We bring decarbonization solutions to these regions, replacing polluting energy matrices (thermal) with photovoltaic solar energy or natural gas and power plants that provide self-sustainability for our partners and high profitability for our investors.

The Fictor's Food unit has a predictable, constant and stable turnover with high margins. It was negatively impacted by a rearrangement of the export product of animal protein, a product that used to move a lot of volume and which has very tight margins. The movement was a fight for quality where the winner was the efficiency, optimizing our capital allocation.

Still in Food, Dr. Food, a natural food segment for humans and pets, has reached the stage of maturity and full capacity, and now requires investment in expanding the manufacturing facility, with optimization of the layout, new equipment and new adjustments to regulatory and health requirements. This effort will bear fruit in the medium term, with the perpetuation of positive cash flow, the company's main strategic objective.

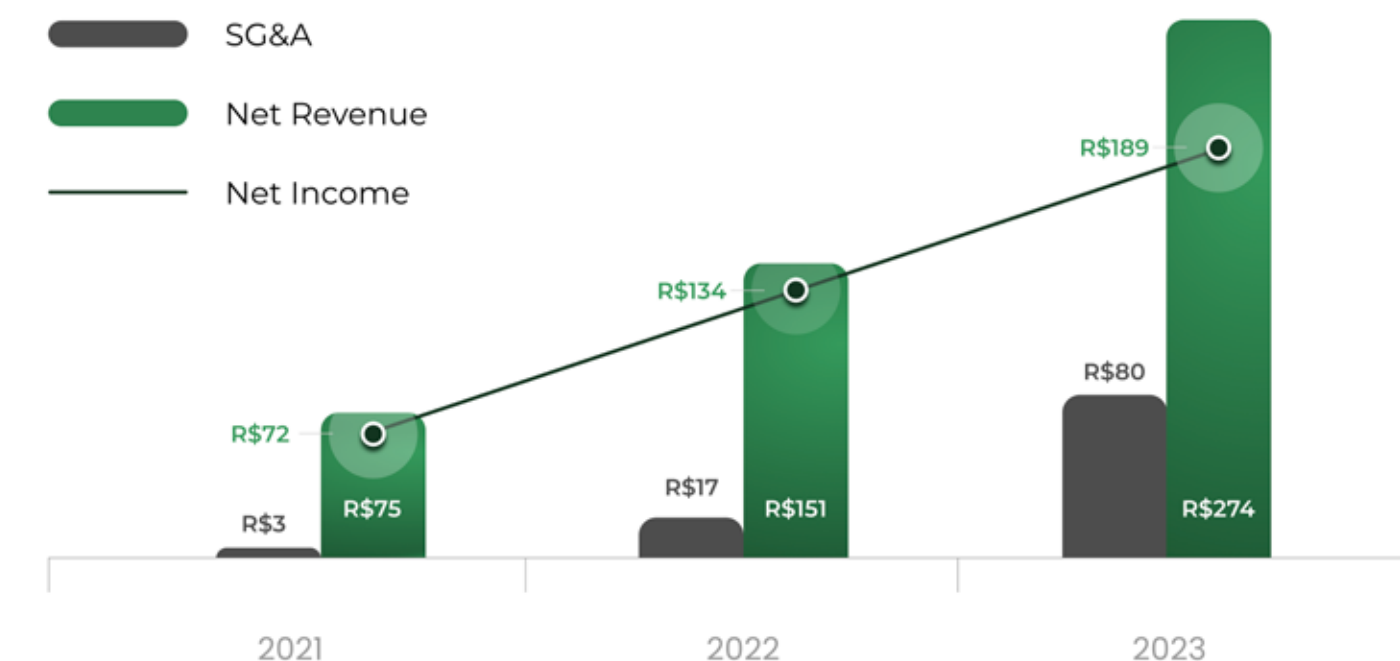
The main factor driving growth in the top line was the strong performance of FictorAgro, especially in grain trading, which saw a significant increase of 126% yearly and contributed R\$235.4 million to consolidated revenue in 2023. This sector continues to be a key driver of cash generation for the group.

Continuing our transformation agenda, in 2023 we carried out an important restructuring that included the consolidation of the Fictor's Payment Methods unit within the Fictor's Financial Solutions macro unit, which results will be evident as early as next fiscal year. This unit will now offer banking services, Amex credit cards and payment methods, adding revenue from PIX, Amex flag fees, TED, MDR (Merchant Discount Rate) and anticipation of credit card receivables.

With Fictor Lab, we continue to fund doctoral research in biotechnology to create a biopesticide extracted from either the basidiocarps or the ascocarp fungus, which repels pests without synthetic components and increases crop productivity. The innovation will bring synergies with the Holding's Agri and Food arm and will help fulfill the basic pesticide reduction requirements demanded by the food import policy of European countries.

In addition, we have progressed on the ESG journey, made adjustments aiming for the ISO 9001 and the ISO 14001 certifications, established partnerships with two NGOs, and made our public commitment to the 2030's targets, an intrinsic part of the Company's strategic planning.

We ended 2023 with net revenue of R\$273 million, 81% higher than in 2022, the result of record results in our three main businesses. The Company's net profit of was of R\$ 189 million.



Thinking about what impacts the Holding's net profit, which went from R\$ 134 million in 2022 to R\$189 million in 2023, we had administrative expenses totaling R\$80 million in 4Q23, an increase of R\$63 million over the same period last year, mainly due to higher expenses related to consultancy focused on portfolio management, tax efficiency and the reinforcement of the company's corporate structures. Within this macro line, and still in the year 2023, personnel expenses totaled R\$24 million, an increase of R\$18 million over the previous year, mainly due to investment in the company's organizational structure, as a result of the vigorous expansion at the end of the 3rd quarter of 2023 and throughout the 4th quarter of 2023, with new members who brought relevant and complementary experiences to the construction of the Company's future.

We also announced our investment plan for 2024, which totals R\$2 billion and exceeds the amount invested in 2023 by R\$1,45 billion, with around 25% of the amount earmarked for expansion projects in the energy sector to further strengthen our position. We'll also have news in the Food unit with a new cash generator. The financial arm will include new strategies such as Brokerage, Insurance and Payment Methods. The expansion of the Food factory will have been approved. We foresee an ever-increasing demand for food in Brazil and around the world, and we are aware that integrating this ecosystem goes beyond a simple investment; it is a continuous commitment to the future.

At the end of a year of significant achievements, we would like to thank all our customers, suppliers and shareholders for the trust and partnership that strengthens our trajectory. Special recognition is given to our employees, whose dedication is fundamental to our continuous success. With a strong commitment to the future, we are ready to lead changes, promoting the innovation and sustainability in our businesses. Keeping the focus on excellence and growth, we face the challenges ahead with trust, ready to seize the opportunities and generate sustainable value for everyone involved.

Rafaél Góis CEO and Founder

➤ Fictor

Food



Financial services



Energy and Infrastructure



Fictor Group

Holding company of Fictor Group, responsible for managing the companies belonging to the portfolio.

FictorAgro

Grain marketing hub, actively involved in income generation through commodity transactions, guaranteeing financial stability for agricultural producers and for the industrial sector, which is responsible for purchasing grain.

Fictor Invest

Responsible for managing investments in different fronts of the company, focusing in precision and vision of the future.



FictorPay

Digital bank with its own technology and acquiring services focused on customer service, innovation and accessible solutions.

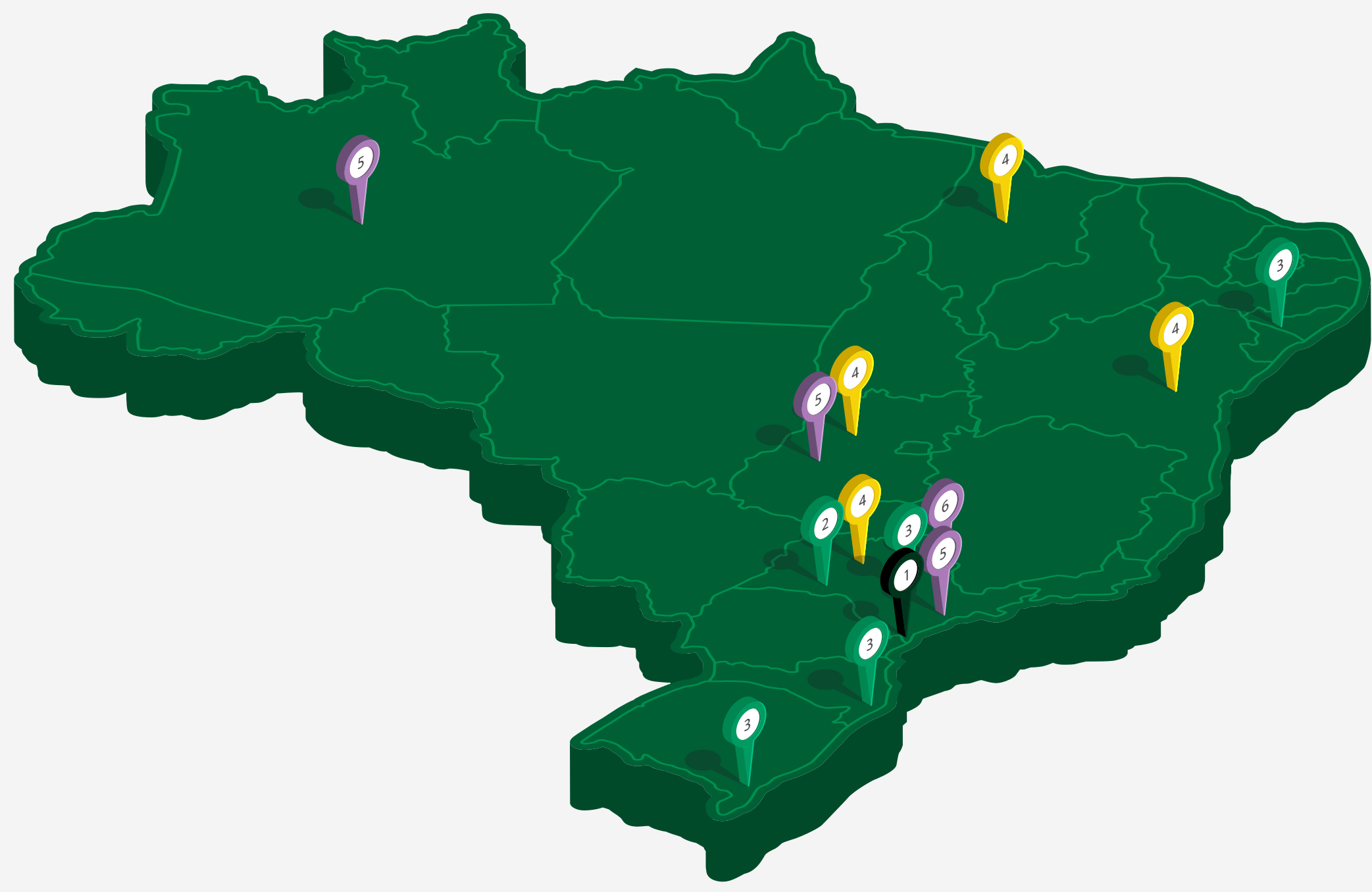
Fictor Energia







Focused on renewable energies, with an emphasis on photovoltaics, the company actively contributes to energy diversification in Brazil through projects of renewable energy generation.





Fictor Real Estate

Specialized in holistic property management, offering strategic solutions that go beyond traditional real estate solutions.

Fictor Group around Brazil



 Fictor Fictor Group's Headquarter	 Fictor invest Financial services	 FictorPay Financial services
 fictoragro Food	 FICTOR ENERGIA Energy and Infrastructure	 FICTOR REAL ESTATE Energy and Infrastructure

 Fictor Group's Headquarter	 Financial services	 Food	 Energy and Infrastructure
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Group highlights

16,456,339 Traded bags



4,143 Contracts signed by the Group

15 companies managed by Fictor Group

11.70MWp MWp Installed capacity in renewable power plants



+900 collaborators belong to the group

2023



R\$ 2BI Revenue of Fictor Group's companies in 2023

R\$52,600,000.00 Invested in Renewable Energy

R\$ 550M Total value of the companies managed by Fictor Group



7,000,000 Audience reached through content generation and users



Commodities R\$ 1.7BI (63%)

Food R\$ 299M (11%)

Other R\$ 702M (26%)

Mission



Be a transformative agent in business and society!

Optimize and promote business operations that generate a positive impact on society through innovative, sustainable and ethical practices, boosting economic development and actively contributing to social welfare.



Vision



To be a benchmark in private equity, managing a diversified, solid and sustainable portfolio with a total of US\$ 1 billion in private equity assets by 2025.

Values



Commitment, Integrity, Profitability, Simplicity, Collaboration, Adaptability & Sustainability.



2023 was a crucial year in the history of Fictor Group. **The company took a significant step forward in its corporate history with the creation of the ESG** (Environmental, Social and Governance) department. Recognizing the importance of promoting sustainable practices in all its operations, Fictor Group has elevated the ESG to one of the central pillars of its strategy.

Corporate Responsibility: The creation of the ESG directorate demonstrates the Group's commitment to going beyond compliance with the expectations of modern society and recognizing the interdependence between long-term business success and corporate responsibility. By adopting an ESG-centered approach, Fictor Group positions itself as an economic force and an agent of positive change in the world.

Building a Sustainable Future: Through transparent practices, responsible investments and a commitment to the well-being of people and planet, Fictor Group is building a legacy that goes beyond business success. The ESG area is a reflection of the company's deeper commitment to a better world, a future of sustainable and inclusive progress for future generations.

More than a Division: It represents the essence of Fictor Group's commitment to building a better future for all of us.

Vision and Mission: The ESG Board was created with a clear and ambitious vision: to build the Group's ESG journey towards a more sustainable future. This vision extends beyond economic growth to include the preservation of the social and environmental aspects of the communities in which Fictor Group operates.

Inherent Commitment: Commitment to ESG is ingrained in the DNA of the organization, permeating all areas of operation and influencing every decision-making. From the choice of partners and suppliers to product development and internal policies, the ESG perspective is present in every aspect of Fictor Group's operations.

Policies

Our commitments go beyond compliance with legal requirements, standards and regulations. We work to position Fictor Group as an agent of change by adopting ESG-aligned business models. **We aim for a future in which economic prosperity coexists harmoniously with respect for the environment,** social well-being and effective corporate governance.



Environmental

We conserve the environment and prevent pollution by adopting practices to identify, monitor and continuously mitigate our environmental impacts. We promote a sustainable use of resources and measure our greenhouse gas emissions.

Social

We dedicate ourselves to creating a safe, healthy and welcoming work environment, promoting equal opportunities of professional development for our employees. We support communities with a focus on actions towards education and sustainable development.

Governance

We strengthen quality and operational efficiency through continuous improvement of the Integrated Management System - IMS, ensuring customer satisfaction, generating profit and supporting the organization's continuous and sustainable growth.

Materiality matrix

Fictor Group developed its materiality matrix based on a robust and comprehensive methodology, prioritizing the inclusion and participation of various stakeholders.

Extensive Research ¹

The company conducted an in-depth research with stakeholders, including internal and external audiences, business partners, shareholders and customers.

Variety of Tools ²

Different tools were used to collect data and insights, such as:

Brainstorming meetings to stimulate discussion and the generation of ideas.

Anonymous on-line surveys to ensure representativeness and freedom of speech.

Meetings with leaders to deepen knowledge on relevant topics.

Integration of Multiple Factors ³

Fictor Group's materiality matrix is not limited to a single aspect, but integrates several factors:

Legal requirements: Ensures the company's compliance with applicable laws and regulations.

Institutional Impact: Evaluates the impact of the group's activities on the various spheres of society.

SASB Metrics: Uses the international standards of the Sustainability Accounting Standards Board to measure the company's performance on sustainability issues.

Sustainable Development Goals (SDGs): Aligns the company's actions with the UN's global goals for sustainable development.

Prioritization of the Most Relevant Topics ⁴

By cross-analyzing these elements, Fictor Group identified the most relevant issues for its stakeholders and operations.

Deep Comprehension of Expectations ⁵

The matrix reflects a deep understanding of the expectations and concerns of stakeholders, ensuring that their needs are considered in the strategic planning of ESG actions and projects.

Strategic Orientation ⁶

The materiality matrix serves as a guide for Fictor Group's strategies of sustainability and corporate responsibility, directing the company's efforts towards material issues.

Dynamism and Transparency ⁷

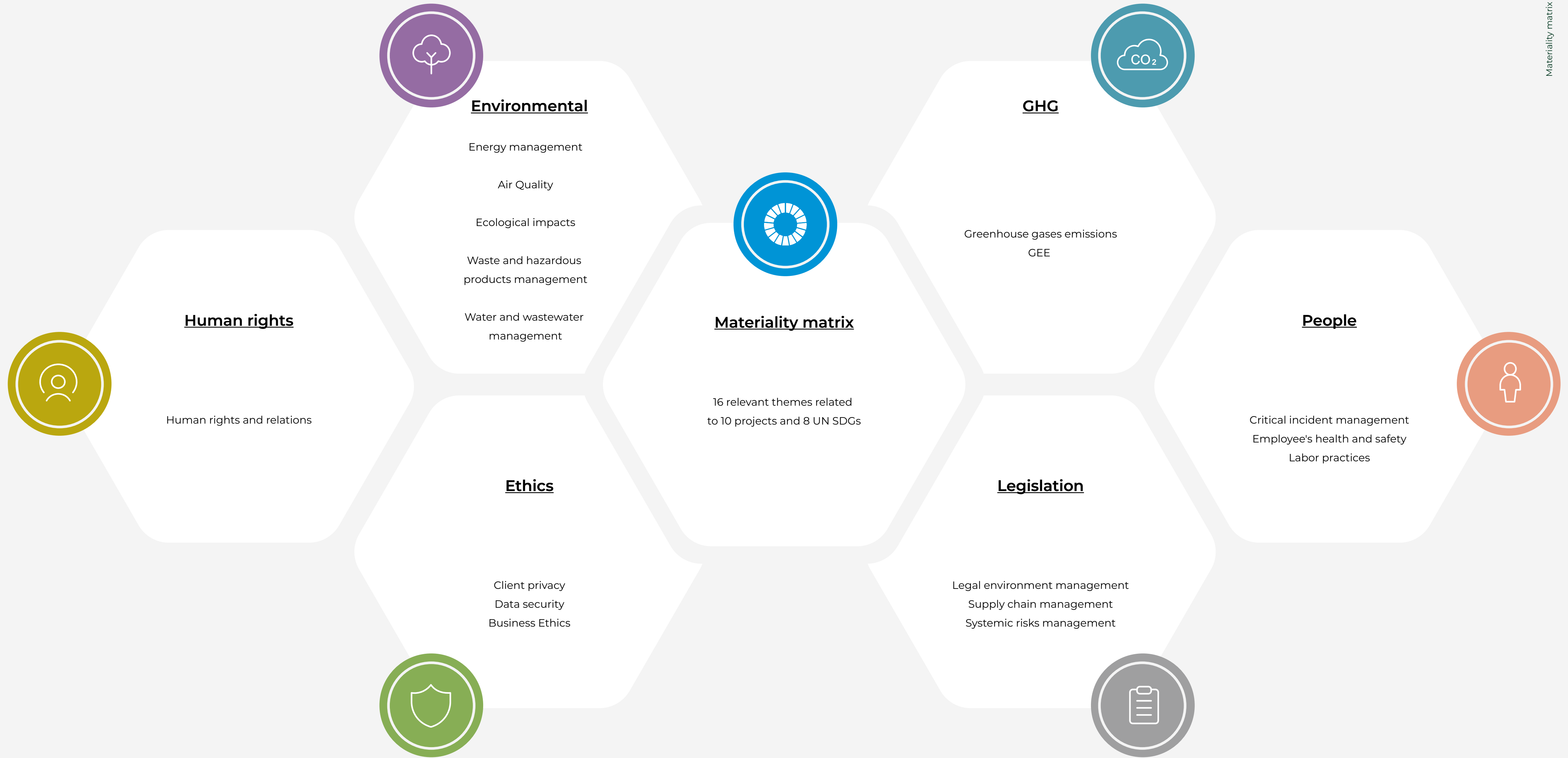
The matrix is not a static instrument, but a dynamic tool that adapts itself to context changes and the new demands of stakeholders.

Informed Decision-Making ⁸

The matrix provides valuable information for strategic decision-making, promoting transparency and corporate responsibility.

Lasting Positive Impact ⁹

Fictor Group believes that the materiality matrix is fundamental to achieving a positive and lasting impact on society and the environment.



Material themes

Environmental

- 1. Energy management
- 2. Air quality
- 3. Ecological impacts
- 4. Waste and hazardous product management
- 5. Water and wastewater management

Strategic Planning Projects ESG

Fictor Projects

- Environmental management program
- ISO 14001
- Legal requirement system

SDG related

SDG

- 11 Cidades e Comunidades Sustentáveis
- 15 Vida Terrestre
- 14 Vida na Água

Material themes

GHG

- 6. Greenhouse gases emissions GHG
- People

Strategic Planning Projects ESG

Fictor Projects

- GHG Program
- ISO 14001
- Legal requirement system

SDG related

SDG

- 7 Energia Acessível e Limpa
- 13 Ação Contra a Mudança Global do Clima

Material themes

People

- 7. Critical incident management
- 8. Employee's health and safety
- 9. Labor practices

Strategic Planning Projects ESG

Fictor Projects

- Mentoring program
- Legal requirement system
- Work safety program

SDG related

SDG

- 3 Saúde e Bem-estar
- 8 Trabalho Decente e Crescimento Económico

Material themes

Legislation

- 10. Legal environment management
- 11. Supply chain management
- 12. Systemic risk management


Strategic Planning Projects ESG

Fictor Projects

- Social actions
- Volunteering

SDG related

SDG



Material themes

Ethics

- 13. Client privacy
- 14. Data security
- 15. Business Ethics

Strategic Planning Projects ESG

Fictor Projects

- GDPR
- ISO 9001
- Conduct and Reporting channel

Material themes

Human rights

- 16. Human Rights and relations

Strategic Planning Projects ESG

Fictor Projects

- Supply policy
- ISO 9001
- ISO 14001
- Legal requirement system

Environmental



Environmental Project Development

ESG Environmental, 2023
Social and Governance



Photovoltaic Power Plants

Environmental projects

Autazes PV
São Gabriel da Cachoeira PV
Beira Rio PV

Brazil has significant advantages for the development of solar energy. According to a technical note from the Center for Management and Strategic Studies (CGEE, 2009), the country has considerable reserves of silicon and lithium, which are essential for the production of photovoltaic cells and batteries, respectively. Moreover, the national territory enjoys a high uniformity of solar irradiation, which favors efficiency in the energy generation through these systems.

In alignment with the vision of energy transition, Fictor Group, through its Fictor Energia division, began investment projects in 2023 to diversify energy matrices, concentrating its efforts on the Amazonas and São Paulo regions. In this context, construction began on three plants: São Gabriel da Cachoeira PV and Autazes PV in the state of Amazonas, which are still under construction, and Beira Rio PV, located in São Paulo, which has already been completed.



Photovoltaic Power Plants

Environmental projects

Autazes PV
São Gabriel da Cachoeira PV
Beira Rio PV

With the completion of Beira Rio PV, which has an installed capacity to produce 15,376 MWh, it is estimated that there will be a significant reduction of approximately 600 tons of greenhouse gases (CO²) in just one year of operation. In terms of equivalence with trees, this reduction would represent the planting of approximately 987 trees to absorb all the avoided greenhouse gas emissions. This milestone represents concrete progress towards a cleaner and more sustainable energy model for the country.

Regarding the Autazes PV and São Gabriel da Cachoeira PV plants, located in the state of Amazonas, it is important to highlight the significant challenges faced in carrying out these projects. The logistics involved in reaching communities accessible only by river and transporting the solar panels are complex. However, construction is progressing at full speed and delivery is scheduled for 2024. These plants represent a collaboration between Fictor Energia and local production and distribution management, an indication of a mutual commitment with the region's sustainable energetic development.

Currently, the areas where the plants are being built are home to communities that rely exclusively on diesel power generation to meet their energy needs, resulting in considerable annual consumption of this fossil fuel.

By implementing photovoltaic generation in existing infrastructures, we are seeking to mitigate substantial damage to such a sensitive ecosystem, as well as contributing to an estimated 30% reduction in the use of diesel for power generation in existing plants, thus reducing interruptions in energy supply in these communities.

We recognize that the use of petroleum-based diesel not only represents a significant cost, but also contributes to worsening climate change due to the greenhouse gas emissions (CO²) resulting from its burning. Therefore, the installation of renewable and clean energy systems, such as the photovoltaic, plays a crucial role in reducing these adverse environmental impacts.

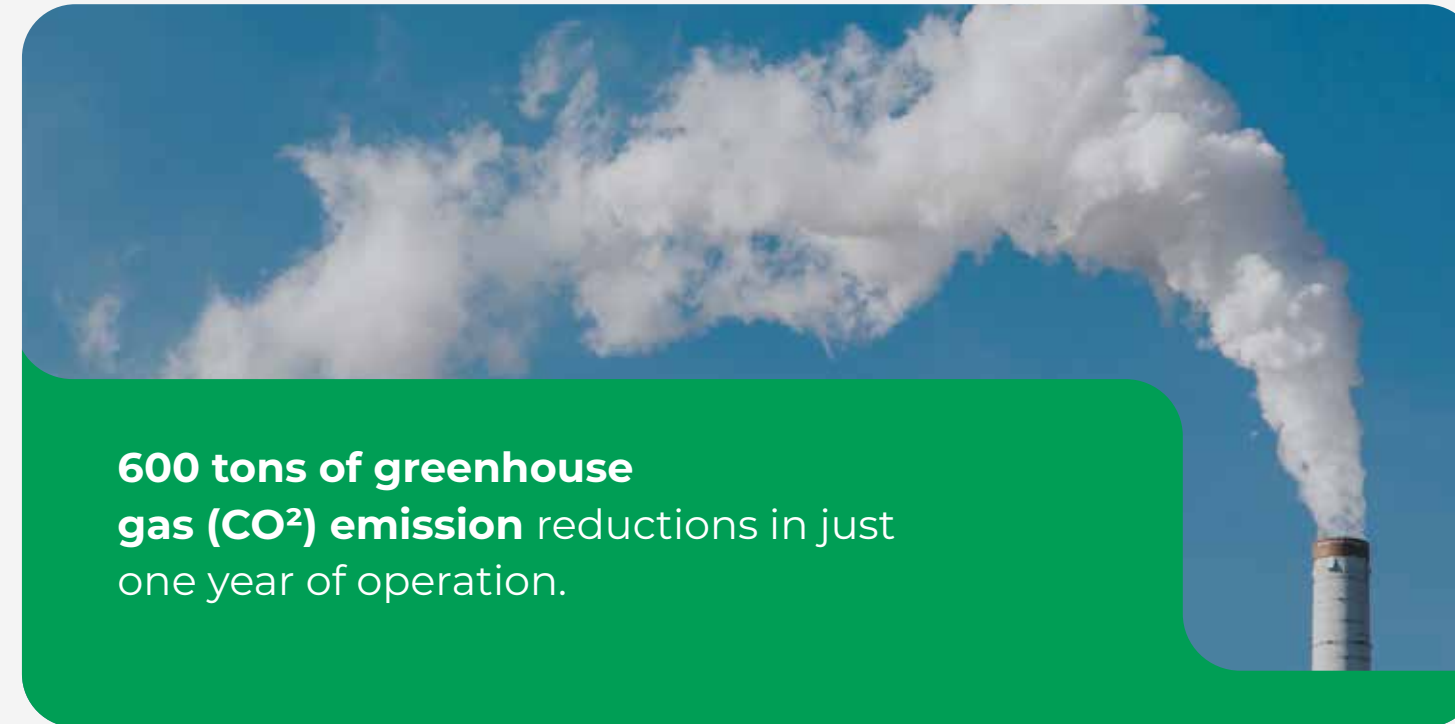
The two generating units are expected to produce more than 7 thousand MWh of energy, resulting in a reduction in greenhouse gas (CO²) emissions of more than 20 thousand tons in the first year of operation. In terms of equivalence with trees, this reduction would represent the planting of approximately 15 thousand trees to absorb all the greenhouse gas emissions resulting from the avoided diesel combustion.

In addition, by providing access to a clean and sustainable energy source, we are helping to improve the life quality of local communities.

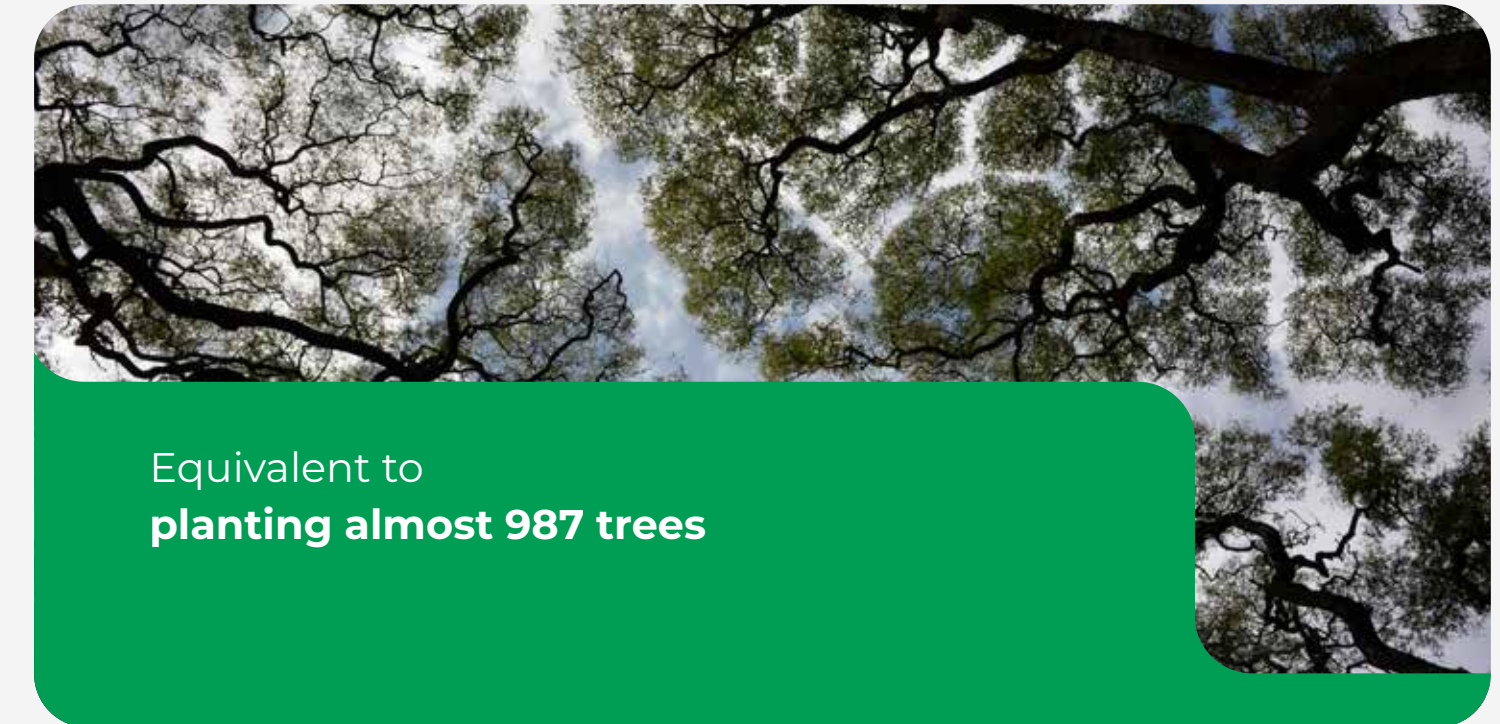
Beira Rio PV



15,376 MWh
of installed capacity



600 tons of greenhouse gas (CO²) emission reductions in just one year of operation.



Equivalent to **planting almost 987 trees**

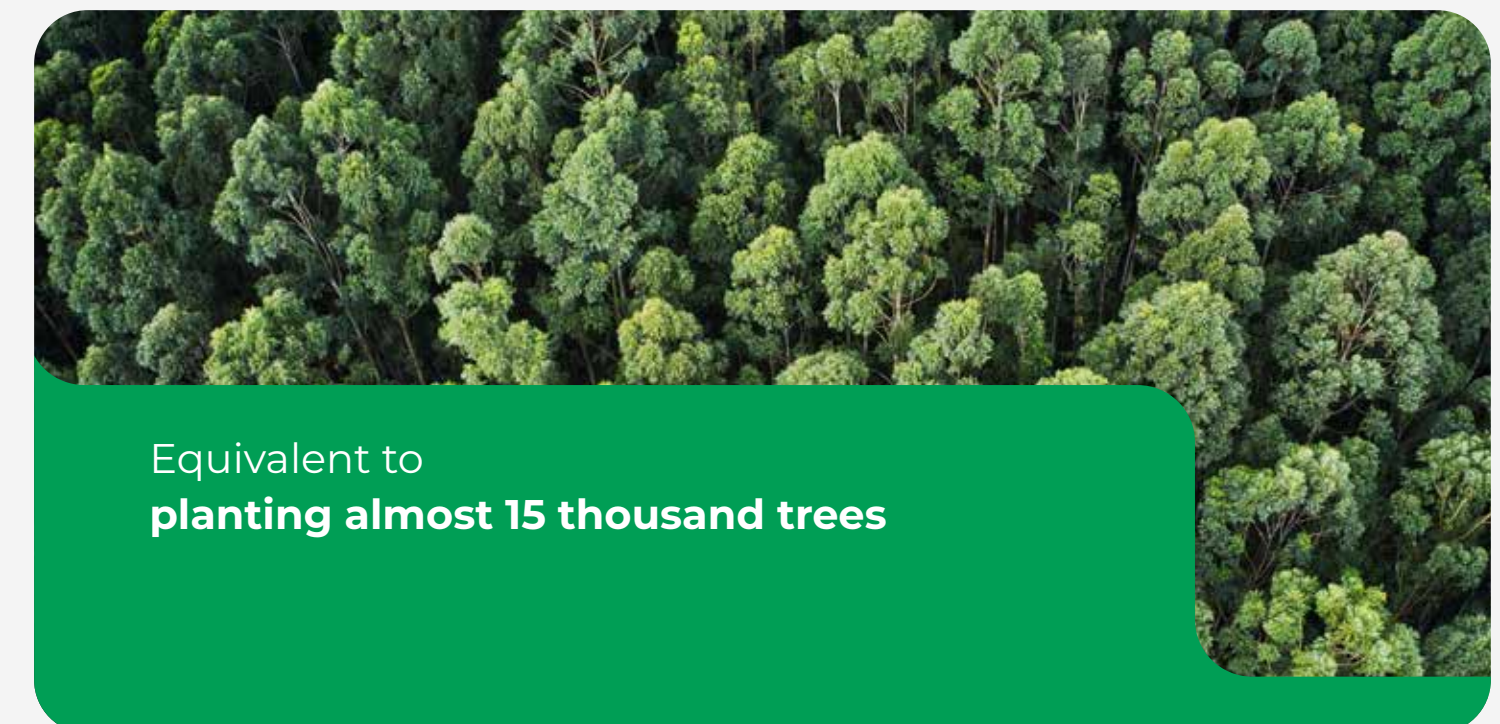
Autazes PV and São Gabriel da Cachoeira PV



7 thousand MWh of energy
in combined production



20 thousand tons of greenhouse gas (CO²) emission reductions in just one year of operation.



Equivalent to **planting almost 15 thousand trees**



Practices in the corporate environment

We are firmly committed to transforming our corporate environment into a benchmark for sustainability. To achieve this goal, we have implemented a series of practices aimed at reducing the consumption of natural resources and mitigating the environmental impact of our offices.



Simple practices for a greener future

In our office, we have eliminated printers and strongly encourage digital file storage, thus avoiding the generation of printing waste. For document management and control, we use systems that eliminate the need for printing.

Each employee receives a reusable bottle and a mug and is encouraged, through environmental awareness actions, to avoid using disposable items. We opted for biodegradable paper cups instead of plastic, helping to reduce oil consumption and waste.

Considering the high consumption of coffee, we adopted biodegradable paper cups as a sustainable alternative and established a capsule reverse logistics program in partnership with our supplier. This program separates the capsules materials (organic, plastic and aluminum) for proper recycling.

All these actions are simple to incorporate and have a real impact on the organization, showing our commitment to sustainability in our daily practices.

Social

Social Project Development

ESG Environmental, 2023
Social and Governance

Total number
of trainings in 2023.

23

Total number
of training hours in 2023.

3,943 hours

Total number
of participants in the 23 trainings.

850 participants

Number of
collaborators in December 2023.

417

Number of
collaborators hired in 2023.

94

The Group's
Strategy area has

38% women **62%** men

In 2023, Fictor started the Mentoring Program, a strategic initiative dedicated to the development of company's leaders. The program's main objective is to improve the mentees' interpersonal and socio-emotional skills, known as "soft skills", preparing them for the challenges of the corporate world and boosting Fictor's growth.

The Group Fictor's leaders are continuously trained to develop and **apply the following practices:**

Assertive communication

A clear, effective and safe communication, focusing on active listening, feedback and conflict solving.

Efficient leadership

Ability to inspire, motivate and guide high-performance teams, making strategic decisions and delegating tasks efficiently.

Building high-performance teams

Selection, development and management of cohesive and productive teams, with a focus on synergy between members and the achievement of common goals.

Interpersonal relations

Building and maintaining healthy and positive relations with colleagues, clients and partners, through empathy, respect and collaboration.

Performance in projects

Organization, planning, execution and project evaluation efficiently, with a focus on delivering results and meeting deadlines.

Business comprehension

Deep knowledge of the company's market, products and services, the organizational culture and business strategies.



Mentoring Program for Leaders:

Improving Essential Skills to Success



Mentoring Program for Leaders:

Improving Essential Skills to Success

Throughout the mentoring process, the immediate leader is an active participant, providing continuous feedback on the mentee's development and impact on their performance within the organization.

This participation is essential to ensure that the mentoring is aligned with the company's needs and contributing to the mentee's professional growth.

The mentoring's main objective is to increase the mentored leaders' performance, enabling them to face the challenges of everyday life with confidence, efficiency and pro-activity.

By developing the essential skills to a successful leader, the mentoring program directly contributes to Fictor's continuous growth and success, shaping more well-rounded leaders who are prepared to the challenges of the future and to propel the company to new levels of excellence.

Training area in Fictor Group - launch of the area with a training platform and development track designed for our people. Expected to be launched in 2024, for the Group, 100% of our people, internal and external. It starts in the Group, probably expanding to the other businesses.

Social Responsibility

59 voluntary collaborators from Fictor work on the projects

In the social sphere of ESG, Fictor Group demonstrates a firm commitment to support and strengthen the communities where it operates, creating significant partnerships with non-governmental organizations (NGOs).

Here are two of these current partnerships:



Instituto Caramelo



Fictor Group is honored to collaborate with Instituto Caramelo, an NGO dedicated to animal welfare and public health. Through this partnership, we help to carry out 500 castrations of street animals every month. This initiative not only reduces animal abuse and suffering, but also controls the population of abandoned animals, fostering harmonious coexistence between humans and animals and benefiting public health.



NGO Casa dos Arcanjos



Another valuable partnership of Fictor Group is with the NGO Casa dos Arcanjos, which promotes the social and sporting development of children in underprivileged communities. Through social investments and volunteer programs, we support the activities of Casa dos Arcanjos, especially the jiu-jitsu program. This program offers 60 low-income children in communities near Barueri the opportunity to take part in sports activities that promote discipline, self-esteem, teamwork and fundamental values.





Social responsibility

Governance and committees

ESG Environmental, 2023
Social and Governance

Integrated Management System (IMS) and preparation for ISO 9001 14001 certification at Fictor Group

In 2023, Fictor Group's office took significant steps towards environmental and quality excellence. We started preparing for ISO 14001 certification, recognizing the value of this validation for our efforts towards sustainability.

ISO 14001 establishes guidelines for an effective environmental management system, in which we are committed to minimizing negative impacts on the environment and promoting the conservation of natural resources, as well as reducing pollution.

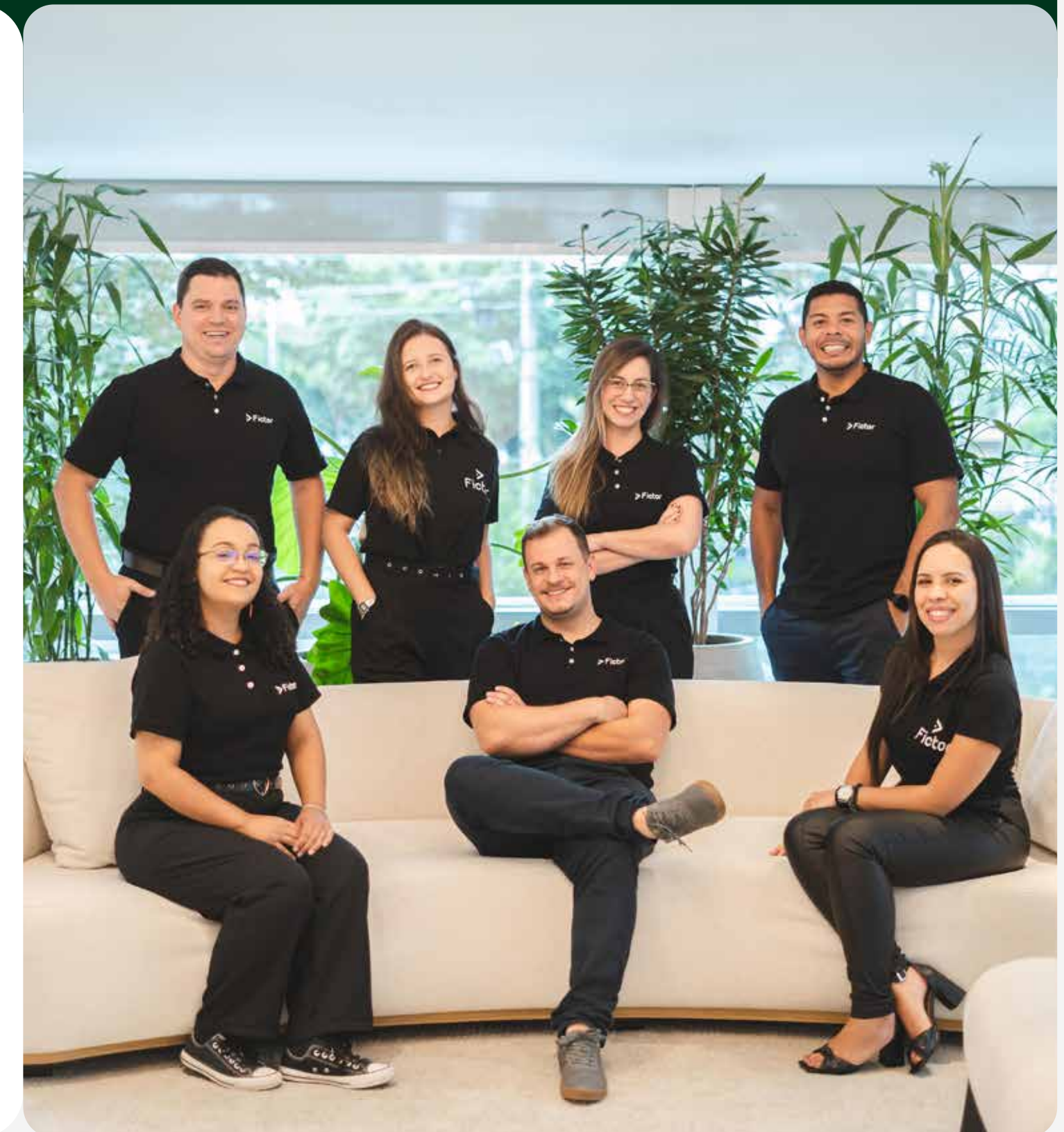
Simultaneously, we began the preparation process for ISO 9001 certification, a milestone that reflects our commitment to quality, efficiency and continuous improvement. ISO 9001 establishes requirements for an effective quality management system, ensuring that our processes, products and services consistently meet the quality standards expected by customers and interested parties.

Preparing for both certifications involved a comprehensive analysis of our internal processes, in which we identified areas for improvement and implemented practices that would promote both

environmental sustainability and operational excellence.

Among the various fronts, we started supply chain management, evaluating and approving suppliers, implementing proper waste management and defining clear procedures, committed to integrating the principles of ISO 14001 and 9001 into all our operations and into the organizational culture.

By seeking these certifications, we reinforce our reputation in the market, demonstrating our commitment to environmental responsibility, quality and compliance with international standards of excellence. This does not only increase the trust of our clients, partners and stakeholders, but also set us as leaders in sustainability and excellence in operational quality in our sector. We are determined to pursue this certification process, and believe that acting responsibly towards the environment and quality not only protects natural resources for future generations, but also guarantees longevity and success to our business in the global market.



GDPR and Reporting channel

In parallel to preparing for ISO 9001 certification in 2023, we also started important initiatives in Fictor Group related to data protection and the promotion of an ethical and transparent environment.

One of these initiatives is compliance with the General Data Protection Regulation (GDPR).

Recognizing the importance of the privacy and security of the personal information of our people, clients and partners, we have undertaken a comprehensive process of adapting to the requirements of the GDPR. This involves reviewing our policy, processes, procedures and systems, in order to ensure that we are in compliance with legal requirements and that the personal data is dealt with in a responsible and transparent way throughout the organization.

Other than that, we have also created a reporting channel at Fictor Group. This channel provides our employees, clients and other stakeholders with a safe, impartial and confidential means of reporting concerns related to ethical issues, unethical behavior, policy violations or any other irregularity. We are committed to promoting a culture of integrity and responsibility, where everyone may feel encouraged to act ethically and report any kind of inappropriate behavior.

We will keep monitoring and improving our processes in compliance with the GDPR and promoting a culture of ethics and integrity through our reporting channel. We believe that these measures are essential to our long-term success and to keep the trust and respect from everyone involved in Fictor Group.

Reporting Channel

<https://web.intuix.com.br/customers/d5def380-a6eb-44db-a60e-b2423c09eeb4/report-channel-banner?download>

Innovation in our businesses

At Fictor Group, innovation goes beyond ideas and processes; it permeates our entire business DNA. We are always striving to find the most innovative ways of doing businesses, combining responsibility and sustainability with economic criteria inherent in any business.

In 2023, we reaffirmed our commitment to challenging the usual and incorporating our investment portfolio with the most advanced practices in business management, encouraging our companies to explore new approaches and provide innovations that add value with a positive impact on people and the environment.

In this report, we detailed how the integration of the Group's ESG principles into the organizational ecosystem works, as well as presented the company's planned actions and strategies and its portfolio for the following years, with the aim of enhancing our positive impact in the environmental, social and governance spheres.

FictorPay

Our own technology to boost innovation

Our business model involves both acquisitions and shareholdings and the creation of our own companies as part of our structuring and expansion strategy, and FictorPay is one of these initiatives. Developed over two years, with around R\$20 million invested by Fictor Group in its development, the company began operations at the end of 2023, offering financial services to the Group's employees and partners, while establishing an independent ecosystem of products and services, having its own customizable technology to meet the needs of companies and businesses across the country. This approach is anchored by its strategic positioning of offering the best technology combined with the humanization of customer service and relations.

As well as having an expanding network of distributors, FictorPay works to bring opportunities of personalization and therefore, room for innovation to customers and entrepreneurs belonging to a segment that is often not a priority for other market players. This operational focus allows a detailed analysis of the reality experienced by those who are part of the organization's audience of interest, so that the creations that emerge from this ecosystem can echo and respond to the expectations of a strategic audience.

Fictor Energia and Fictor Real Estate

Building sustainable dreams

The Infrastructure & Energy division of Fictor Group operates through two companies, Fictor Real Estate and Fictor Energia. Both companies will began operations in 2023 and are the result of extensive planning with those who have been the Group's partners for decades.

The companies work on both joint and independent projects, sharing the vision of establishing themselves on the national scene, emerging as innovative companies in the infrastructure and energy segments.

In the case of Fictor Energia, the company is part of a joint venture with Grupo WTT S.A. in investment initiatives to hybridize power plants in the Amazon region, generating more clean energy and reducing the need to burn diesel in the midst of the sensitive Amazon ecosystem, as well as having projects of solar generation plants (PVs) throughout the country.

As the result of thorough and strategic development during 2023, many of these initiatives will come to life in the following year (2024), serving as an example of excellence and delivery capacity in often challenging environments and ecosystems.

The first plant delivered, located in Presidente Epitácio (SP), Beira Rio PV, has been operational since December 2023 and marks the first solar generation project resulting from the joint venture between Fictor Energia and Grupo WTT S.A.

The infrastructure arm, on the other hand, led by Fictor Real Estate, also integrates the the Group's innovative and sustainable actions, providing logistics and warehousing

solutions that meet contemporary demands for logistical flexibility, commitment to the community and environmental responsibility.

An example of this is the partnership with Guarde Mais, recognized for its excellence in self-storage in Brazil. By means of this collaboration, a "logistics hotel" model was created for the Brazilian market, with characteristics that set it apart from other all-in-one self-storage models around the world.

This innovation allows the integration of logistics activities and urban warehousing, through a strategic location in Porto Maravilha, in the center of Rio de Janeiro (RJ), as well as having a structure adapted to customers' needs and objectives.

All of this allows companies that contract the "logistics hotel" service to have greater control over the supply chain of their products, making it easier - and more sustainable - to manage the impact their products have on the environment by centralizing various product preparation and shipping processes in one place, with total control and the ability to customize these processes to meet the demands of consumers and suppliers.

We understand that this is just the beginning of a long journey in the making, which combines decades of experience and relationships with leading companies, together with the purpose of sustainable business management that the Fictor is known for having in all its pillars.

Credits

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Report

ESG

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➤ Fictor

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