



SUSTAINABILITY REPORT

2022



Brasil TecPar



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Message from the President

GRI 2-22

We are delighted to launch our first **Sustainability Report in the GRI - Global Reporting Initiative**. This is an important milestone in the trajectory of Brasil TecPar and our brands.

The year 2022 was very challenging for our entire company: it took a lot of resilience and availability to continue on our growth path. On the other hand, we were rewarded with relevant achievements and recognitions. Within this scenario, we are taking broad and transformative steps in our ESG (Environmental, Social and Governance) agenda.

We are still living through remnants of the Covid-19 pandemic that impacted the world population so much, but we have also learned a lot from some of the legacies it brought us. We have strengthened the commitments of our strategic plan, and at no time have we left our Vision, Mission, and Values benchmarks aside.

The results for the year were also

interesting, with a growth in our sales of more than 50%. This shows the strength and commitment of our team in relation to the objectives and goals of Brasil TecPar, always driven by our way of being and doing things. I can't help but point out that we have grown our business with a significant improvement in our operational efficiency, which makes me even more proud and confident that we are on the right track!

In 2022, we integrated the largest number of companies in the history of Brasil TecPar and this was only possible thanks to the hard and dedicated work of each of our employees. So I can't help but formalize, once again, my congratulations and thank you very much to each and every one of our TecFriends.

Thinking about our practices related to environmental, social and corporate governance issues, we have also made important advances. We created our ESG Strategy and its action plan is now monitored by a permanent Committee, composed of internal and external members of the company, which maintains a weekly agenda, and reports to our Board of Directors.

This shows that we are on the right track, which considers the expectations of our customers, investors and other stakeholders, our long-term concern and a performance focused on risk management - in environmental, social and governance aspects. In addition to adopting policies in relation to the ESG agenda that supports Brasil TecPar in generating positive social and environmental impacts, thinking about society in general and the communities in which we are inserted.

Looking to the future, I reiterate our efforts and investments in building a more sustainable, transparent business that cares about people and the environment, without neglecting the growth of our company. This is our commitment! Together and guided by our values and mission to simplify life with technology and connectivity, we continue to build a future of progress and success for all those who place their trust in Brasil TecPar.

A big hug and happy reading!



Gustavo Stock

CEO of Brasil TecPar



About this report

Following its transparency guidelines and commitment to the ESG and sustainable development agenda, **Brasil TecPar presents its first Sustainability Report** (base year 2022), conducted by the company's ESG Committee and approved by its Board of Directors and Executive Board.

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards, and in accordance with the International Integrated Reporting Framework (IR), as published by the International Integrated Reporting Council (IIRC). It also follows the directions of its material themes and correlates with the Sustainable Development Goals (SDGs).

The data in this document refer to the period from January 1 to December 31, 2022 and cover the entire operation of Brasil TecPar and its brands Amigo, Avato, Safety Cables and Bereit.

Materiality

To identify the themes considered to be of greatest relevance and impacting both the company and its stakeholders, the first materiality matrix was carried out, thinking about the evolution and advances of the Sustainability strategy, which even makes up one of the values defined by the organization's guidelines. With the participation of a specialized external consultancy, stakeholders were consulted about the positive and negative impacts that Brasil TecPar causes in its areas of activity.

In all, 25 in-depth interviews (qualitative methodology) were conducted with the public of interest of Brasil TecPar - including members of the Board of Directors, the Executive Board, as well as investors, customers, suppliers, financial institutions, government agencies and the press. In addition to an online consultation with the internal public, which obtained the feedback of 242 employees. In addition, information was collected with all areas of the company and internal and external documents were analyzed.

After defining the potentially material topics for Brasil TecPar's sector, discussions and analyses of positive and negative impacts linked to each aspect raised with the ESG Committee and the company's Executive Board were carried out. For this, two aspects of analysis were considered:

External Perception: which evaluates the relevance of the material theme to the external public;

Internal Perspective: which measures the impact for Brasil TecPar.

It is important to highlight that the material themes were grouped into macro-themes considered adherent to the management practices adopted by the company.

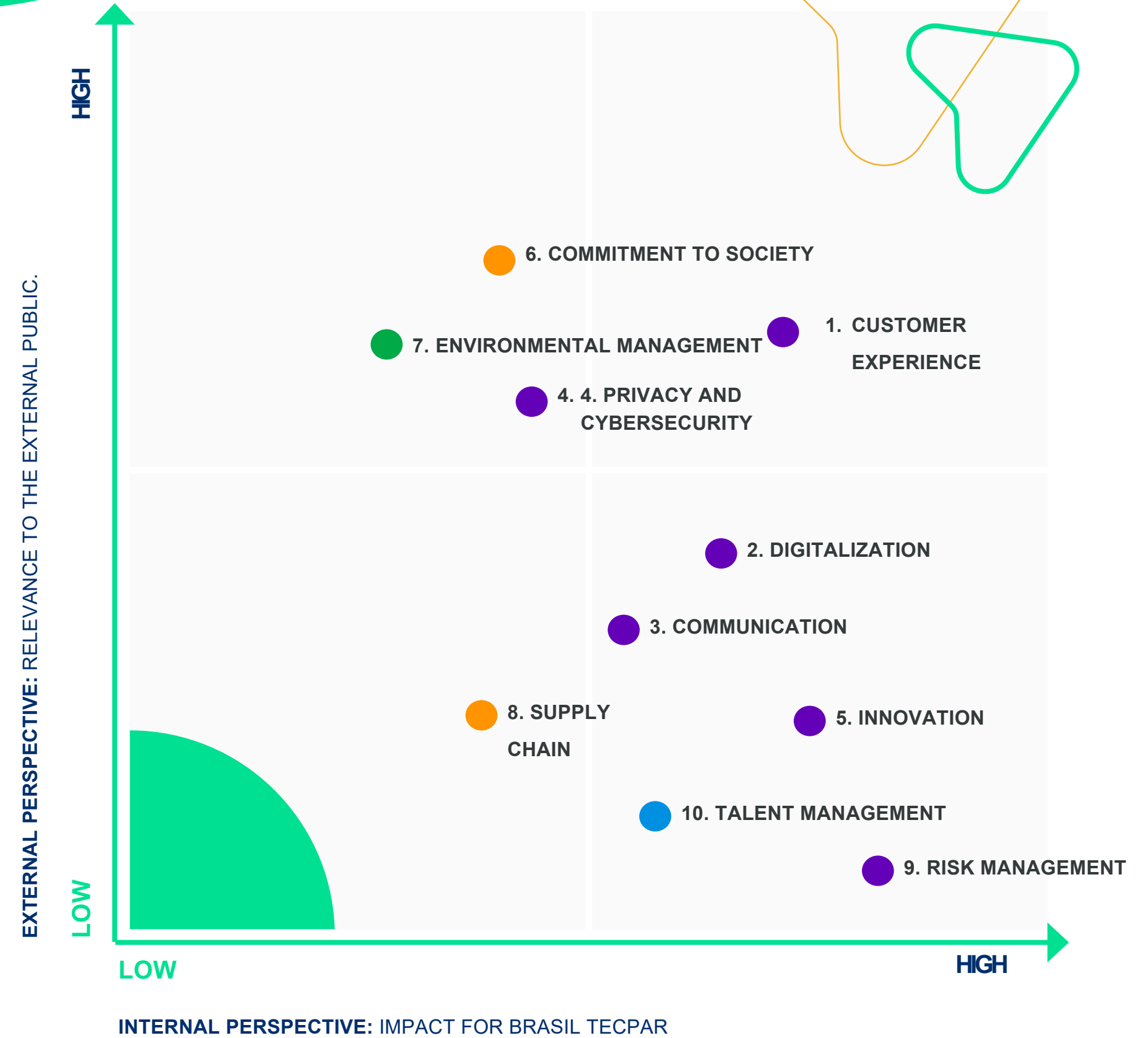
In the end, **10 material themes were pointed out** that, by decision of the company, will be managed and monitored through action plans, with specific goals, throughout the year 2023. All themes related to business and sustainable practice are adherents to the strategic direction that the company has adopted in favor of a culture focused on ESG.

Material Themes

1. Customer Experience
2. Scanning
3. Communication
4. Privacy and Cybersecurity
5. Innovation
6. Commitment to Society
7. Environmental Management
8. Supply Chain
9. Risk Management
10. Talent Management

Legend

- ENVIRONMENT
- GOVERNANCE and BUSINESS
- SOCIAL (Community and Suppliers)
- SOCIAL (Employees)





Materiality matrix



MATERIAL THEME	WHY IS IT MATERIAL?	RELATED SUBJECTS	GRI	SDG	ACTION PLANS	GOALS
<p>1 Experience of the Customer</p>	<p>A good experience when purchasing a product and/or service can easily be canceled if the after-sales service is not careful and satisfactory or the quality of what is offered is questioned. Regardless of the sector or area of activity of the company, it is a critical and vital topic for the survival of the business.</p>	<ol style="list-style-type: none"> Customer satisfaction and service. Quality of network and services. 			<ol style="list-style-type: none"> Effect the restructuring of the After-Sales Center and implement the Market Intelligence area. Intensify customer base retention actions. Conduct customer retention and loyalty campaigns. 	<ol style="list-style-type: none"> Completion by December 2023. Retention of 50% of residential customers who request the interruption of the service contract, during 2023. Achievement of 50 points in the NPS (Net Promoter Score) metric by December 2023.
<p>2 Digitalization</p>	<p>Digitalization is a new transformation movement that opens up possibilities for growth and contributes to the formation of more connected citizens from diverse and remote regions. It expands borders and makes it possible, through the scope and availability of cables, to integrate areas and people who originally did not have this opportunity.</p>	<ol style="list-style-type: none"> Regulation of the sector. Scope and availability in the regions of operation. Universal access - inclusion by technology. 			<ol style="list-style-type: none"> Automate the main processes via RPA (Robotic Process Automation) and machine learning (5 robots in progress). Expand benefits of the Rural Friend Project, maintaining investments and partnerships with municipalities and communities, contemplating new residents of rural communities. 	<ol style="list-style-type: none"> Initiate automation of routine and repetitive processes in the technology, service and commercial areas by December 2023. Completion of 100% of the planned investment and include 1,000 people benefited by December 2023.
<p>3 Communication</p>	<p>Knowing how to communicate properly, respecting the different characteristics of each audience of interest and creating serious, consistent and periodic bridges of dialogue, which target the interests of the company and society, has become a critical success factor.</p>	<ol style="list-style-type: none"> Transparency and effectiveness. Interaction with all audiences. Necessary action in the sector and reinforcement in the interlocution. 			<ol style="list-style-type: none"> Consolidation of the Internal Communication Plan with the strengthening of internal channels (intranet and social network). Consolidation of Employer Branding actions (EVP Program "It's about going further") and planning of endomarketing actions. Re-launch of the "Hello, you can enter" program that seeks to integrate the new employees of the recently acquired companies into the environment and culture of Brasil TecPar. Launch of communication plan with NPS Detractors. Strengthening and expanding the ESG strategy communication plan (internally and externally). 	<ol style="list-style-type: none"> Complete 100% of planned activities by December 2023. Complete 100% of planned activities by December 2023. Re-launch the program in 2023 and carry out a satisfaction survey with employees. Effective treatment with direct contacts with 20% of Detractors in 2023. Publications of strategic ESG content (online/offline) during 2023.
<p>4 Privacy and Cybersecurity</p>	<p>It is part of Brasil TecPar's business to preserve the privacy of users' personal information. The improper sharing of information has turned the data system into one of the critical factors of the business that can be breached by a simple system failure or by cyberattacks of large international magnitudes.</p>	<ol style="list-style-type: none"> Information Security Governance - breach of customer data. IT system infrastructure and management. Violations associated with information security. General Data Protection Law. 	418-1		<ol style="list-style-type: none"> Maintenance plan and expansion of certifications (focus on ISO 27001 Standard). Prepare the company for future certifications in all Data Centers. Carry out an external audit to determine LGPD compliance in the Company. Development of the Information Security Program (strategy, actions and monitoring). 	<ol style="list-style-type: none"> Recertification by ISO 27001 Standard of the Joinville/ SC Data Center and preparation of the certification expansion plan. External validation of compliance with LGPD service practices in the year 2023. Implementation of 100% of the Program in 2023.
<p>5 Innovation</p>	<p>The constantly changing world demands special attention and attunement on new paths to follow. Products and services need to be constantly thought out, created, adapted and/or modified to continue to be relevant and necessary. The continuity of a business depends on the ability to manage its current business while creating new businesses, products and services.</p>	<ol style="list-style-type: none"> Innovation and new products 			<ol style="list-style-type: none"> Structuring an area focused on Products and Solutions. Strengthening Digital Mobility (app for customer/consumer relationships and app to improve the operational efficiency of Brasil TecPar processes). Strengthening the Close Friend Program. 	<ol style="list-style-type: none"> Implementation of the area (and its guidelines) by December 2023. Improvement and development of apps until December 2023. Consolidate management structure for the Close Friend Program business model in 2023.

MATERIAL THEME	WHY IS IT MATERIAL?	RELATED SUBJECTS	GRI	SDG	ACTION PLANS	GOALS
	<p>Increasingly, companies are playing a decisive role in potentiating impacts (positive and/or negative) when they choose a region or city in which to operate. They can contribute to the generation of jobs and income and to the formation of citizens, going further, when they become part of the search for sustainable development.</p>	<ol style="list-style-type: none"> 1. Opportunity generation 2. Commitment to regional development. 	<p>413-1 203-1; 203-2</p>	 	<ol style="list-style-type: none"> 1. Launch of the Private Social Investment Policy. 2. Strengthening the Social Connectivity Program. 3. Expansion of the Rural Friend Project and dissemination of the initiative to internal and external stakeholders. 	<ol style="list-style-type: none"> 1. Effect the disclosure of the Policy in the institutional relationship channels of Brasil TecPar in 2023. 2. Maintain the internet service free of charge for dozens of public institutions in the areas of operation of Brasil TecPar, in 2023. 3. Formalization of promotional actions with four new institutions of regional relevance and proposal of partnerships to promote the project until December 2023.
	<p>The planet's biodiversity depends on the adoption of practices such as the conscious use, recycling and use of new forms of natural resources. Awakening awareness for the use and reuse of materials, adoption of clean energy, control of emissions and correct destination of waste means contributing to the continuity of the business and the planet.</p>	<ol style="list-style-type: none"> 1. Waste 2. Circular Economy 3. Energy 4. Water 5. Emissions 	<p>306-1; 306-2; 306-3; 306-4; 306-5 301-3 302-1; 302-3; 302-4 303-1 305-1; 305-2; 305-3; 305-4</p>	 	<ol style="list-style-type: none"> 1. Make Brasil TecPar a signatory of the Brazilian GHG Protocol Program, in the Silver Seal category. 2. Intensify actions and expand the scope of the Green IT Program in communities. 	<ol style="list-style-type: none"> 1. Publication of the 1st complete inventory of greenhouse gases of Brasil TecPar in the year 2023. 2. Provide collectors for electronic waste in another 50 units of Brasil TecPar until December 2023.
	<p>Traceability of a product is an important tool to ensure that if there is any problem, it is easily identified. Keeping the supply chain aligned with its practices and demanding respect for legislation and human rights, as well as avoiding any kind of socio-environmental impact, results in the extension of good practices throughout the chain, adding value to the product and the business.</p>	<ol style="list-style-type: none"> 1. Socio-Environmental Compliance 2. Human Rights 3. Ally Management 	<p>308-1; 308-2; 414-1; 414-2 409-1</p>	 	<ol style="list-style-type: none"> 1. Expansion of the scope of the ESG Supplier Policy, developing engagement actions. 2. Launch of the Supplier Relationship Portal. 	<ol style="list-style-type: none"> 1. Expand the number of suppliers and ensure adherence to the Policy with the formal letter signature of 100% of the suppliers mapped in 2023. 2. Promote the launch of the Portal until June 2023.
	<p>A gestão de riscos permite que seja realizada uma análise antecipada de todos os processos e situações que ocorrem ou possam ocorrer eventualmente. Dessa forma, é possível evitar boa parte das consequências negativas e minimizar os impactos daquilo que não pode ser evitado. Os riscos relacionados ao ESG precisam e devem fazer parte da gestão de riscos da empresa.</p>	<ol style="list-style-type: none"> 1. Critical and systemic risks 			<ol style="list-style-type: none"> 1. Launch of the ESG Risk Management Policy. 2. Definition of the ESG Risk Matrix. 	<ol style="list-style-type: none"> 1. Effect the disclosure of the Policy in the institutional relationship channels of Brasil TecPar in 2023. 2. Preparation of action plans for priority risks mapped by December 2023.
	<p>Risk management allows an early analysis of all processes and situations that occur or may occur eventually. In this way, it is possible to avoid much of the negative consequences and minimize the impacts of what cannot be avoided. ESG-related risks need and should be part of the company's risk management.</p>	<ol style="list-style-type: none"> 1. Attraction and Retention 2. Human Capital Development 3. Diversity and Inclusion 	<p>401-1 404-1 405-1; 405-2</p>	 	<ol style="list-style-type: none"> 1. Performance Management with competence indicators and succession mapping. 2. Launch of the Diversity & Inclusion Policy. 	<ol style="list-style-type: none"> 1. Prepare a mapping plan for potential leaders for succession processes by the end of 2023, stipulating a minimum percentage of 20% for internal recruitments in leadership positions. 2. Effect the disclosure of the Policy in the institutional relationship channels of Brasil TecPar in 2023.

OVERVIEW OF THE TELECOMMUNICATIONS SECTOR

A little about the history of the Internet

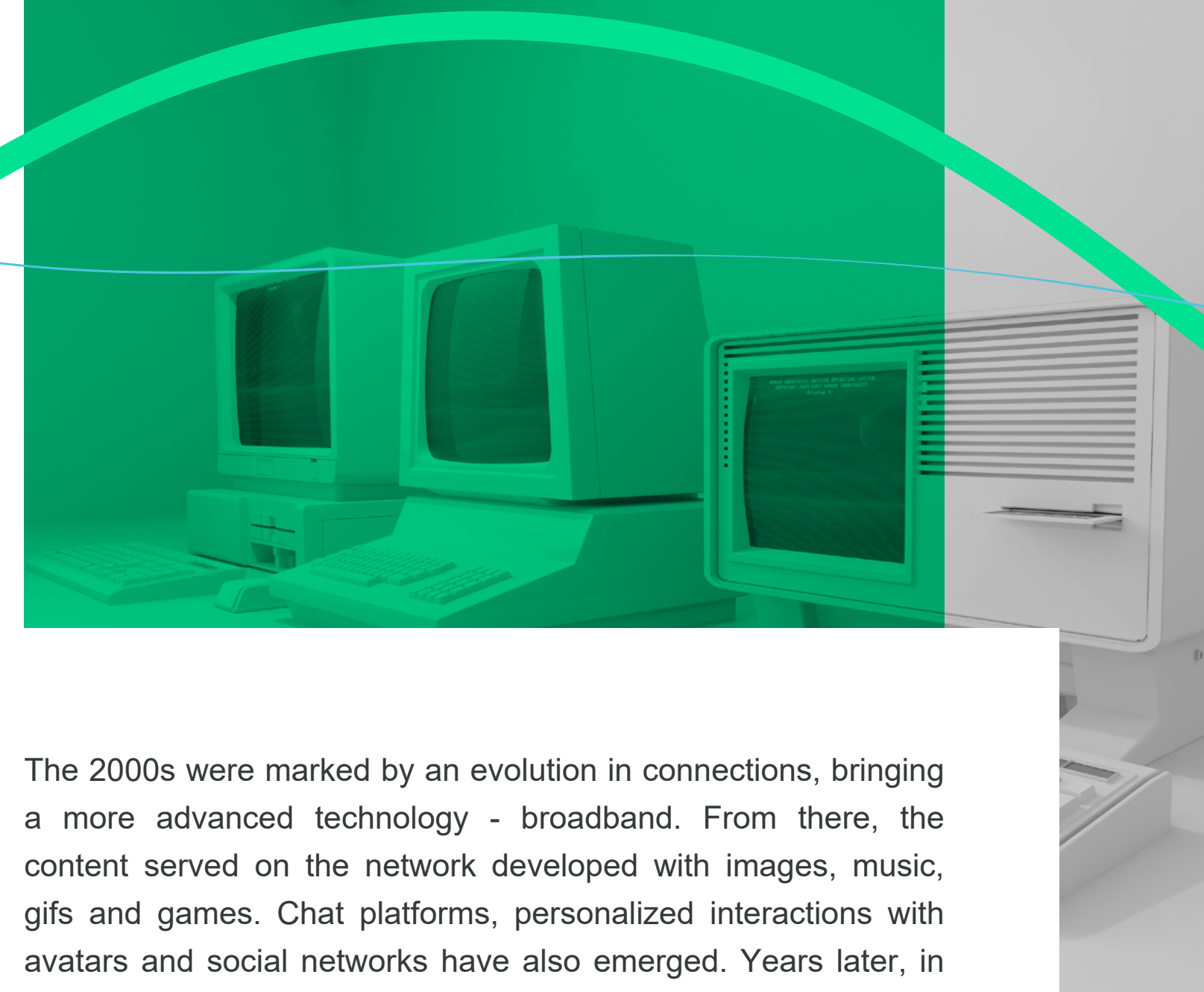
When we talk about the Internet, we tell a story about innovation and collaboration that began in the 1960s, with the creation of a computer network funded by the United States Department of Defense, Arpanet - Advanced Research Projects Agency Network. The network was created so that American military bases could establish secure communication with each other during the Cold War period. When the conflict ended, the Arpanet became obsolete, since the military no longer considered it a strategic and necessary tool, authorizing its use for other purposes.

Therefore, the researchers began to share the resource for exchanging scientific information in different regions. In the following years, the network grew and expanded to serve universities and research organizations. Within this context, the NSF - National Science Foundation created the NSFNET, which culminated in the creation of the National Education and Research Network (RNP) to foster and disseminate the technology in the country, thus facilitating the exchange of information and scientific research.

The World Wide Web (WWW) in 1990 began to be used by several companies around the world to develop their own websites, becoming a fast way to connect with suppliers and customers.

In Brazil, the Internet began in the mid-1980s, when national universities also began to share information with North American institutions. The process took shape in 1989, when the Ministry of Science and Technology announced the creation of the National Teaching and Research Network (RNP) to foster and disseminate technology in the country, thus facilitating the exchange of information and scientific research.

Later, dial-up connections began to emerge, the first form of access to the network by people in general. In 1995, the Ministry of Communications launched the "Internet for All" program, with the aim of spreading access to the network throughout the national territory. To make the service a little more comprehensive, the government expanded the backbone, that is, the entire connection infrastructure of the network points, allowing the service to be commercialized, corroborating the emergence of the first Internet Service Providers (ISPs).



The 2000s were marked by an evolution in connections, bringing a more advanced technology - broadband. From there, the content served on the network developed with images, music, gifs and games. Chat platforms, personalized interactions with avatars and social networks have also emerged. Years later, in 2005, optical technology began to be used, further expanding the capacity of the internet.

In recent years, the internet in Brazil has been marked by the popularization of social networks and by the growing concern for the privacy and security of users. According to IBGE, in 2021, the internet reached 90% of Brazilian households and the mobile phone became the most used device to access it. Even with this data, we know that there is still the challenge of digital inclusion in some regions of the country, which is why partnerships between the public and private sectors remain fundamental to minimize these issues and expand internet access in the country.

OVERVIEW OF THE TELECOMMUNICATIONS SECTOR

Connectivity in Numbers

Connection. Connect. Connectivity.

Connectivity is one of the driving forces of modern society. It allows communication, access to information in real time and has become a primary tool in economic, social and cultural development in our society.

Internet connectivity has been one of the greatest revolutions of the 21st century. Since its inception, it has become one of the fundamental tools for education, business, economics, social interactions and entertainment. It decreased geographical distances and corroborated with globalization.

According to the Global OverView Report 2023, developed in partnership with We Are Social* and Meltwater, 5.16 billion is the current number of internet users around the globe. This means that 6 out of 10 people on the planet access the tool.



Using the internet
6h37
per day

Source:
Global Overview
Report 2023

*The data represent the results of a comprehensive global survey of Internet users aged 16-64.
Source: GWI (Q3 2022)
www.gwi.com

Watching TV, videos or streaming



Using Social Media

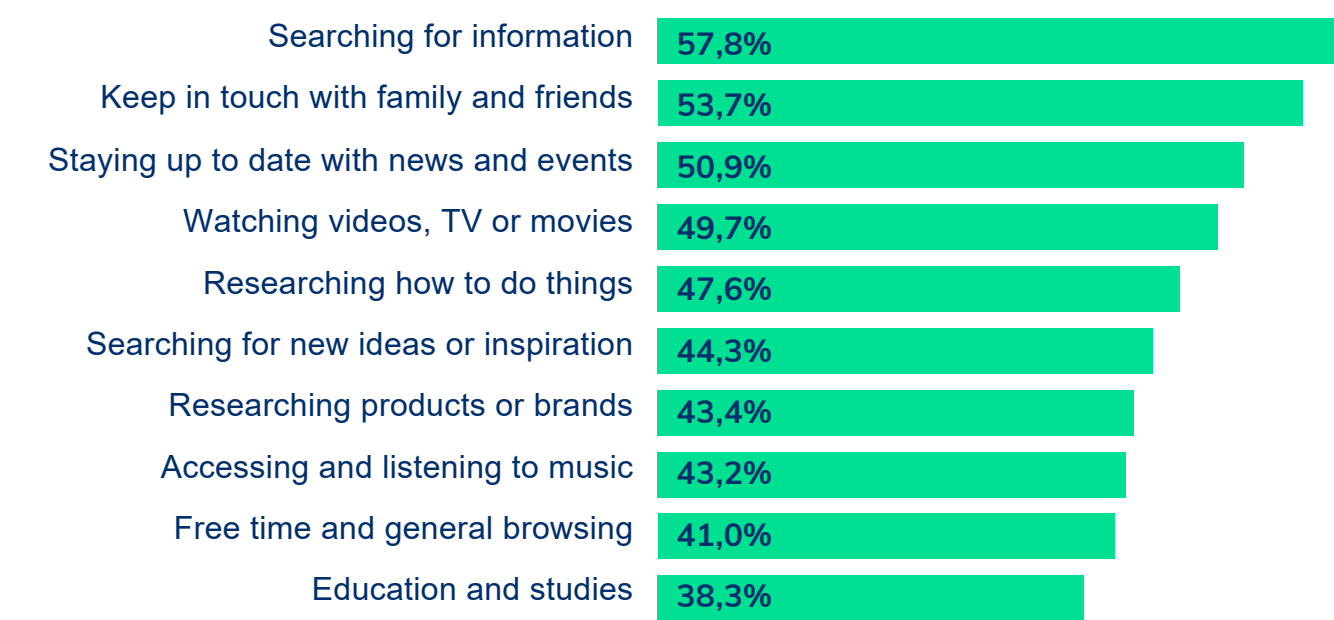


Reading newspapers or news sites



Listening Radio

Top reasons for using the Internet, according to users around the world



OVERVIEW OF THE TELECOMMUNICATIONS SECTOR

And it doesn't stop there: the use of mobile devices is also growing. The United Nations (UN) revealed that in 2022, 75% of the world's population over the age of 10 had access to a mobile phone. This device was the most common gateway to internet access.

In this movement, Brazil continues to evolve at great strides. The National Household Survey - "Access to the internet and television and possession of mobile phones for personal use" - from IBGE in partnership with the Ministry of Communications - showed an increase in the number of households with internet in Brazil in 2021, reaching 90%. In addition, the percentage of households with mobile phones in relation to total permanent private households was 96.3%.

When it comes to broadband, it is possible to see an important national expansion. Anatel - National Telecommunications Agency accounted, in January 2023, for more than 222 million mobile broadband accesses in the Brazilian territory. And access to fixed broadband also continues to grow (44 million accesses), driven by small providers that have contributed a lot to this expansion, including in regions with low HDI (Human Development Index).

At the end of last year, IBGE released data from ICT Continuous PNAD * and the survey showed significant differences in Brazilian connectivity between 2019 and 2021, with some unprecedented results: there are more households in the country with access to fixed broadband (83.5%) than with mobile (79.2%). In addition, for the first time, the number of TV sets connected to the internet was greater than that of computers.

We know that connectivity continues to advance, but a third of the world's population is still offline. Data from the International Telecommunication Union (ITU), released in December 2022, pointed out that the Internet has become more accessible in all regions of the world and among all income groups, however, the poorest remain without access to the service. These figures show the strength and importance of the Telecommunications segment and how it can help in global development.

Highlights of the Telecommunications Sector

The last few years have been marked by a great expansion in the Telecommunications market. From sustainable technology to advantageous network systems, the sector is constantly evolving. The Covid-19 pandemic also brought an important legacy, accelerating digital transformation in several sectors.

The year 2022 was marked by the excitement of new technologies, investments in infrastructure, broadband expansion, and cybersecurity, in addition to the 5G auction - which is already bearing positive fruit, supporting the transformation and strengthening the way people communicate and use mobile internet in Brazil.

According to data from the IEEE (American Institute of Electrical and Electronics Engineers), Chat GPT, the Metaverse, along with other technologies, including 5G and the Internet of Things (IoT) are elements that make this expansion even more relevant. Recently, research analysts from GSM Intelligence published the 'Global Mobile Trends 2023', pointing out important trends:

Private networks have come of age

Sixty-three percent of operators say private networks are critical to the success of their companies.

The Metaverse is being built, but what can we expect?

There is still no firm market size, but estimates are up to \$150 billion. However, large carriers remain cautious, with only 7% of them rating the Metaverse as a significant business opportunity.

* ICT Continuous PNAD is a survey carried out by the Brazilian Institute of Geography and Statistics (IBGE) via its Information and Communication Technology Module (ICT), together with the National Household Sample Survey (PNAD) Continuous

Sustainability is priority number 1.

Social and environmental issues have become even more imperative for business.





Data published in June 2022 by Viavi Solutions, a company that operates in the global supply of telecommunications networks and services, show that fifth-generation (5G) technology has already been adopted in 65 countries, totaling 1,662 cities worldwide. Acceptance of the technology is occurring faster than any previous mobile network generation. By 2030, more than half of the planet's mobile connections will be in 5G, with North America leading the way and Europe closing the gap year-by-year.

Although the 5G movement is still a little more timid in Latin America, it is already possible to see an interesting growth in coverage and connections. Companies are also betting on this technology. According to data from KPMG, more than 70% of companies in Brazil project new investments to incorporate 5G network into their businesses within 5 years, where the biggest focuses will be on IT, Logistics, Supply Chain and also on Customer Experience.

Undoubtedly, the Telecommunications segment will continue to incorporate new technologies and reinforce investment in others that are already in operation. These innovations show that the sector remains one of the protagonists in digital transformation, offering changing environments that assume strategic and influential positions in the business.

Regarding the adoption of technology, Artificial Intelligence (AI) and automation are increasingly being used in the Telecommunications sector to improve operational efficiency and user experience. The use of AI-powered chatbots is being used to handle customer questions and solve problems faster and more efficiently.

Regarding the Internet of Things (IoT) - responsible for the interconnection of smart devices such as autonomous cars, home appliances, industrial sensors, among others - it is possible to see a growing demand for real-time connectivity. And as a result, telecommunications companies are increasingly focusing on delivering IoT solutions to their customers.

It is also important to highlight that fiber optic networks in Brazil continue to expand widely, with the aim of offering faster and more stable connections to its users.



NEXT. FOR YOU TO GO FURTHER

Brasil TecPar is a consolidation platform for the Internet, Technology, Telecommunications and Connectivity market. A national company formed by several regional companies, with the ability to scale its base through incorporations and to establish standardization and excellence without losing proximity to each location in which it is inserted.

With 28 years of market, it operates to bring connectivity to thousands of people, in the most diverse regions and markets of the country.

Brasil TecPar Guidelines

GRI 2-12, 2-23



Our Mission

Simplify life with technology and connectivity.

Our Vocation

Productive chain of connectivity, IT, Cloud and Internet services.

Our Values

Transparency: we communicate and act clearly.

Relationship: We seek healthy relationships.

Determination: We act with objectivity and focus on the result.

Compliance: we act in line with standards and best practices.

Sustainability: we practice sustainability from the environmental, social, economic and governance aspects.

Empathy: we take care of and value our TecFriends.

Our Vision

By 2027, it will be among the 10 largest Brazilian connectivity and technology companies

A Story of Success and Growth

Almost three decades ago, Brasil TecPar began to tell its story. A Brazilian company, founded in São Borja, Rio Grande do Sul, it started its operations as a dial-up internet provider. This story begins in 1995, at the forefront of the arrival of internet services in the country. No wonder the company celebrates its birthday on Internet Day. Coincidence? Of course not, we're talking about a timeline of innovation, entrepreneurship and continued growth.

Its founders, in addition to their directors and advisors, were pioneering entrepreneurs in this sector, and like many in this market, they began their activities empirically, meeting technology demands, seeking and bringing solutions to the Internet and Telecom segment in Brazil.

In 1997, the company began an important movement, which is its trademark to this day: making acquisitions of promising companies. At this time, it bought its first dial-up operations. Since then, it has not stopped, already surpassing more than 45 incorporations, following an important expansion movement that will be maintained for the coming years.

Until 2019, its operating holding company was Gaúcha TecPar with an exclusive focus on Rio Grande do Sul. However, the organization's horizons remained in great movement and, in 2020, it became a corporate structure with the name of Brasil TecPar.

The great differential of the company in relation to the other consolidators of the national market is its rapid integration capacity, carrying out incorporations in an intelligent, planned and low-impact way for its organic activities.



Timeline Brasil TecPar



Start of the commercial internet in Brazil, search for information and start of the project.

Acquisitions of other dial-up operations.

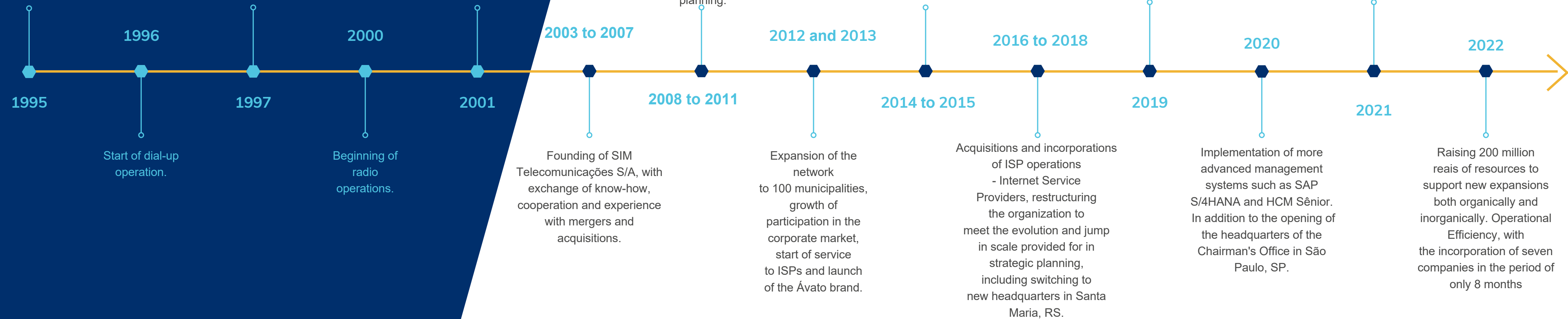
Acquisitions of dial-up and broadband radio operations in other regions.

Expansion of the network to +50 cities, beginning to serve the corporate market, management model, and excellence: MPE Brazil, Gaúcho Award for Quality and Productivity, beginning of strategic planning.

Start of migration of networks to fiber optics and the fulfillment of state-level contracts. Expansion of licensed radio networks and backbone migration for Cisco MPLS.

Transformation of the holding into an Incorporated Company, unification of operations in the concept of the Internet Production Chain and continuity of the incorporations with acquisitions and mergers of ISP (Internet Service Providers) operations.

Overturning of assets from Gaúcha to Brasil TecPar. Expansion to other states (SC, RJ, SP, MT and MS). Brasil TecPar is highlighted as one of the 15 largest internet operators in Brazil, according to Anatel - Agência Nacional de Telecomunicações.



Why Brasil TecPar?



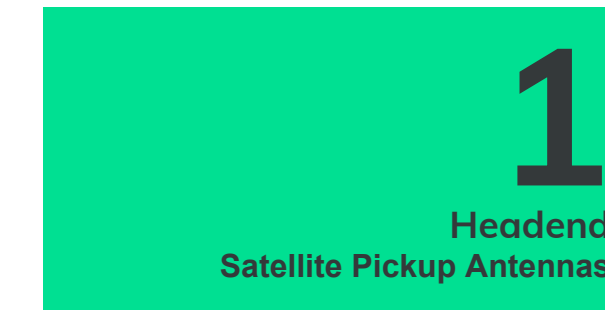
Because we are one of the 10 largest competitive operators in the country, according to Anatel.

Because we are leaders in Rio Grande do Sul and in the Midwest of Brazil.

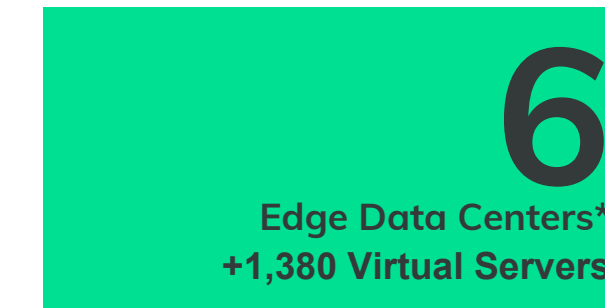
Because we have a strong track record of organic growth and know-how in M&A transactions, with 45 + acquisitions since 2016, 7 of them in 2022.



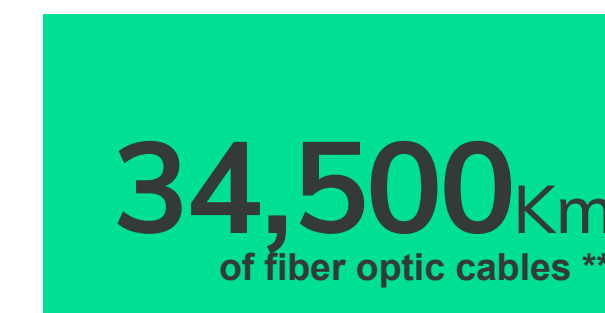
100% nationwide performance and six Brazilian states.



170 TV and Audio channels
Dual-lighting pickup antenna



Joinville - SC [ISO 27001]
Santa Maria - RS
Santa Cruz do Sul - RS
Canoas - RS
Porto Alegre - RS



1,085,800 FTTH ports
2,720,000 home-passed
21,060 hosts monitored

Domain of the Internet Productive Chain.

4 market brands:
Amigo, Ávato, Safety Cables e Bereit.

About 400,000 customers

* The company is in the process of consolidating DataCenters, being located in these 5 cities.

** 23,140 km of metropolitan network and 11,360 km of long-distance network.



Action Map

GRI 2-1



Nationwide performance and presence in six states

Rio Grande do Sul, Santa Catarina, São Paulo, Rio de Janeiro, Mato Grosso and Mato Grosso do Sul.

Pioneer and consolidated in the South region

Leader in consolidation in the Midwest

Expanding in the Southeast

- 002 Management units (SP and RS)
- +100 relationship units
- +100 cities with FTTH coverage
- +600 cities with active points
- +330 cities with transmission networks

Brasil TecPar's strategy is to grow in all places where it is present, but mainly in the Midwest and Southeast of Brazil, where it has been operating since 2021.





AMIGO
INTERNET

www.sejaamigo.com.br

Amigo Internet brings connectivity in a transparent, streamlined and welcoming way, helping people stay connected. It offers a complete portfolio, aimed at the residential and MPE (Micro and Small Business) market - urban and rural, with services:

Amigo Internet

It offers fiber optic internet services, representing more than 93% of its customers' access with this technology. It also offers, to a lesser extent, access options in ADSL, LTE, HFC and radio.

Amigo TV

It offers more than 160 national and international pay TV channels, with linear and on-demand programming and the possibility of watching by computer, mobile phone, set top box or by customers' preferred devices.

It also has multi-screen access to watch both by smartphone, tablet, computer or TV and cloud recording of up to 120 minutes of programming. In addition to features such as catchup and timeshift to watch programming from previous days and live shows that have already started.

Amigo Phone

Telephone services throughout Brazil.

Amigo Camera

Rental service, maintenance and specialized camera support for viewing images in real time. It offers features such as access via app with 24h viewing, HD image with infrared, cloud recording.

Brands and Portfolio of Services

GRI 2-6



Brasil TecPar offers a range of services and solutions for both individuals (B2C market - Business to Consumer) and legal entities (B2B market - Business to Business). It operates in the residential market, from companies of all sizes - from micro, small and medium-sized companies to large organizations, in addition to Wholesale, Carrier, ISPs -Internet Service Providers and Government.

Know our brands:



Brands and Portfolio of Services

GRI 2-6

AVATO

www.avato.com.br

Leads a specialized portfolio in connectivity and IT infrastructure for the corporate market (companies of all sizes), Government and Wholesale. Develops customized projects and offers service packages that retain and meet the various needs of customers in an intelligent and unified way.

Main solutions:

Smart Services

Category of services designed to deliver practical solutions that simplify and bring security to everyday business.

- Smart Internet
- Smart Firewall
- Smart WiFi
- Smart LAN
- Smart WAN
- Smart vDataCenter
- Smart PABX

Pro Services

Category of services specific to organizations:

- Pro ISP
- Pro IT
- Pro Suite
- NOC Premium

Connect Services

Connectivity services for general enterprises and infrastructure for connectivity to the Carrier and Service Provider market.

- Network Access Port
- EILD - Exploration
- Line Industrial
- Dedicated
- Removed Fiber
- Passive Network
- Colocation

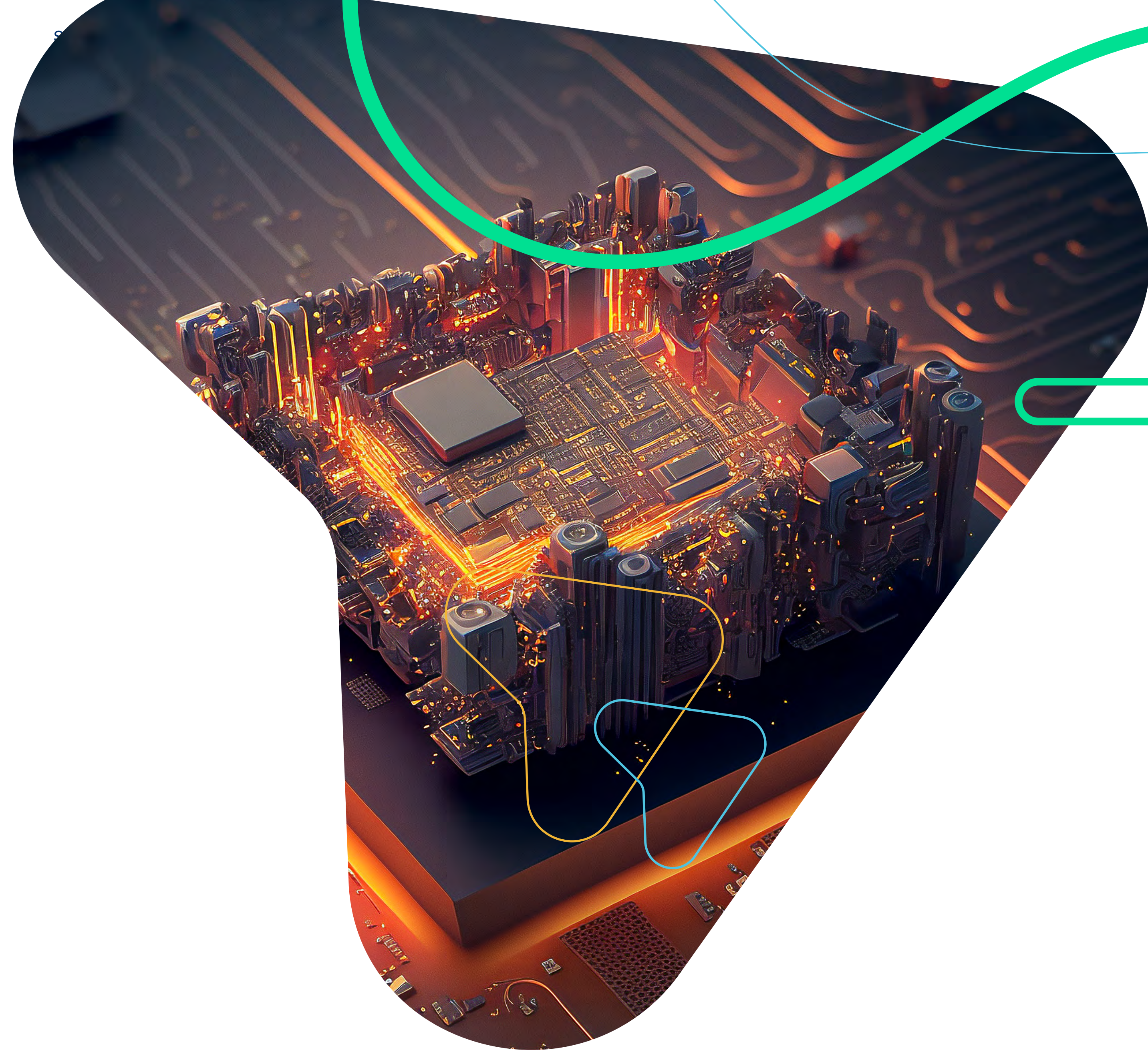
Amigo Perto (Close Friend)

Brasil TecPar also has the Amigo Perto (Close Friend) Program, which allows an authorized agent to become a distributor of Amigo in the coverage area, selling services, serving and sustaining the life cycle of customers, in person. In practice, they are service units that materialize Amigo's closest business and service relationship with customers in a certain region.

The program seeks to accredit providers who wish to be authorized agents in the states where Brasil TecPar has a presence, especially in cities where there are units or in nearby municipalities. The partnership includes:

- Infrastructure shared by Brasil TecPar's distributors;
- Access to Amigo's portfolio of services;
- Technical operation 100% Brasil TecPar.





Safety Cables

www.safetycables.com.br

A business platform that facilitates the connection between Telecommunications companies. It acts with the objective of monetizing the assets of its customers' long-distance networks, offering erased fiber leasing, PTP passive channel swap and capillarity, as well as joint constructions and network infrastructures at the national level.

It also offers the Last Mile solution, managing contracts and qualifying suppliers for customers who do not have capillarity in certain cities and regions, also contemplating PTMP Passive Channel rental solutions.

Main solutions:

- Long-distance networks
- Last Mile
- FTTH Networks
- Site Sharing



www.bereitengenharia.com.br

Bereit specializes in Telecommunications Network Engineering for the Internet Service Providers (ISPs) and Government market. It works by bringing solutions to institutions that experience uncertainties in a scenario of profound digital transformations. It offers specialized consulting aligned with the good practices of CREA - Regional Council of Engineering, Architecture and Agronomy and the standards of Anatel - National Telecommunications Agency.

For ISPs (Internet Service Providers), it operates from business planning, through commercial viability, logical plan, intervention with electricity concessionaires, posting, pipelines and sharing until execution. For the government market, it prepares projects and terms of reference for IT infrastructure, Telecommunications and Public Security.

Main solutions:

Optical Network Planning

Development of backbone and GPON/FTTX optical network planning, including network scaling and its assets/liabilities.

Executive Projects

Specialized in the construction of logical (splicing diagram) and schematic projects for the deployment of optical networks.

Infrastructure Sharing Projects

Development of infrastructure sharing projects of electric utilities, which includes from the implementation of poles and pipelines on public roads and state/ federal roads to advising on the relationship with electric utilities.

Consulting

Specialized in consulting and advising for the planning and implementation of Telecom Networks.

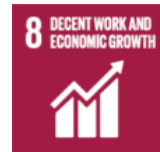
Smart City

Solutions for connecting public cameras, traffic lights, intelligent security systems and urban mobility for municipalities of all sizes. We specialize in large urban connections.



Customer-Centric Culture

GRI 417-1



At Brasil TecPar, customer success and excellence in service goes far beyond the responsibilities of the areas of Operation, Customer Service/Consumer, Commercial and Marketing. It is part of the philosophy adopted by the company and is the responsibility of all TecFriends.

Brasil TecPar values the proximity of its customers and does not measure efforts and investments to increase the experience of its users in all their points of contact. For this, it has a call service available by phone (0800) and WhatsApp 24 hours a day, seven days a week. In addition to service channels in the units, applications, website and profiles on social networks.

The Seja Amigo (Be a Friend) Portal (www.sejaamigo.com.br) also brings a Help Center, information and tips for customers with problems connecting and operating Wi-Fi coverage, including Customer Manual and explanatory information on the types of equipment available related to Internet, Telephony and TV services.

The company also provides the sending of bills and invoices in a digital way, reducing the use of paper and contributing to the environment. In addition, it actively works to not generate risks to the health or safety of customers

and consumers, observing and measuring all the impact that their actions and campaigns can have on their daily lives. All campaigns have deadlines, validity and conditions discriminated and widely disseminated, always respecting the Consumer Protection Code.

In 2022, the Customer Success and Retention Committee was implemented, which brought improvements in the Customer Service process, reflected in Brasil TecPar's NPS and growth in the customer satisfaction index in Reclame Aqui (Complain here).

In addition, the company has in its agenda, important actions to improve and elevate the experience of its customers and consumers. Among them are: new investments in its After Sales Center, strengthening the Customer Retention Program, as well as the launch of new tools to improve digital mobility and operational efficiency of service teams.



Privacy and Cybersecurity



GRI 418-1

For Brasil TecPar, the privacy of its customers' and users' personal information, data security and privacy are vital for business. In this context, the company does not measure efforts and investments to act with best practices, be at the forefront of the Telecommunications segment and meet all the requirements, standards and regulations provided.

Even digitalization is an important transformation movement that opens up possibilities for growth, in addition to contributing to the formation of more connected citizens, arriving in different regions, strengthening the local economy and also supporting digital inclusion. This is one of the priority themes for the company, opening the doors to innovation and bringing growth.

Investment in IT Infrastructure and Management, Information Technology Management, automation actions via RPA - Robotic Process Automation corroborate this, showing the importance of transparency, compliance, and information security.

In 2022, the company began automating some important processes in the Financial, Human Resources and Cybersecurity areas. And the goal is to extend, in addition to creating new projects for the coming years. Last year, Brasil TecPar also completed its project to implement the LGPD - General Data Protection Law, with the help of a specialized consultancy. A Committee was also created to monitor the initiative, in addition to the adoption of new processes and tools. All of this culminated in the revision of its Data Protection Policy and Regulation for Security Incident Response with Personal Data, in addition to the appointment of a professional internally in charge of data management DPO (Data Protection Officer).

Other actions were also carried out such as: the development of a portal for document management of the LGPD, the launch of a booklet of good practices on the subject, as well as training and internal communications with tips on the processing of personal data. The internal contracts also underwent adjustments and action plans to carry out monitoring and audits with a focus on LGPD acculturation.

Privacy and cybersecurity were defined as one of the priority material topics for the company, in view of this, Brasil TecPar began work in favor of the evolution and development in these areas. It is something that will be built over the next few years, with targets already set for 2023.





Certifications

MANRS

Brasil TecPar has the **MANRS - Mutually Agreed Norms for Routing Security** seal in the **Gold category** with the four possible certifications, which shows maximum security in the routing of internet traffic:

- Prevent the propagation of incorrect routing information;
- Prevent traffic with spoofed source IP addresses;
- Facilitate global operational communication and coordination between network operators;
- Facilitate the validation of routing information on a global scale.

MANRS is a global initiative supported by the Internet Society (ISOC), which aims to increase routing security on the internet, **placing Brasil TecPar in a select group** of about 600 companies worldwide, **alongside giants such as Google, Microsoft, Amazon Web Services, Facebook, Netflix**, which also have this important certification.

The standards are based on the concept of secure network through origin control, that is, if each one sends to the internet what is theirs, there will be compliance of network ads and, consequently, drastically fewer problems. This makes it possible to automate processes such as signing and validation of routes, eliminating possible human errors and making processes more reliable. Following its good internal practices, all companies incorporated into Brasil TecPar undergo the necessary adjustments to meet this routing security standard before starting to use the COMPANY'S ASN.



ISO-27001

The **Ávato DataCenter** unit located in Joinville, Santa Catarina, is **ISO 27001 certified**. It is an international standard for information security management, meeting a series of requirements, processes and controls to manage information security, protection of confidentiality, integrity and availability of business essential data. The last external audit took place in September 2022 and was carried out by the BSI Group with validity until 2023.

The company is already working to prepare other units to also undergo this certification in the coming years.

KINDNS

In November 2022, the company achieved **KINDNS certification**. **It was the third Brazilian organization to have its DNS - Domain Name System infrastructure approved in all seven practices.**

DNS is one of the most important services for the functioning of the world internet, responsible for translating the addresses into IP that are programmed into the codes of websites and applications. As we know, the internet works only with IP codes, but when doing a search in the browser, we do not type these combinations but a simpler domain name.

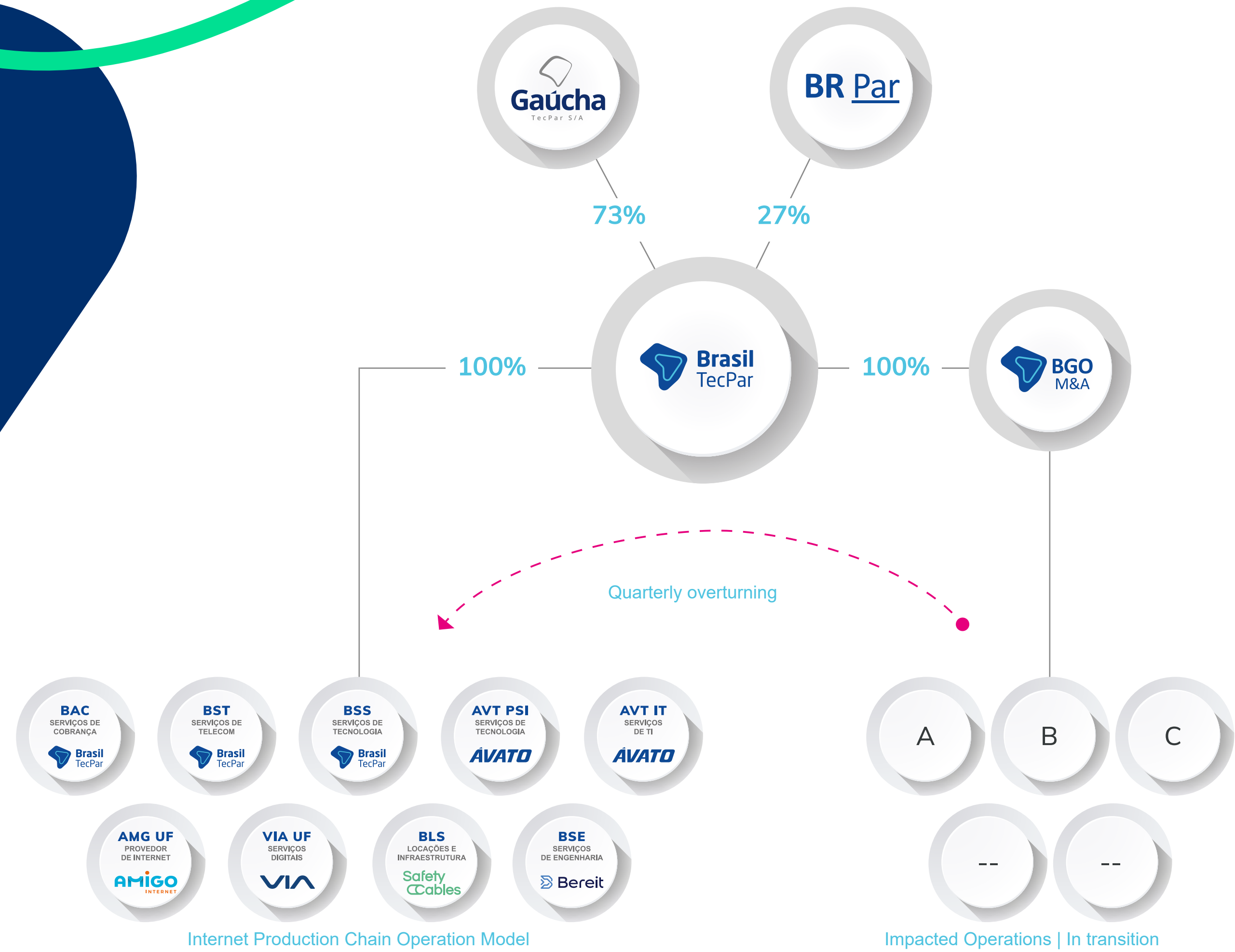
Always thinking about promoting the best customer connection experience, Brasil TecPar has implemented its own DNS networks, with intelligent features regarding compliance such as security, resilience, availability, performance and monitoring in the various locations in which it operates, thus ensuring privacy and high availability of internet access.



Corporate Structure

GRI 2-1

Until December 31, 2022, the corporate structure of the organization was defined according to the image.



STRATEGIC PEOPLE MANAGEMENT

Our people



Strategic People Management, known internally as GEP, has the mission of acting on the employee's journey, improving their experience, supporting leadership in managing people and maintaining culture. One of its main objectives is the attraction, development and retention of talent in an extremely competitive and specialized market.

For Brasil TecPar, a good relationship is key to success and this is also reflected at home with its employees. No wonder they are called TecFriends, a

denomination chosen by the team itself in 2021. At the time, employees were asked to define how they would like to be identified and the idea was a success, with about 90 suggestions and a fun vote, crowned with a new code that further reinforces the team's connection.

To mark the moment of choosing the name TecFriends, GEP presented its employees with a manifest that translates what it means to work at Brasil TecPar and thus further strengthen the company's culture, translated by its way of being.

Manifest TecFriends

Throughout our history there have been many challenges that have led us to be a group of employees in a great place to work.

Although we are different, along the way we learn to deal with each other's singularities.

We understand that in addition to numbers and results, we must see the people who tirelessly build these results and share the mission of simplifying life with technology and connectivity.

We are colleagues with trajectories that at this moment connect to an identity, a name.

**From now on, we will share this code more.
Nice to meet you, we are TecFriends!**

To be a TecFriend is to make technology among friends! Friends at work, friends-clients, friends-family.

It's about getting away from clichés and easy resources.
It is to have business with the new, with what is to come.

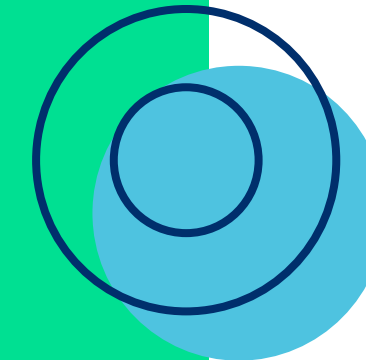
It's trying and failing, trying again, always better.
It is from our desire to create positive impacts that we grow.

It is being transparent, knowing how to relate and having enough determination to evolve.

TecFriend cares about building your skills and sharing your knowledge. It assesses what it can do today to win tomorrow.

To be a TecFriend is to be part of a larger project.
Doing this with friends.
That's what drives us.
It's about going above and beyond. Shall we go together?

With you, we are more than a relationship

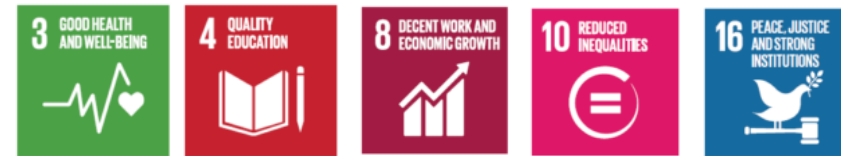


The intense work focused on people is one of the points that Brasil TecPar has been investing in over the last few years. The careful look at retention, the creation of an empowered leadership, people's well-being, corporate learning, and a culture of sustainable performance are part of the company's strategic agenda.



X-ray

GRI 202-2, 401-1



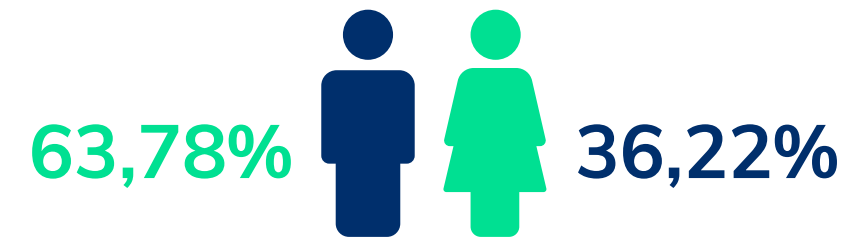
In 2022, the company reached 2,000 employees*, distributed in six states of the country and united by the mission of simplifying life with technology and connectivity.

Employees by Region

The composition of employees by region follows the history of Brasil TecPar, which was born in the South Region and in recent years has been expanding to other regions of the country.

% Employees

Midwest	25.60%
Southeast	10.39%
South	64.00%



150
About 150 third party employees;

65%
of new hires come from incorporations;

28%
of vacancies filled with employees who were promoted*;

80 NPS
(Net Promoter Score) of employee satisfaction, index raised in monthly internal survey).

Employees by Age Group

	% Employees
Up to 30 years	57.19%
30-50 years	39.17%
Over 51 years	3.63%

New Hires

Gender	Age	Total Contractors	% Contractors
Female	Up to 30 years	283	25.5
	30-50 years	129	11.6
	Over 51 years	7	0.6
Male	Up to 30 years	441	39.7
	30-50 years	234	21.1
	Over 51 years	17	1.5
TOTAL		1.111	100%

Turnover

Region	Gender	% Monthly Turnover
Midwest	Female	0.07%
	Male	0.15%
	TOTAL	0.22%
Southeast	Female	0.03%
	Male	0.03%
	TOTAL	0.06%
South	Female	0.22%
	Male	0.38%
	TOTAL	0.6%

* O dado engloba a quantidade de colaboradores também advindos de incorporações que estavam em andamento no período após 31 de dezembro de 2022



Salaries and Benefits

GRI 202-1, 201-3, 401-2, 401-3, 405-1, 407-1

100% of Brasil TecPar employees receive above the minimum wage**.

Benefits in effect for permanent employees : food and meal vouchers, mobility vouchers (in addition to standard use, it also allows the possibility of funding bicycle rentals and cab or app-based commuting services), health plan, daycare allowance (guaranteed by collective agreement), group life insurance and transportation vouchers (guaranteed by law).

Current benefits of apprentices and trainees: transportation voucher (guaranteed by law).

Brasil TecPar ensures the right of association of employees with union entities. In addition, all TecFriends are covered by collective agreements, which are duly signed with the respective employer and labor unions - Sinstal and Sinttel respectively.



Maternity and Paternity Leave

2022	Eligible employees	Current license	% Returned from Leave	% Returned from Leave and remained on the Board of Brasil TecPar
FEMALE	798	23	100%	96%
MALE	1,405	44	100%	98%

- Internet and telephone plan funded by the company or with discounts, depending on the category chosen by the employee.
- Profit Sharing (PLR) eligible to all employees who achieve the goals and results defined by the annual plan, the benefit being paid twice a year, at the nominal value of one salary.
- Incentive Variable Compensation Program, focused on productivity, operational efficiency and achievement of the goals of all areas of the company.

The year 2022 was also marked by the launch of a health plan with national coverage of free choice to serve all employees of the company in a unified manner.

*Except for young apprentices and trainees.

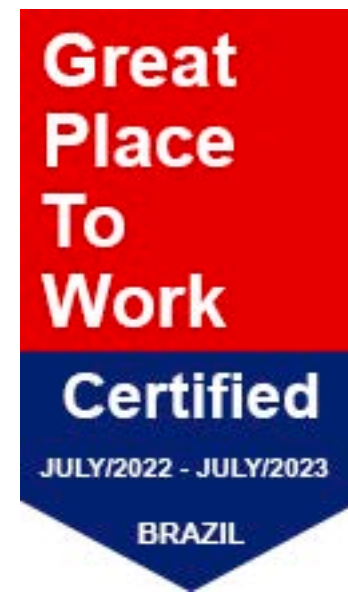
** Minimum normative salary at Brasil TecPar: R\$1,454.00

*** Part-time employees receive the same benefits as full-time employees



We are a Great Place to Work

GRI 402-1



The year 2022 marked the achievement of Brasil TecPar, for the second consecutive year, of the GPTW (Great Place to Work) certificate, both from the holding company, as well as from the brands Amigo and Ávato. The certification reaffirms the company's commitment to promoting the satisfaction of its employees.

GPTW is one of the main bodies of research with employees and seeks to evaluate whether the values of corporations are put into practice, the degree of trust of people in relation to them, the effectiveness of leadership performance, business results and innovation. In addition to measuring factors such as credibility, impartiality, respect and the feeling of pride of each person - behaviors that directly influence the experience in the professional world.

The achievement of Great Place to Work is an important indicator that the company is engaged in promoting opportunities with transparency, respect, compliance, purpose and attention to the impacts of actions that will be perceived in the future. Brasil TecPar believes that an engaged employee is concerned with customer satisfaction and leads the search for solutions to better serve them.



Growth and Development of Our People

GRI 402-1



Brasil TecPar's pursuit to be one of the largest consolidation agents of the ISP (Internet Service Providers) market in Brazil brings a great responsibility to the Strategic People Management area. After all, every year the organization receives a large number of new employees, who arrive from different companies, with different cultures and regions of the country, needing in a short period to feel an integral and fundamental part of this challenge.

Because of this, during the incorporation of a new company, Brasil TecPar has a very great concern throughout the process of internalization and receipt of these new teams. This process includes the application of a methodology based on the cycle of changes, with a very well-defined workflow that goes from the first internal communication about the announcement of the acquisition, through steps of approximation, interview with each new employee to understand their moment and scope of work, the realization of live and face-to-face meetings to present the structure of the company, its policies, systems, work tools and benefits package, in addition to the process of admission, onboarding and training. All this while respecting the local culture and understanding the particularities of each scenario.

Focus on training and capacity building

GRI 404-1, 404-2, 404-3



Brasil TecPar invests in the development of its people with periodic training, both in face-to-face and online. In 2022, the Corporate Learning area was structured with the objective of boosting and supporting TecFriends in their growth and professional trajectory. Capacities contribute to the development of both technical and behavioral skills.

During this period, Brasil TecPar's Distance Learning Training Platform, based on Google's platform, has evolved with the launch of new knowledge pathways to cover all the company's growth needs.



Average training time in 2022: 3.08 hours per employee

Culture Pathway:

Focus on the dissemination of the culture and way of being of Brasil TecPar, including the mission, vision and values, as well as the organizational ethical principles through the strengthening of the Code of Conduct.

Systems Pathway:

Focused on the technical-practical knowledge of all systems and tools of the company.

Business Pathway:

Deepening of the contents and subjects related to the core business of Brasil TecPar and its way of acting.

Technical Pathway:

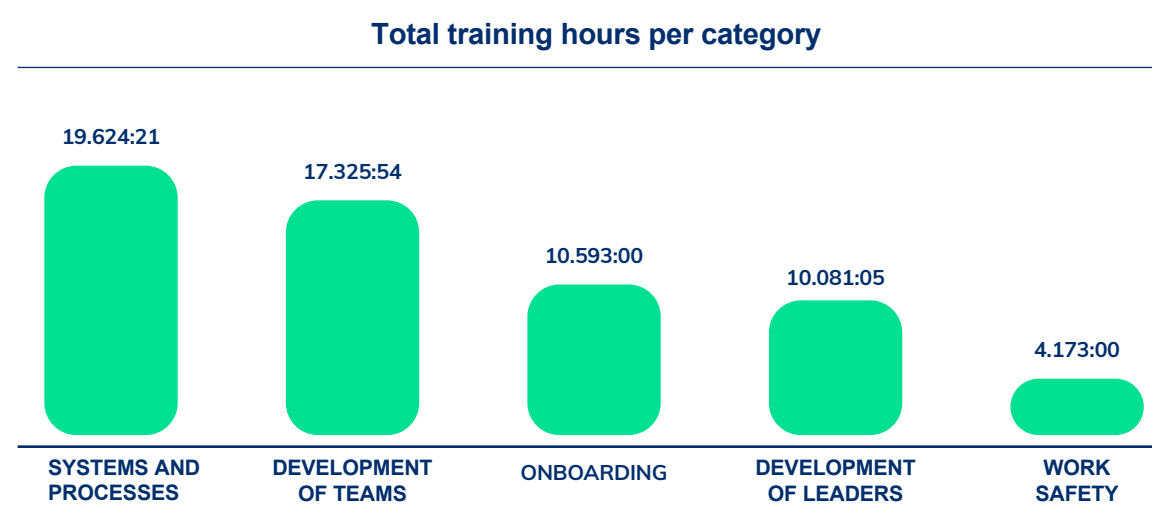
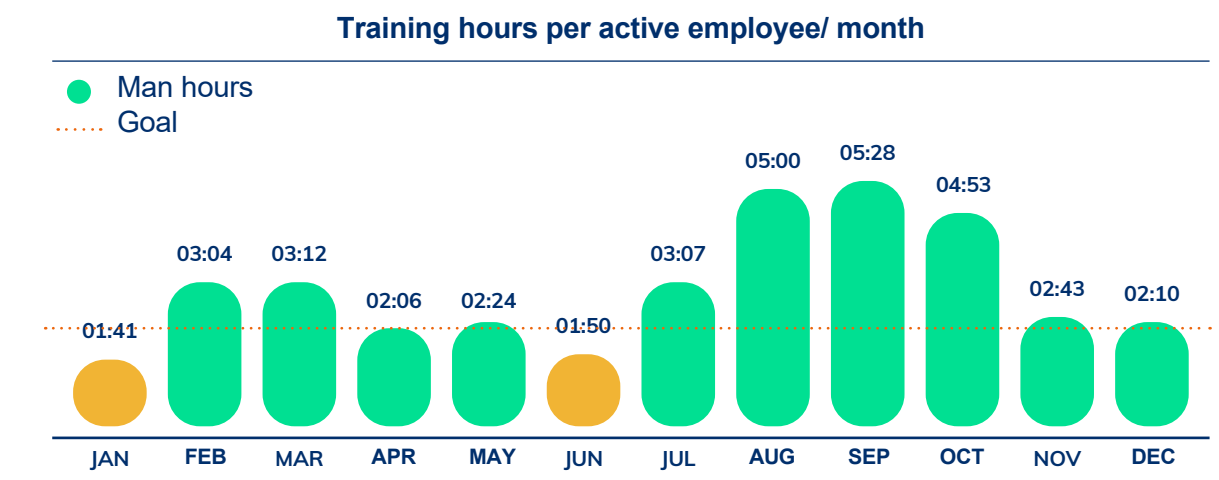
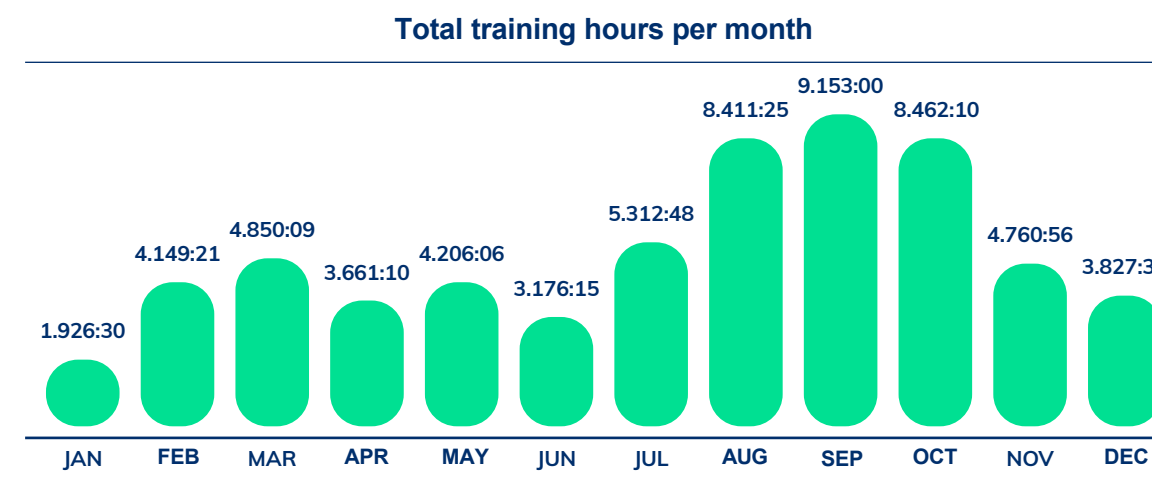
Dissemination of Brasil TecPar technical procedures for theoretical and practical training of Operational and Information Technology teams.

Commercial Pathway:

Focus on training the retail and commercial areas, for dissemination of content and information on the portfolio of Products and Services of Brasil TecPar, as well as specific methodologies and programs of excellence in customer service.

Leadership Journey Pathway:

Development of leaders according to the behaviors observed in the culture manifests, always focused on acting in each leadership stage at Brasil TecPar.



It is important to note that the Leader Development Program lasted 6 months in 2022, totaling 27 meetings and more than 140 leaders participating in the knowledge communities of Brasil TecPar, focusing on best market practices and exchange of experiences. In addition, the first "Leadership Culture" workshop was held, focusing on the integration and engagement of leaders at the national level.



During the last year, Brasil TecPar also continued its onboarding program - "Start, login, connection and play", developed according to TecFriends' working hours and with the objective of symbolically marking the beginning of each new employee, in addition to celebrating their arrival with a welcome kit. This type of initiative is even more fundamental in a company that constantly incorporates other companies.

The continuous monitoring of development and the return of results with feedbacks are trademarks of Brasil TecPar. And the application of variable compensation policies, profit sharing and performance evaluation are practices constantly adopted by the company. In fact, the latest GTPW survey found that 93% of employees receive about three feedbacks from their leaders per year, corroborating a high-performance culture.

In 2022, the Incentive Variable Compensation Program was implemented, focused on productivity, operational efficiency and achievement of the goals of all areas of the company. With the launch of this new remuneration model - which occurs in addition to the annual Profit Sharing Program (PLR) - Brasil TecPar has already reaped the first rewards, generating more closeness and connection among employees, in addition to the increase in engagement, since it encourages meritocracy through the composition of personal goals, of each department and national results of the company.

Access to information and exchange of experiences is also part of the daily life of Brasil TecPar. In 2022, efforts were made to expand communication work with employees and strengthen the internal corporate social network, launched in 2021. In this context, monthly livestreams are held with TecFriends with the objective of increasingly unifying teams at the national level.

Connecting with You

Online meetings, intended for all employees of the company with the objective of bringing information, sharing strategic content, strengthening the Brasil TecPar culture and stimulating the connection between areas and regions, in addition to raising awareness about relevant issues of the local community that are inserted and/or society in general.

Connecting with You Leadership

It is a formal moment for the company's directors to unveil to the top and middle management the business strategy and philosophy. The goal is to empower and create inspiring leaders, who are so fundamental to the daily construction and evolution of Brasil TecPar. In these meetings, relevant topics on the company's agenda are discussed and the strategic plan is followed up on.

Thinking about attracting and retaining the best talents in the Telecommunications market, the company continues to invest in Employer Branding shares and in the development of its Employee Value Proposition (EVP) employer brand proposal "It's about going further". The concept, developed nearly two years ago, was created from testimonials from contributors to the annual climate survey.

In constant growth, Brasil TecPar has as a priority its continuous improvement and evolution. Therefore, in 2022, the development of a Diversity & Inclusion policy began. Despite treating the subject very naturally and having cultural diversity as a reality - where respect for the identity of each location is a premise - the organization understands the importance of the subject and strengthening the culture of diversity, including advancement and investments in the creation of programs and projects that help the company develop on this front.



Health and Safety always comes first

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 410-1, 416-1, 416-2



In addition to GEP's people management practices, Brasil TecPar has structured an OHS - Occupational Health and Safety area, focused on caring for and preserving its employees. The concern is not only to comply with Brazilian legislation and regulatory standards, but also to act in raising awareness of TecFriends.

The company has an OH&S management system in place to measure proactive and reactive Occupational Safety indicators. All legal requirements, such as compliance with NRs (labor standards), Fire Department standards and SSO requirements of corporate customers,

are also served internally by Brasil TecPar.

In addition, any risk activity carried out by employees only occurs after the execution of the APR - Preliminary Risk Analysis, so that all safety measures are applied. The dissemination and use of PPE (Personal Protective Equipment), the performance of CIPA (Internal Commission for Accident Prevention), and constant training - in person and online - also occur with the aim of guiding the people involved and mainly mitigate accidents - strengthening a zero accident culture.

Learn about some important actions, carried out in 2022, for the health, safety and well-being of employees:

- Conducting awareness and prevention campaigns, such as White January (focus on mental health), Yellow September (suicide prevention), among others.
- RISS Continuity - Health and Safety Inspection Report, which consists of a follow-up carried out by the leaders of the teams that work in the field, to verify that the procedures and safety equipment are being used properly.
- Constant maintenance of the DQS - Biweekly Safety Dialogue, with brief periodic conversations between the leader and his teams to address a specific theme in the area of Occupational Health and Safety.
- Continuity of the A Break for You Program, developed to support employees during the most turbulent periods of work or major transition, supporting the change management process by offering mindfulness sessions, therapy, psychological assistance and other activities aimed at personal well-being.

Health and Safety Controls and Indicators in 2022

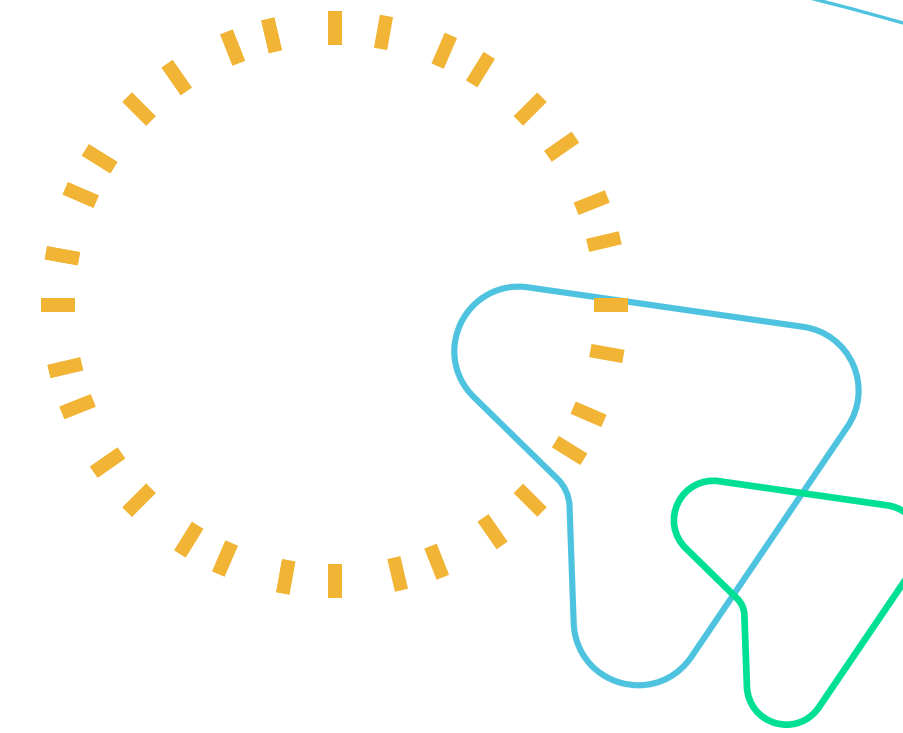
Man-hours worked: **3,947,808**
 Number of accidents recorded: **18**
 Number of accidents with more than 15 days of leave: **4**
 Number of fatal accidents: **0**
 Frequency rate/ accidents: **4.56**
 Frequency rate/major accidents: **1.01**
 Fatal accident rate: **0**
 Severity rate: **251.28**



BRASIL TECPAR IN 2022:

KEY HIGHLIGHTS

The year 2022 was very challenging for the entire Telecommunications sector in Brazil, also bringing legacies and impacts of the COVID-19 pandemic.



2022 Economic & Financial Performance

GRI 201-1

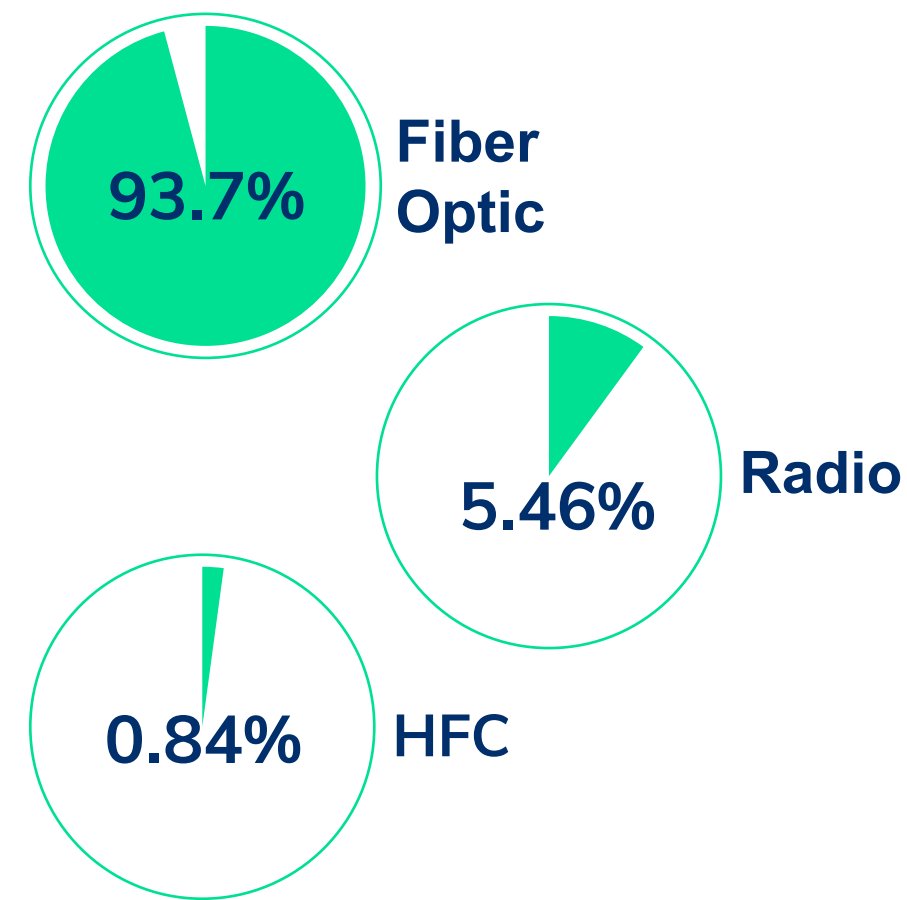
100% performance in the domestic market.

Net Revenue of BRL 437,3 million representing a growth of **96%**, with an **EBITDA margin of 56,7%**.

Net income of BRL 66.0 million.

Improvement in operational efficiency aligned with growth in turnover.

Brasil TecPar Accesses in 2022



Brasil TecPar Accesses in 2022

7 M&As were performed

February:
Pontocom Informática

May:
Titania Telecom

August:
W3Mega

September:
Selko Internet and Zecta Telecom

October:
Usafibra

November
Iveloz

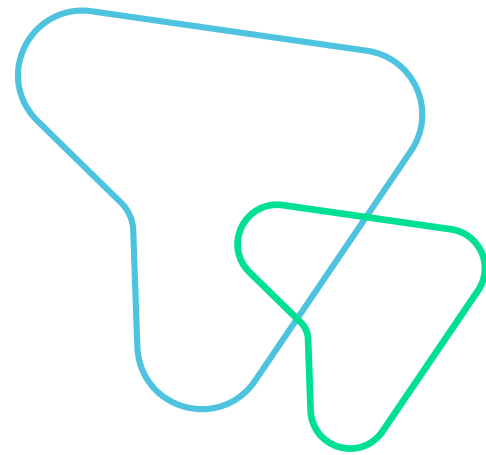
Market Growth

In October 2022, Brasil TecPar surpassed the 1 million* mark of connected Amigos, in six states of Brazil.

According to data from Anatel - National Telecommunications Agency, the company has assumed the market leadership in the Midwest of the country.

**In the period, the companies of Brasil TecPar reached about 350 thousand active connections. Considering that the average per household in Brazil is 3.5 people, it is possible to say that the company's internet supply exceeds more than one million people.*





Legacies of the COVID-19 pandemic

Brasil TecPar has invested and continues to invest in actions and campaigns against COVID-19. With the provision of essential services for the population, especially during the most intense periods of the pandemic, the company reinvented itself, creating and strengthening important protocols and controls for the prevention and mitigation of the contagion of the disease with its employees, customers and society as a whole.

The pandemic brought important legacies, such as the expansion of the company's infrastructure, as well as important actions for its employees, such as hybrid work (when the function and activity are compatible), and prevention and awareness actions for health.

Other Material Facts

GRI 201-4, 417-3, 418-1



- Completed the implementation of the LGPD standards guidelines - General Data Protection Law and compliance with its new legislation.
- Expansion of the connection infrastructure between the Taquari Valley and Serra Gaúcha, in Rio Grande do Sul, with an investment of more than 200 thousand reais to make the internet connection in the region even more robust and stable.
- Holding another edition of Brasil TecPar Day, to approach and relationship with the company's strategic partners. In addition to the production of two more editions of the Ávato Roadshow, in São Paulo (SP) and Porto Alegre (RS) - an important company event for corporate customers and prospects.
- Participation in Cybersecurity 2022, Fortinet meeting on cybersecurity and information security.
- Brasil TecPar did not record any case of non-conformities in relation to its marketing communications, advertising campaigns and other disclosure actions in 2022.
- Use of government financial incentive (benefits and tax credits) via the Asset Law (total of R\$4,260,186.00).

STRATEGY AND MANAGEMENT

Internet Productive Chain

Just 30 years ago, at the beginning of the Communication Age, globalization did not yet exist and the transmission of data was done analogically (printed or spoken).

As previously mentioned, the adoption of commercial internet in the country began in mid-1995 and still represents a very recent business area, constantly changing and growing.

In the process of evolution of this market and the companies in the sector, three major movements stand out: Discovery, Development and Consolidation. Currently, we are living the market's consolidation phase, a moment in which companies in the segment must be more mature and prepared to face a consumer public that is growing at a fast pace and is more and more aware and demanding.

Understanding the need for operations to evolve to serve this market, both in quality and on a new scale, Brasil TecPar devised the concept of the Internet Productive Chain, first presented at a meeting with regional providers in 2019 and, since then, applied in the company.

Understanding that the four pillars that constitute the Internet Productive Chain generate the conditions to elevate the organization to the condition of consolidating platform of the ISP (Internet Service Providers) market, operations and providers before being incorporated are subjected to these pillars, aiming at greater alignment and standardization.

The application of the Internet Productive Chain consists of the development of market verticals segmenting the various activities and services provided by internet providers, separating them into blocks. In this way, it is possible to analyze and review the existing processes in each of them individually, as if they were separate business units. The Brasil TecPar model presents each of these segments or links in the production chain as a different department or company, which can be owned or outsourced. The company's base is the holding company Brasil TecPar, which is managed by a Board of Directors and an Executive Board, which exercise command and provide guidelines for the chain and its organizational structure as a whole.



The 4 Pillars of the Productive Chain

IMPROVEMENT OF OPERATIONAL EFFICIENCY

Agility, economy, systems and results.

PROMOTION OF COMPLIANCE

Administrative, Accounting, Technical, Operational, Business Model and Risk Management.

ENABLE SCALABILITY

Business plan, expansion and leverage.

CONSOLIDATION OF CORPORATE GOVERNANCE

Command, organizational structure and discipline.





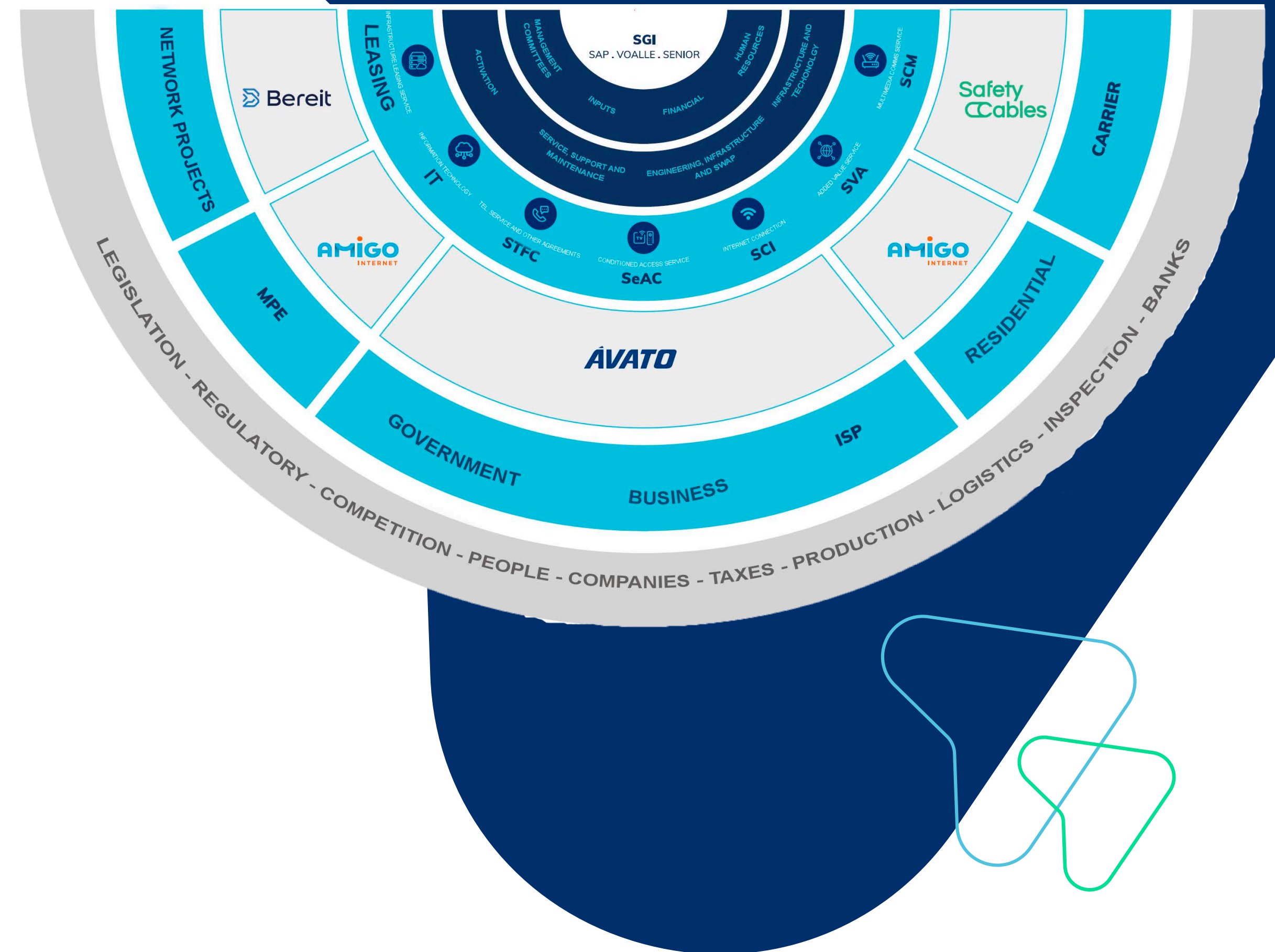
To understand the diagram of the Brazil TecPar Production Chain, it is possible to observe a block called **"System" - Integrated Management System of the company** - composed of various software and technological resources that control and record all operations and processes. The set of these processes is represented in the sequence in large blocks: management committees; inputs; financial; human resources; service activation; service, support and maintenance; engineering, infrastructure and swap; technology.

The next lines of the Internet Production Chain model present the services provided by the various companies and brands of Brasil TecPar, also segmented by their markets: Infrastructure Lease, Information Technology; STFC - Switched Fixed Telephony Service; SeAC - Conditioned Access Service (content and TV channels); SCI - Internet Communication Service (broadband); SVA - Value Added Service (email, antivirus, firewall, streaming, access to online service portals); and, SCM - Multimedia Communication Service (telecommunications, data traffic through various means).

In this list it is understood that **the service provided by the organization is not restricted to "internet access", but extends to a set of services of different natures to meet the demands and expectations of different markets**, subject to specific regulation and taxation. Therefore, they need to be segmented, in an interconnected way, depending on each other, to be delivered to the customer or end user in a competitive and differentiated way, often as a combo.

Closing the concept of the Internet Productive Chain, in the most external line, there is a set of stakeholders, each with its demands and expectations: labor, regulatory, tax, tax, government, market, corporate, financial and economic.

All these items are links in the chain that execute their individual processes, in their own time, embedded and adapted to each other, allowing the delivery of technology services and quality connectivity, according to the needs of each market or consumer and meeting the expectations of stakeholders.



ESG Strategy

GRI 2-25



To reflect on Sustainability is to use the knowledge acquired in the past, take action in the present and build a better future for all. And Brasil TecPar is committed to building a sustainable business that integrates economic, social, environmental and governance practices into its strategy, in search of responsible growth fully aligned with the generation of positive impacts for the organization, the environment, and society in general. It is to plan, pursue and monitor what is accomplished in a clear, transparent and beneficial way for all.

For Brasil TecPar, being an agent in the development of extremely important sustainable practices is part of the company's strategic plan.

The construction of the ESG agenda

- Environmental, Social, and Corporate Governance

- was started a few years ago with the collection of information, the development of studies on the ecosystem of the organization and the construction of a previous diagnosis, all with the support of a specialized consultancy.

In 2022, the company fulfilled an important stage of its sustainable development agenda, with the structuring of the ESG area and the creation of its ESG Committee, composed of members of the Executive Board and Directors, in addition to the CEO, and external members. The company credits value to this theme and relies on the commitment and engagement of its senior leadership.

The culture of Sustainability

is being introduced in all spheres of its organizational structure, with clearly established goals and objectives. In fact, there is still an important work to do and Brasil TecPar is very focused on this and aware of the efforts that need to be made.

The company also understands the importance of disseminating and promoting the subject to its stakeholders. And in the last year, it started a front focused on the engagement of its suppliers in relation to ESG culture. This is a key agenda for sustainability commitments to gain more and more speed in the company's supply chain, as an integral part of executing its strategic planning and in its way of being and doing things.



ESG Manifest

Brasil TecPar believes that in addition to acting in the market, there is no better way to show commitment to the world and to you, than by encouraging actions that really make a difference.

Therefore, we are increasingly engaged in ESG practices - This means that our positioning is based on facilitating people's access to technology, so that they can develop socially through essential services in the age of digital transformation. In this way, we promote a better future, with the accessibility and education necessary for everyone to feel belonging to the community in which they are inserted.

In addition, our ESG aims to actively contribute to environmental preservation, with initiatives such as Solar Power Plants, which reduce about 270 tons of carbon dioxide that would be released into the atmosphere. Also, the Green IT Program, an initiative that promotes the proper disposal of solid waste and e-waste, which are extremely harmful to nature.

Nothing represents the ideals that Brasil TecPar wants to convey more than this.

Here technology and care for the planet go hand in hand, here we respect differences, here we promote the professional growth of our employees and we have people who think about people.

Our commitment is to a more sustainable future and we are close for you to go far. With more quality of life, more opportunities, more connection and more awareness of what really matters. That's ESG.



Brasil TecPar is connected and engaged with ESG practices:

ENVIRONMENT Environment

Respect for the planet

Related to measures aimed at preserving the environment. Among the commitments of Brasil TecPar, we highlight the appropriate management of waste with the participation of communities, the consumption of energy from sustainable sources, the preservation of green spaces and the conscious use of water resources.

SOCIAL Social

Care for people

The way Brasil TecPar is inserted in the community and the initiatives it adopts to foster a more welcoming and respectful environment among individuals. This includes encouraging diversity, combating any kind of discrimination and promoting human rights.

CORPORATE GOVERNANCE GOVERNANCE

What guides and directs us

Maintain an alignment between the executive management and the Board of Directors, identifying and controlling the legal requirements and main strategic risks to the business. So that the interests of all stakeholders are respected, with ethics and transparency in internal processes. Valuing people and aiming at the long-term permanence of Brasil TecPar.

Corporate Governance

GRI 2-1

At Brasil TecPar, Corporate Governance is one of the foundations of the business. Good practices based on ethics, compliance, transparency and discipline, which guide and direct the company's processes, standards and procedures.

For Brasil TecPar, ETHICS means: *“the right way to do what needs to be done, considering a set of basic principles, which aims to discipline and regulate the conduct of people, without moral or patrimonial damage to the like”.*

Its Corporate Governance structure is formed by the General Meeting of Shareholders, which makes the decisions and makes the referrals to the Board of Directors, which acts in the strategic direction and guidelines for Executive Management, led by the CEO.

Composed of common shareholders with voting rights, as provided for in the bylaws, the General Meeting deliberates on all matters of interest to the partners, which include:

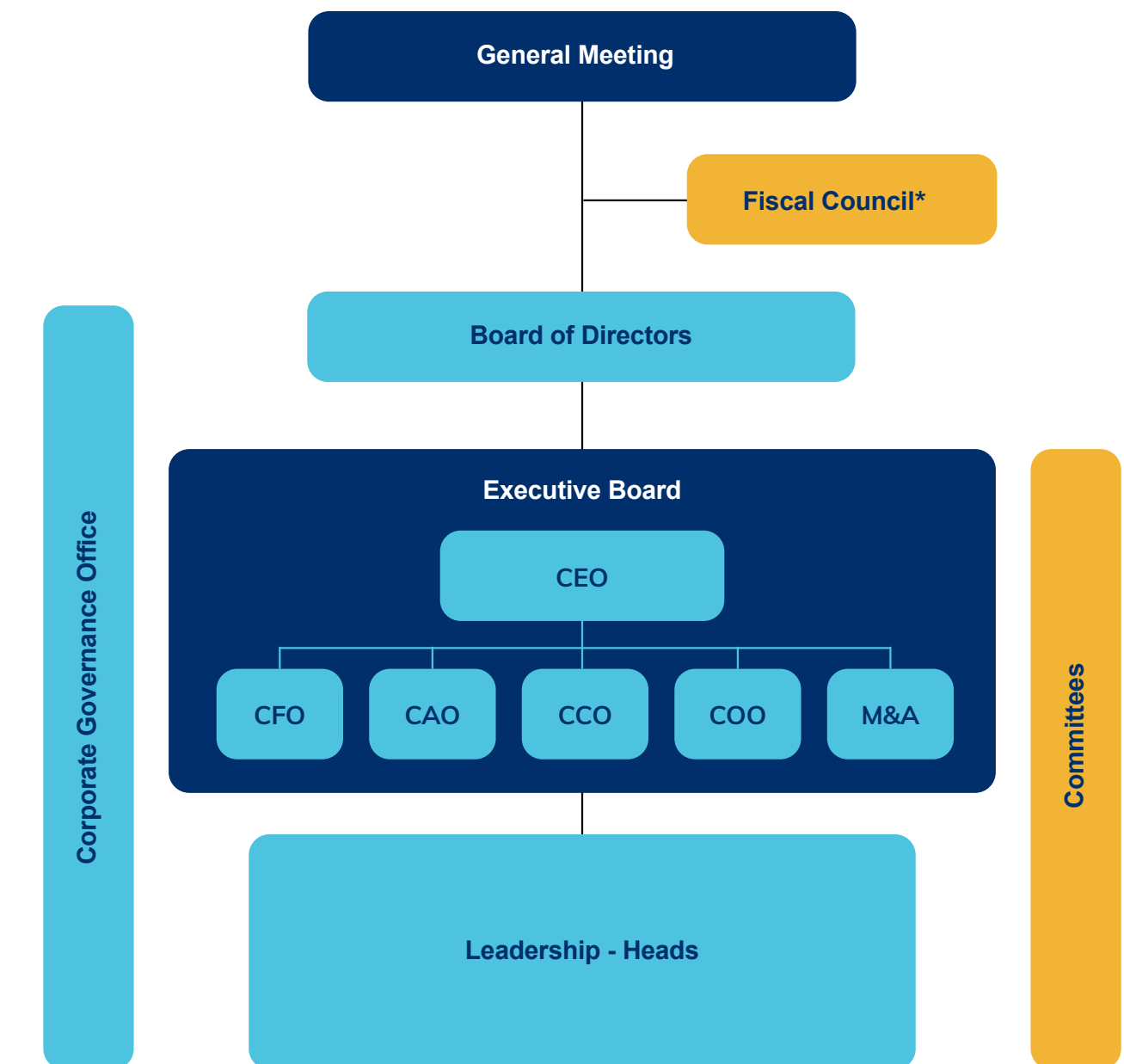
- Opportunities for merger and acquisition of other companies; approval of the financial statements;

- Election of members of the Board of Directors;
- Determination of the remuneration of the members of the Board of Directors, among others.

The company's management is carried out through the Board of Directors and the Executive Board, which are responsible for conducting the strategic planning, investment plan and definition of Brasil TecPar's policies. It is complemented by Heads, who implement the plans and act specifically in each area of the organization, supporting and managing the market verticals structured according to the concept of the Internet Productive Chain.

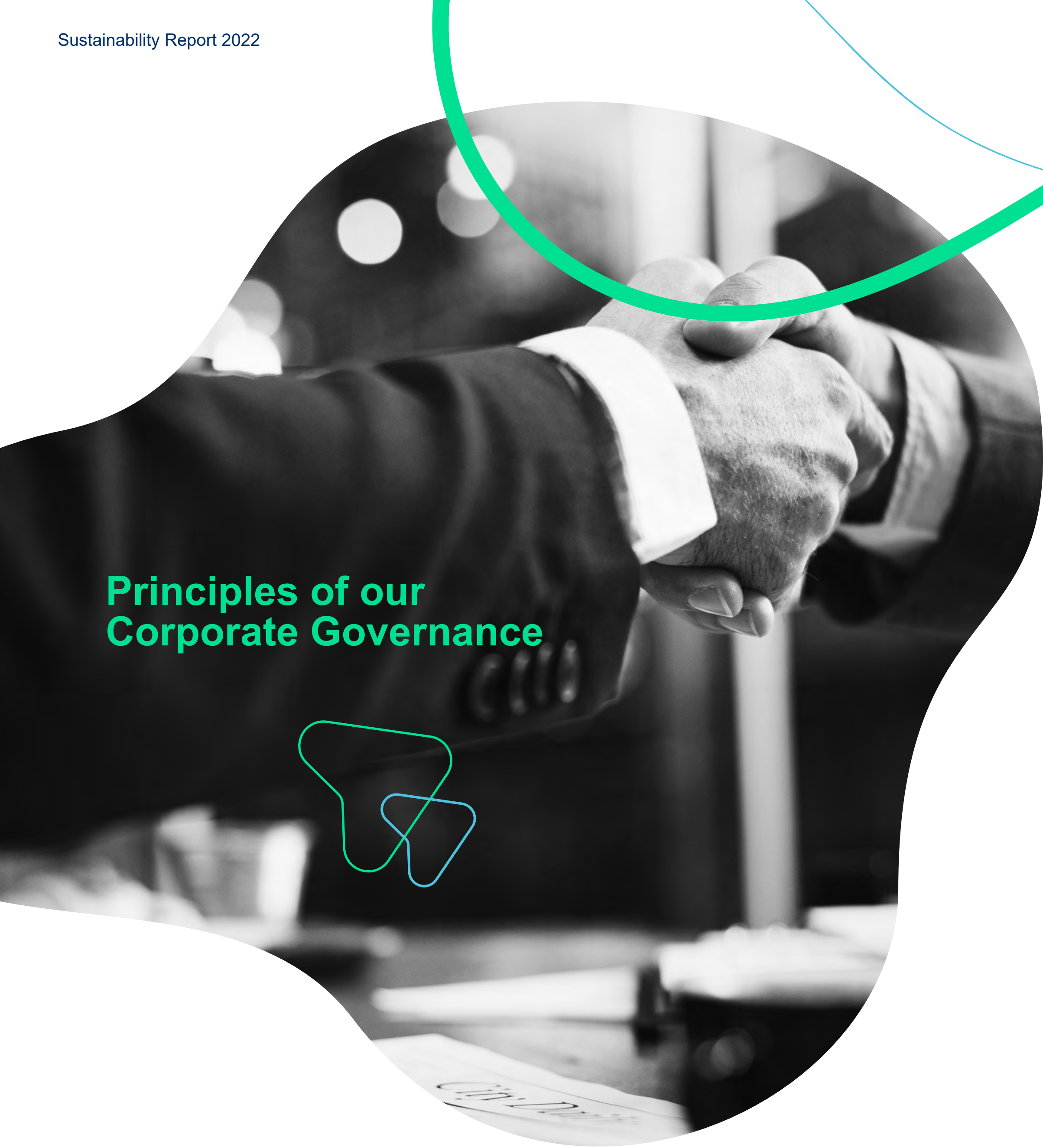
In addition, Brasil TecPar has the Corporate Governance Office, responsible for monitoring the compliance and dissemination of Corporate Governance guidelines and good practices at all levels of the organization.

The Corporate Governance Office and the Committees operate as provided for in the regulations and bylaws of Brasil TecPar.



*Not permanent

CEO = Chief Executive Officer
 CFO = Chief Financial Officer
 CAO = Chief Administrative Officer
 CCO = Chief Commercial Officer
 M&A = Merge and Acquisitions / Funções e Aquisições



Principles of our Corporate Governance



TRANSPARENCY

It represents more than the "obligation" to inform, as Brasil TecPar understands that open communication establishes the trust of shareholders and other actors with the company.

ACCOUNTABILITY

Regardless of the hierarchical level, everyone must be accountable for their performance and be fully accountable for the acts they perform in the exercise of their mandates and functions.

CORPORATE RESPONSIBILITY

Ensure the security and perpetuity of the organization, incorporating human, social, and environmental values.

EQUITY

It is equal treatment with all and for all those involved in institutional, corporate and labor relations.

Pillars of our Corporate Governance

- Bylaws
- Shareholders' Agreement
- Company Regulations
- Internal Regime
- Strategic Plan
- Support: Code of Conduct, Fiscal Council, Committees, Internal and External Policies and Reporting Channel.

Code of Conduct

GRI 205-1, 205-2, 205-3, 206-1, 406-1, 408-1, 409-1, 410-1, 411-1, 415-1



The performance of Brasil TecPar is governed by its Code of Conduct to direct the behavior and actions of its members and their relationship with stakeholders. These guidelines are fundamental to ensure the company's culture and the proper posture of its employees.

As previously mentioned, a good relationship is a key part of the success of Brasil TecPar and this must be practiced in all spheres, from the work environment to relationships with customers, consumers, shareholders, suppliers, competitors, public agencies and partners. This good relationship extends to the environment, local communities that the company is directly inserted in and society in general. It is of paramount importance to respect the integrity, expectations and privacy of all its stakeholders, complying with legislation, rules and regulations, internal or external policies, in all its instances.

o The Brasil TecPar Code of Ethics is presented to all new employees, from the moment they join the company, during the onboarding process. In addition, in 2022, a Learning Pathway was included in the Distance Learning Platform for greater dissemination and recycling of content, directed to all TecFriends. The Code of Conduct is also available on the organization's website and is accessible at any time to all its stakeholders.

Comprehensively, the Code of Conduct also addresses issues related to Compliance, Conflict of Interest, Unfair Competition, Anti-Corruption and Reporting Channel



Brasil TecPar does not tolerate the exploitation of child labor, forced labor, or labor analogous to slavery, and all contracts with suppliers establish a responsibility and commitment to curb such practices. Both the company's Code of Conduct and its ESG Policy for Suppliers clearly express this position.

Also in 2022, the organization did not receive any complaint in this regard, including in relation to discriminatory situations or violations of Human Rights - including cases of violation of the rights of indigenous peoples. In addition, audits are carried out that accompany the work of partners and suppliers to avoid these types of situations.

Within the anti-corruption context, all operations of Brasil TecPar are periodically evaluated for the risks related to this issue and all members of the Board and Executive Board are formally communicated of the anti-corruption procedures and policies adopted by the organization. For other employees, the company covers this subject in its Code of Conduct.

In 2022, the company received a complaint related to corruption and an investigative process was initiated by the Corporate Governance Office, and all corrective actions were taken. Under Unfair Competition, no lawsuit against Brasil TecPar has been filed in relation to trust, monopoly or unfair competition practices.

In matters related to political contributions, Brasil TecPar does not contribute financially to political parties or related institutions and does not provide support of any kind in this regard. This is due to the fact that the company is a utility company and complies with Law No. 9,504/1997.

REPORTING CHANNEL

Brasil TecPar provides an open channel for employees, customers, suppliers, partners and all stakeholders of its ecosystem, intended for investigations and collection of information on possible misconduct and/or conflicts of interest or other situations that contradict the principles of the company's Code of Conduct. The channel is confidential and the responsibility of the Corporate Governance Office. Its use occurs via e-mail, at the electronic address denuncia@brasiltecpar.com.br



Brasil TecPar Committees

GRI 2-9; 15

The company has committees for a more focused and results-oriented performance.

We highlight:

- ▼ *ESG Committee;*
- ▼ *Customer Retention and Success Committee;*
- ▼ *LGPD Committee - General Data Protection Law;*
- ▼ *SGI Committee - Integrated Management System;*
- ▼ *Crisis Treatment Committee*.*

* Activated only in case of need.



Brasil TecPar Policies

GRI 2-9; 15

In 2022, the company advanced in the development and formalization of Internal Policies, such as:

- IMPLEMENTED** *ESG Suppliers Policy*
- IMPLEMENTED** *IT Equipment Policy*
- IMPLEMENTED** *Information Security Policy*
- IMPLEMENTED** *Personal Data Privacy Policy*
- IN DEVELOPMENT** *Private Social Investment Policy*
- IN DEVELOPMENT** *ESG Risk Management Policy*
- IN DEVELOPMENT** *Diversity & Inclusion Policy*

Relationship with Suppliers

GRI 204-1, 308-1, 308-2, 408-1, 409-1, 410-1, 414-1, 414-2



Brasil TecPar appreciates that the relationship with its suppliers be guided by transparency, impartiality and ethics, in which decisions are based on technical factors, quality of products and services, deadlines and business conditions.

The company has also defined an ESG Supplier Policy to disseminate, recommend, encourage and ensure these practices throughout its supply chain. The classification criterion is guided by environmental, social and governance requirements, which take into account:

- The mitigation of negative impacts on the environment;
- Fostering sustainable initiatives;
- Combating forced labor in conditions analogous to slavery or child labor;
- Conduct of respect for human rights and diversity;
- Stimulating local development and combating social inequality;
- Business relationships in accordance with the principles of ethics, compliance, transparent management and without conflicts of interest.

Relevant Data

Despite its presence in several Brazilian states, Brasil TecPar understands the importance of doing business with local suppliers. By supporting these companies, the company indirectly collaborates with the generation of jobs in the region in which it operates, strengthening the local economy, attracting new investments, fostering relations with the community, in addition to collaborating with the reduction of carbon emissions.

By supporting local suppliers, an organization can indirectly attract additional investments into the local economy. Hiring local suppliers can be a strategy to help secure supply, support the stability of the local economy, and maintain community relations.

Taking into account the recent expansion of the company's operation to other states, the distribution of the volume of contracted services is still concentrated in Rio Grande do Sul. However, with the gradual increase in the presence of Brasil TecPar in the Midwest and Southeast, the trend for the coming years is that this concentration is diluted between the states in which we are present. In terms of material purchases, we had 100% of purchases made from local suppliers in 2022.

Brasil TecPar, also in 2022, evaluated ten suppliers in relation to environmental and social impacts, not having identified any negative agents, real or potential. This work will be intensified in the company, aware of its responsibility in choosing and monitoring its suppliers and the impacts generated throughout its supply chain.



Strategic Operating Units (by location)	Total Expenses	%
RS	R\$ 57,763,610.66	61.2
RJ	R\$ 3,071,849.89	3.3
MT	R\$ 2,483,253.74	2.6
MS	R\$ 678,880.22	0.7
SP	R\$ 245,035.01	0.3
TOTAL	R\$ 64,242,629.52	68.1
total acquisition - services	R\$ 94,378,260.25	

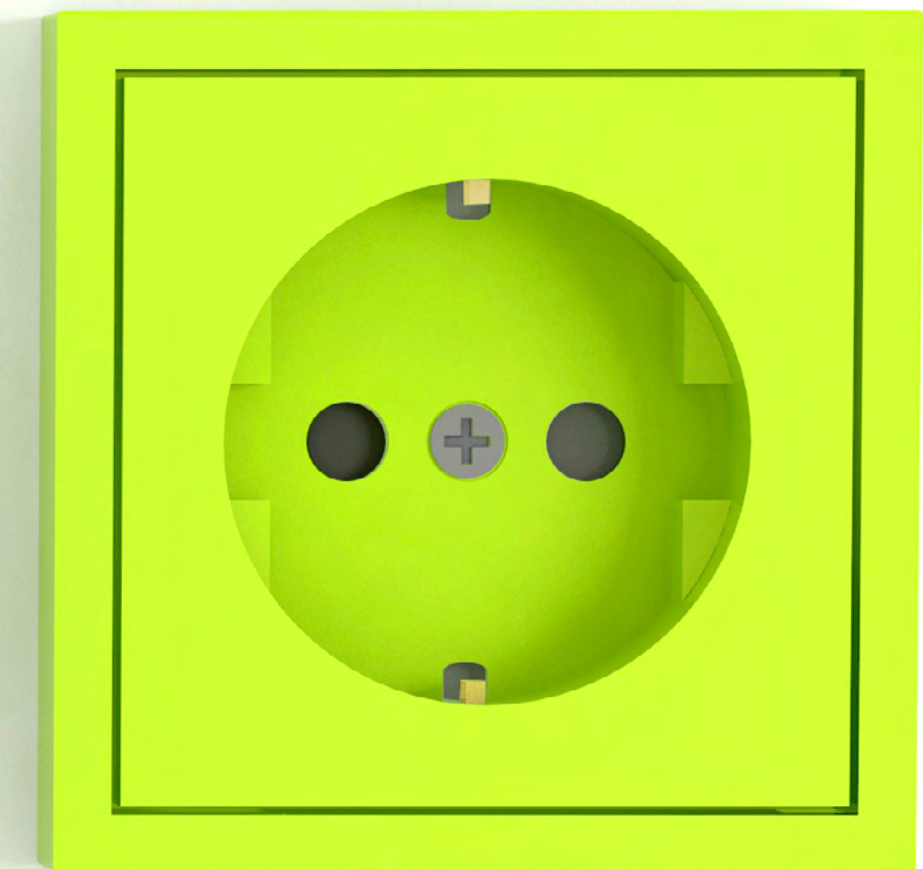


SOCIO-ENVIRONMENTAL RESPONSIBILITY

Socio-environmental responsibility is one of the bases of Brasil TecPar's ESG Strategy. It goes far beyond compliance with current rules and legislation that the company is committed to preserving the environment, taking care of the communities around it and society in general. That is why education is at the center of this strategy, with the development of projects and action fronts in its sustainable development agenda.

In the context of environmental responsibility, Brasil

TecPar developed some processes, such as: solid waste management, with reverse chain procedures and circular economy; acquisition and use of renewable energy; the control of atmospheric emissions and the rational use of natural resources and non-renewable material goods. In the social spectrum, we highlight the expansion of connectivity with the provision of services free of charge, initiatives for the development of young people from local communities and differentiated action in rural areas, taking technology to remote places and without internet access.



Biodiversity

GRI 304-1, 304-2, 416-1, 416-2



Sustainability is one of the values of Brasil TecPar. It is part of the company's strategy to act in a balanced and harmonious manner with the available natural resources, always aiming at the lowest possible environmental impact.

In fiber optic network extensions, the support structure is usually already consolidated by electric power distribution utility companies and, in this case, the associated environmental impacts are related to the consumption of natural resources with the cabling and materials needed to provide the company's services. Added to this, there is also all the logistics activity of each customer service, in addition to the visual impact generated.

In the projects of new extensions of fiber optic networks without pre-existing structures, the engineering sector of Brasil TecPar is responsible for preparing each project and previously monitoring the existence of areas of environmental protection or high relevance to biodiversity, through satellite images. The company has a remote sensing sector, which monitors its service delivery system in full and in real time, allowing it to detect occasional problems

in the service network. The team also monitors, through satellite images, demands for fiber optic network extension projects in areas of some kind of ecological relevance, avoiding the execution of anthropic actions in these locations without prior consent from the units' administrators.

In 2022, due to the lack of legal requirements, the company did not generate environmental licensing processes before the competent public agencies. And in States where there are specific laws or regulations, such as in Mato Grosso, Brasil TecPar has the procedure of requesting prior consent for any installation of poles and structures in new projects, acting in accordance with the legal and regulatory requirements of the sector in the environmental sphere.

Regarding the risks to the health and safety of customers and communities, the company does not generate emissions of electromagnetic waves and noise to the environment. No non-conformities related to impacts generated by its products or services were also generated.





Emissions and Consumptions

GRI 301-1, 301-3, 302-1, 302-3, 303-1, 303-2, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5

Brasil TecPar continues its commitment to reducing emissions and consumption, preserving the environment and making conscious use of natural resources, through the adoption of more sustainable practices.

The company is committed to global movements around institutional actions to mitigate climate change and global warming. It acts in the development of projects and actions to reduce emissions - whether direct (scope 1) or emissions from the generation and purchase of electricity (scope 2). In this context, there is a proactive internal movement to ensure that a significant portion of its electricity consumption comes from renewable sources. In 2022, about 11% of Brasil TecPar's total consumption came from photovoltaic plants. Currently, this percentage is equivalent to 42.8% of the total electricity consumed by the company.

With the introduction of a new corporate system

last year to track indicators, it became possible to track information to compile the company's first comprehensive inventory of greenhouse gas emissions, following the international guidelines of the GHG Protocol and the Intergovernmental Panel on Climate Change (IPCC). The purpose of collaborating on the reduction of the carbon footprint begins to be feasible for Brasil TecPar, through the monitoring of the amount of emissions generated by its fleet of vehicles and generators, fugitive emissions and emissions from the purchase of electricity.

In the next inventory, direct emissions of scope 1 will be fully reported, with the inclusion of fugitive emissions from fire extinguishers and air conditioners. Thus, with this evolution of inventories, the company will be able to report in future cycles, comparative analyses of annual greenhouse gas emissions performances.

In addition, Brasil TecPar will become a signatory to the Brazilian GHG Protocol Program, already in 2023, bringing greater visibility and transparency in its emissions reports. With this, the company will be able to outline future emission reduction or compensation targets in its activities, aiming to achieve a carbon neutral operation in its services provided.

Regarding water consumption, Brasil TecPar does not carry out direct collection, and all this resource comes from the public supply network to meet the needs of its offices and customer service units. The effluent generated in the company's administrative activities is also destined for treatment via public companies or sanitation concessionaires. As a non-renewable resource and of great importance for the company's operations and for society as a whole, in the coming years the company will set goals to reduce water consumption.



Key Indicators 2022

Fuels

Gasoline	22,523 GJ
Diesel	3,085 GJ
Year 2022 Total	25,609 GJ

Type	Fuel Type	2022											
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Vehicle	Gasoline	33,354	31,344	35,243	31,108	31,754	29,102	42,901	53,356	51,292	56,276	59,745	33,354
Vehicle	Diesel	5,197	4,801	5,246	4,463	4,974	3,695	5,937	7,133	7,224	7,105	8,618	5,197
Generators	Gasoline	200	135	45	69	85	125	20	90	285	350	96	200
Generators	Diesel	351	162	89	30	30	68	45	62	302	186	50	351
TOTAL	<i>*in liters</i>	39,103	36,443	40,623	36,838	32,991	32,991	48,903	60,642	59,103	63,916	68,509	39,103

CO₂ Emissions

* Emissions avoided by the purchase of photovoltaic energy in the amount of **16.13 tCO₂e**

	Emissions [tCO ₂ e] 2022	SOURCES SCOPE 1	Emissions [tCO ₂ e] 2022	SOURCES SCOPE 2	Emissions [tCO ₂ e] 2022
SCOPE 1	1,035.5	Combustion stationery	1,035.5	Purchase by location	121.5
SCOPE 2	121.5	Combustion - mobile	121.5	Energy photovoltaic	0
TOTAL	1,157	Fugitive Emissions	0.04	TOTAL	121.5
		TOTAL	1,035.5		

Water Consumption

By location	UF	Consumption year (m ³)
Santa Maria	RS	1,464
Feliz	RS	540
Santa Cruz do Sul	RS	192
Canoas	RS	552
Sapiranga	RS	300
Coxim	MS	62
Mogi das Cruzes	SP	84
TOTAL		3,194

Estimated Total Consumption for the year : 10,172 m³

Brasil TecPar has a goal for the coming years to perform 100% water consumption monitoring of their units.

Material Consumption

Material	Measurement Unit	Volume
Optical fibers, wires and cables	Meter	10,339,549
Routers, ONU (Optical Network Unit)	Part (unit)	1,813,693
Metal tapes	Rollers	18,184
Lucas boots	Pairs	3,133
Isopropyl alcohol	Liters	317
Paper and adhesive tapes	Packages	139
Gases	Kilograms	80

* All materials were purchased from external suppliers

** Non-renovated materials.

Reused Materials

(MSR - Saved and Recovered Materials)

Material Type	Amount Reused	Amount Consumed	% of Reuse
Antennas	86	144	59.7%
Nobreaks	229	413	55.4%
Inverters	36	94	38.3%
Routers	16,742	43,723	38.3%
OLTs	55	146	37.7%
Modules	211	585	36.1%
Fusion Machines	30	94	31.9%
Power Rulers	134	485	27.6%
Gateways	17	63	27.0%
Chassis	42	160	26.3%
DIOs	33	138	23.9%
ONUs	13,199	63,657	20.7%
Converters	126	745	16.9%
Switches	139	1,590	8.7%
Set Top Boxes	238	4,080	5.8%
Cameras	40	1,062	3.8%
Interfaces	37	2,384	1.6%



Solar Plant in São Borja RS



Renewable energy

GRI 302-1

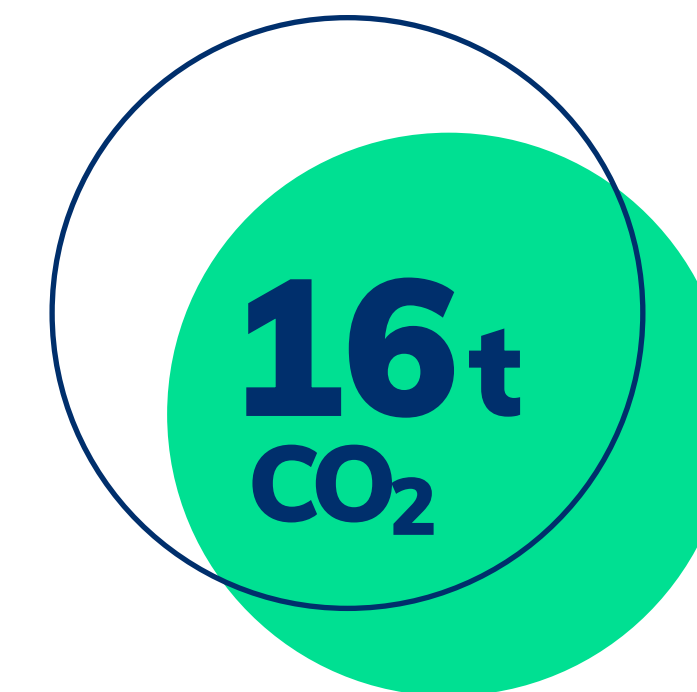


The Telecommunications sector is very dependent on the supply of safe and quality energy to ensure the proper functioning of operations, with the availability of state-of-the-art DataCenters and high energy towers, in addition to several service units operating throughout the country. Energy scarcity is a significant operational risk, impacting the quality of services provided and, consequently, the customer experience. Therefore, it is essential to think about new forms of consumption, especially energy from renewable sources, which in addition to allowing cost reduction, also minimize environmental impacts by reducing the emission of polluting gases.

It is in this sense that Brasil TecPar invests in sustainable energies, acquiring renewable energy from six solar power plants to meet its internal demands, located in São Borja (two plants), Garibaldi, Feliz, Tupandi and Bom Princípio, all in

Rio Grande do Sul. Solar energy is a clean energy source, which uses photovoltaic modules to convert sunlight into electrical energy. This type of energy currently represents 42.7% of the company's total electricity consumption

Due to a high number of incorporations in 2022, Brasil TecPar used about 11% of its consumption from renewable energy. In this way, the release of more than 16 tons of CO₂ into the atmosphere was avoided. For the next few years, the company will continue to make investments to increase the fraction of photovoltaic electricity in its energy consumption balance.



they no longer go into the atmosphere.

Green IT Program

GRI 306-1, 306-2, 306-3, 306-5



Aiming to mitigate socio-environmental impacts for the communities in which it operates, Brasil TecPar operates with practices directed to solid waste management. It has even formatted a policy focused on this subject, in addition to initiatives that reinforce its ESG strategy.

Currently, waste management faces a significant challenge in the world with the constant increase of electronic waste, WEEE (Waste Electrical and Electronic Equipment) or e-waste. In fact, the way the world's population produces, consumes and disposes of e-waste is increasingly unsustainable. The United Nations University considers WEEE the fastest growing type of waste today, with an increase of about 4% per year in the number of discarded devices.

The latest E-Waste Monitor report recorded a record 53.6 million tons of e-waste generated globally in 2019, with a 21% increase over the past five years. According to the UN University, Brazil is the fifth largest generator of electronic waste on the planet and has a very low recycling rate of less than 3%.

Of course, this scenario can change, with a greater awareness of the population and with the execution of initiatives aimed at this theme. In this sense, the Green IT program is an excellent example of the commitment that Brasil TecPar has in relation to sustainability.

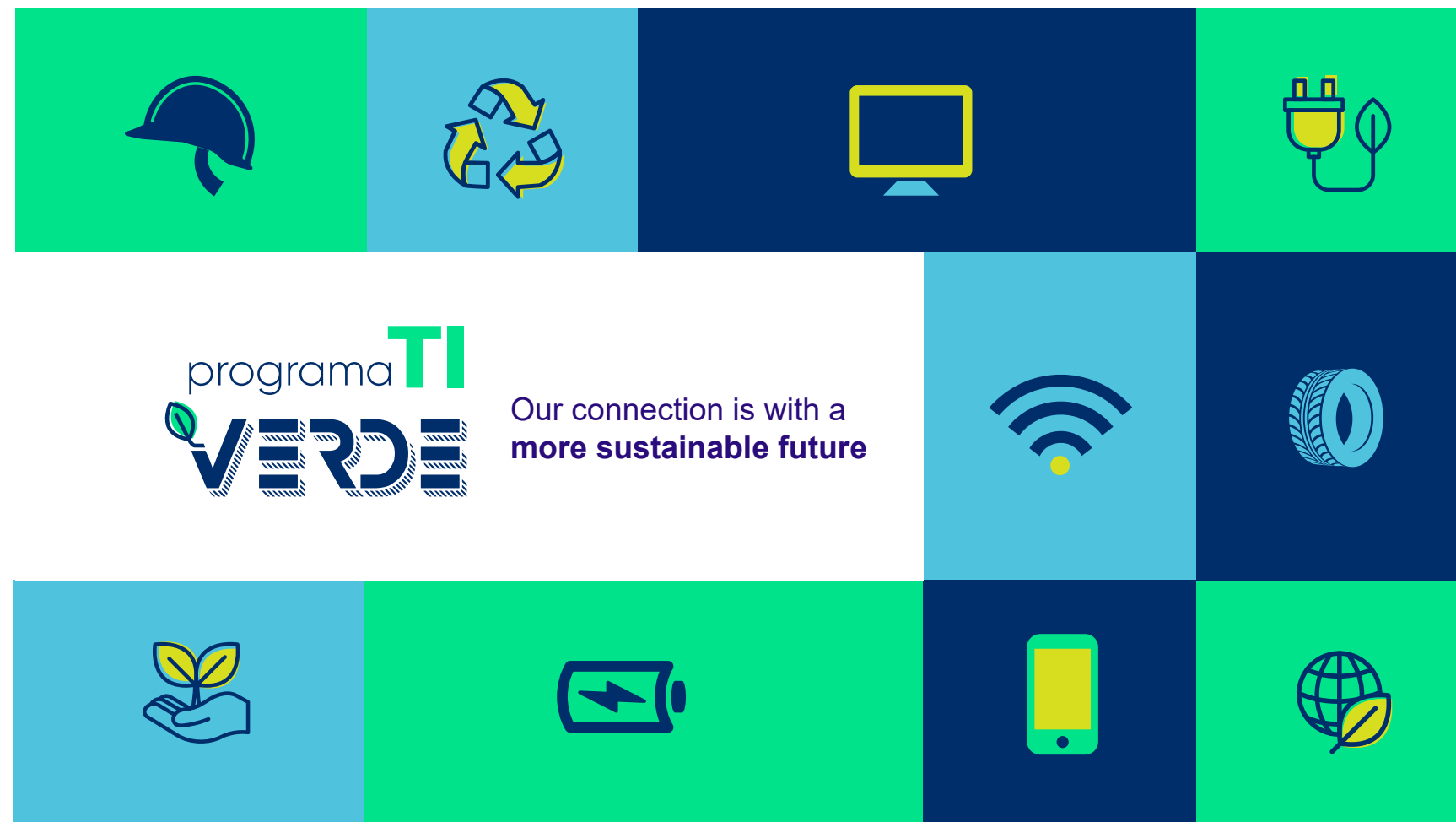
The initiative was created in 2006, in São Borja, Rio Grande do Sul. Initially, it was focused on the conscious consumption of electricity,

the reuse of materials and correct routing of electronic waste produced by the unit. Years later, the action evolved and began to broaden its horizons with the opening to external participation, allowing the general population, as well as public agencies and other private institutions to also integrate the initiative, using the units of Brasil TecPar as electronic waste collection points.

For this performance to be even more consistent, a partner specialized in recycling and waste management (which has ISO 9001 and ISO 14001 certifications, in addition to being a participant in the UN Global Compact) was inserted in the program, responsible for the transportation, sorting, storage and correct disposal of waste that is collected by the units of Brasil TecPar.

With this important step, the company started to operate in all its locations that maintain the operation of Amigo Internet and Ávato to carry out the selective collection, transportation, proper treatment, reuse or recycling and, finally, the correct disposal of electronic waste. And in 2022, the project advanced one more time, becoming a Program for all of Brasil TecPar, based on the reverse chain process.

This important advance shows how the company believes in this type of practice and sees value in efficient solid waste management initiatives, as it cooperates with the reduction of environmental impacts, such as soil, water and air pollution, greenhouse gas emissions, waste of natural resources, in addition to promoting the circular economy



Key Highlights

58 Tons of electronic waste properly destined in 2022.

95% Average Recycling Capacity Index.

42.275 meters of cables in 2022, reused in the construction of new networks.

- Efforts to disclose the location of available collection points
- Mitigation of negative impacts on the environment
- Reduction of waste
- Adoption of a pro-recycling culture
- Encouragement of conscious consumption



How does the Green IT Program work?

In the company:

all waste from the activities of Brasil TecPar and its companies are destined to a collection center.

For community:

The units of Amigo Internet and Ávato have collectors for the disposal of electronic waste. And Brasil TecPar ensures the correct disposal of all collected waste.

Brasil TecPar is committed to the correct disposal of its waste, since the company, through partners and suppliers, manages the impacts related to the waste generated. Throughout 2022, collection was intensified, mitigating damage to the environment.

The amounts collected from the disposal of waste or revenues related to the Green IT Program (remunerated by the partner company, responsible for the disposal of waste) are used to subsidize other ESG initiatives and good practices in the company.

Other Solid Waste Management initiatives



In addition to initiatives such as the Green IT Program, Brasil TecPar also invests in actions to disseminate the culture of sustainability, both with its employees, customers, and other external stakeholders, in addition to actively generating engagement between the company and the communities in which it operates. In view of this, in 2021 it launched the 'Solid Waste Management Guide', with the objective of promoting and fostering the subject with all those it relates to. After all, it believes that acting in sustainable practices should also go hand in hand with actions aimed at knowledge and education.

The report, Electronic Waste in Brazil 2021, by Green Eletron, the largest non-profit Brazilian manager for the reverse logistics of electronics and batteries for domestic use, shows data on how much Brasil TecPar is on the right track. According to the survey, about 71% of Brazilians agree that there is little information in the media about electronic waste and its correct disposal and understand that to increase the level of awareness it is essential to increase the number of information on the subject.



Social Connectivity

GRI 413-1



As already discussed in this Report, the internet has brought a great revolution in people's lives, as it has enabled access to information, knowledge, education, work, culture, leisure, as well as creating opportunities for collaboration, social interaction, new ways of buying, learning and innovating.

However, in the 21st century there is still a portion of society that does not have access and is not in fact connected. In this context, Brasil TecPar has a project focused on social connectivity, providing services free of charge to 20 Brazilian institutions distributed in 78 service points in the States of Rio Grande do Sul and Mato Grosso, mainly linked to public security services - such as for Regional Commands of the Military Brigade, Civil Police, Highway Police, Fire Department,

Community Support Units and Community Development Associations. The initiative embraces a public lacking access to connectivity services and supports reducing social exclusion.

During 2022, Brasil TecPar invested about 125 thousand reais with this front and intends to maintain it, in addition to expanding this project in the coming years through new partnerships and inclusion of other participating institutions. Last year, the company began building its corporate policy focused on private social investment, making it possible to organize and structure social investment opportunities supported through incentive and development laws, with the potential to benefit local communities and institutions for years to come

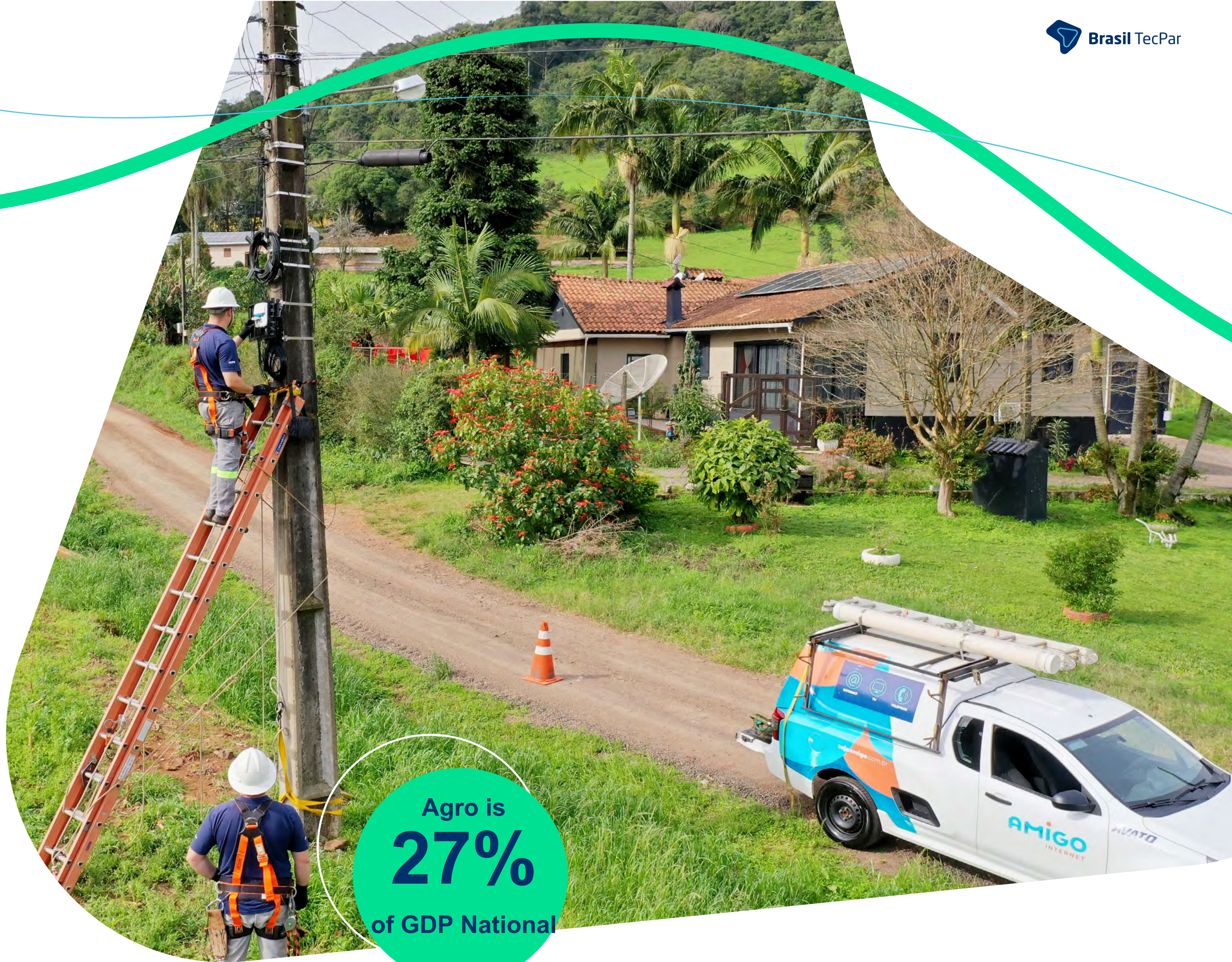


Amigo Rural Project

GRI 203-1, 203-2, 413-2

When it comes to rural areas, access to connectivity is still a challenge and paradigm. Not only in Brazil, but all over the world. According to the Global OverView Report 2023 developed in partnership by We Are Social and Meltwater, 45.8% of the rural population - less than half - uses the internet, against 78.3% of the urban population.

Unfortunately, this reality has many impacts on the development of these regions, as it reduces the chances of access to information and new business. With this in mind, Brasil TecPar developed the Amigo Rural Project a few years ago, an initiative with the objective of empowering agribusiness through connectivity in remote areas and digital inclusion, increasing investment in technology, productivity growth and the reduction of rural exodus, in addition to leveraging and bringing improvements in the quality of life of rural communities in Brazil, contributing to reduce the digital and economic exclusion, which often affects the lives of these communities.



Agro is **27%** of GDP National





Agro in Brazil

Economic, social and environmental development

In the environmental sphere, **the Brazilian farmer acts as an agent for the preservation of more than 60% of the native vegetation** present in the national territory **, which makes the investment and conservation of agribusiness in the country paramount.

*Data from CNA - Confederation of Agriculture and Livestock of Brazil
 ** Data from Embrapa - Brazilian Agricultural Research Company

In the last 40 years, Brazilian agribusiness has grown and developed, placing the country among the world's largest food suppliers *.

- In 2020, the sum of goods and services generated in agribusiness reached R\$1.98 trillion, representing 27% of Brazilian GDP.
- The sector absorbs almost 1 in 3 Brazilian workers.
- 48% of Brazilian exports in 2020 were agribusiness products.

The Amigo Rural Project works with the installation of internet access stations in strategic locations in rural communities, which guarantee connectivity and enable digital activities, access to banking systems, government services, research, social interaction, purchases, studies, etc. In addition, the initiative seeks to contribute to the social and economic development of these communities, stimulating the creation of new business opportunities and income generation.

The company's purpose is to meet the connectivity demands in rural areas to leverage the potential of

productivity of the sector, promote rural tourism, provide access to information, improve the education system in rural schools, in addition to actions that propel the regional economy, such as the issuance of electronic invoice. In fact, connectivity in these regions acts as a transforming agent, supporting the reduction of socioeconomic, cultural and technological inequality.

The project formalizes a public-private partnership, which involves both the municipal government of the benefited areas, rural producers and Brasil TecPar, contemplating the delivery of connectivity with the best available technology of internet with optical fiber, in addition to complementary services, with emphasis on telephone and TV.

Technologies available:

- **Digital Radio**
With capacities of up to 1 Gbit/s of transmission, and service at distances of up to 50 km per link.
- **Optical Fiber**
With capacities that can reach several Gigabit/s of transmission, and service at distances of up to 80 km per link.
- **Satellite**
It meets the demands of locations where other technologies are not feasible by providing basic connectivity services.

Since the beginning of the initiative in 2018, more than 7,000 people have benefited in Southern Brazil with the Rural Friend Project. In the last year, we highlighted the performance with about 1200 people benefited, located in 20 communities of 6 municipalities in the State of Rio Grande do Sul. In total, more than one million reais was invested in 2022, providing reduction of environmental impacts by reusing materials and reducing waste disposal.

Amigo Rural Project in 2022



400

homes served, with about 1200 people benefited.



130Km

of networks built, taking modernity of fiber optic technology.



R\$ 1.1 Mi

in investments

R\$800 thousand in the construction of the primary network.

R\$300 thousand in subscriber activation.



42t housand

meters of cables were reused, generating **R\$790 thousand** of savings in the purchase of new cabling.

10 Reasons for Rural Connectivity

- 01 The need for fiscal integration for rural producers;
- 02 Decrease socioeconomic, cultural and technological inequality by meeting the demand for internet in rural schools;
- 03 Decrease the rural exodus, keeping the young in the countryside, with opportunities similar to those available in the city;
- 04 The existence of demands for internet technologies and services in the rural area of the municipalities as an opportunity;
- 05 The agribusiness commodity is in the process of valuation, requiring differentials to remain competitive;
- 06 Promote digital inclusion and technology in rural areas;
- 07 Provide fixed telephony services for rural areas;
- 08 Reduce the feeling of insecurity in the rural area;
- 09 Open the possibility of bringing entertainment, through the Internet and TV for rural families;
- 10 Meet the desires of the rural population in an agile manner

Similarly, we report that the company had no record or complaint, in 2022, about any type of negative impact generated in the surrounding communities by virtue of their services provided.



It's about going further

Perspectives and Commitments

For almost three decades, Brasil TecPar has brought connectivity to thousands of people in the most diverse regions and markets of the country. This is the company's main commitment. For this, it is essential to guarantee the quality of the services offered through a state-of-the-art infrastructure, as well as make investments that promote technological development, innovation, security and data privacy.

Brasil TecPar works hard to bring the best service, without leaving aside its socioeconomic and environmental responsibility, as it is committed to the impacts it generates for people, society and the environment.

All this while keeping the customer and consumer at the center of everything they do and accomplish. That is why it follows the life journey of its users to deeply understand their needs in an increasingly personalized way and, thus, raise the quality of

experience with your brands.

Moved by the pride of belonging to TecFriends, the organization lives intensely its transformations and aims to grow in all the places where it is present, especially in the Midwest and Southeast regions.

In this sense, it is committed to retaining, retaining and generating new experiences for its users through Amigo. To win new corporate customers through Avato. In addition to qualifying, optimizing and improving the Telecommunications infrastructure in the country with Safety Cables and Bereit. After all, Brasil TecPar's Vision is to be among the 10 largest Brazilian connectivity and technology companies by 2027.

For this, a process of active listening to its main internal and external stakeholders was outlined for the construction of its Materiality Matrix, which culminated

in defining its ten priority material themes: Customer Experience, Digitalization, Communication, Privacy and Cybersecurity, Innovation, Commitment to Society, Environmental Management, Supply Chain, Risk Management and Talent Management.

This is an agenda that is being worked through action plans with well-defined objectives and goals, thinking from its planning and execution to its measurement and monitoring, in the short, medium and long term. The publication of this document, the first Sustainability Report of Brasil TecPar, is another step in this journey, which will have continuous monitoring of the evolution of its indicators to, in the following years, report in the next reports.

Brasil TecPar is aware that its ESG Strategy is vital to your business. That is why Sustainability is present as a Value of the company, guiding its way of being every day



GRI CONTENT SUMMARY

Declaration of use	Brasil TecPar reported in accordance with the GRI Standards for the period January 1 to December 31, 2022
GRI used	GRI 1 Fundamentals 2021

GRI STANDARD	CONTENT	LOCATION	OMISSIONS	SDG
GENERAL CONTENTS				
GRI 2: General Contents 2021	2-1 Organization details	11-26		
	2-2 Entities included in the organization's sustainability report.	26		
	2-3 Reporting period, frequency and point of contact.	4		
	2- 4 Reformulations of information	---	Not applicable	
	2-5 External check	---	Information unavailable	
	2-6 Activities, value chain and other business relationships.	11-26; 35-37; 38-43		
	2-7 Employees	15; 27-33		
	2-8 Workers who are not employed	28		
	2-9 Governance structure and its composition	26; 39-43		
	2-10 Appointment and selection to the highest governance body.	41		
	2-11 Chairman of the highest governance body.	3; 41		
	2-12 Role played by the highest governance body in overseeing impact management.	37-38		
	2-13 Delegation of responsibility for impact management.	36-38		
	2-14 Role played by the highest governance body in sustainability reporting.	3; 37; 40		
	2-15 Conflicts of interest	41-42		
	2-16 Communication of Crucial Concerns	23; 24		
	2-17 Collective knowledge of the highest governance body.	37-39		
	2-18 Evaluation of the performance of the highest governance body.	28-32		
	2-19 Compensation Policies	33		
	2-20 Process for determining remuneration.	31		
	2-21 Proportion of total annual remuneration	---	Information unavailable	
	2-22 Declaration on Sustainable Development Strategy	37-39		
	2-23 Policy commitments	39-43		
	2-24 Incorporation of policy commitments	39-43		
	2-25 Processes for Repairing Negative Impacts	42-43		
	2-26 Mechanisms for advice and presentation of concerns	29-32; 40-41		
	2-27 Compliance with Laws and Regulations	23-23; 39-41		
	2-28 Membership in associations	---	Information unavailable	
	2-29 Approach to stakeholder engagement	16-23; 25-33; 37-44; 48-54		
	2-30 Collective bargaining agreements	28		



GRI STANDARD	CONTENT	LOCATION	OMISSIONS	SDG
GRI 3 Materials Themes 2021	3-1 Process of defining material themes	4; 5-		
	3-2 List of material topics	5-		
ECONOMIC PERFORMANCE				
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 201: Economic performance 2016	201-1 Economic value generated and distributed	34		
	201-2 Financial implications and other risks and opportunities arising from climate change.	---	Not Applicable	
	201-3 Defined benefit plan obligations and other retirement plans.	---	Information unavailable	
	201-4 Financial support received from the government	34		
	3-3 Material Theme Management		Not Applicable	
	202-1 Proportion between the lowest wage and the local minimum wage with gender discrimination.	---	Information unavailable	
	202-2 Proportion of board members hired in the local community	---	Information unavailable	
ECONOMIC PERFORMANCE				
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and service support	48-54		17
	203-2 Significant indirect economic impacts	---	Information unavailable	17
GRI 3 Materials Themes 2021	3-3 Material Theme Management		Not Applicable	
GRI 204: Purchasing Practices 2016	204-1 Proportion of expenses with local suppliers	42-44		
ANTI-CORRUPTION				
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 205: Anti-corruption 2016	205-1 Operations Assessed for Corruption-Related Risks	41-42		
	205-2 Communication and capacity building in anti-corruption policies and procedures	30-33; 39-41		
	205-3 Confirmed cases of corruption and action taken	41		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 206: Unfair competition 2016	206-1 Lawsuits by trust and monopoly	41		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 207: Taxes 2016	207-1 Tax approach	---	Information unavailable	



GRI STANDARD	CONTENT	LOCATION	OMISSIONS	SDG
	207-2 Governance, control and management of fiscal risk	---	Information unavailable	
	207-3 Stakeholder engagement and management of their tax concerns.	---	Informação indisponível	
	207-4 Country-by-country reporting	---	Not Applicable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 301: Materiais 2016	301-1 Materials used, broken down by weight or volume	---	Not Applicable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 302: Energy 2016	302-1 Energy consumption within the organization.	45-46		13; 15
	302-2 Energy consumption outside the organization.	---	Not Applicable	
	302-4 Reduction of energy consumption	45	Not Applicable	
	302-5 Reduction in energy requirements of products and services.	---	Not Applicable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 303: Water and effluents 2016	303-1 Interactions with water as a shared resource	46		13; 15
	303-2 Management of impacts related to water discharge	46		
	303-3 Water withdrawal	46		
	303-4 Water Disposal	46		
	303-5 Water consumption	46		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not Applicable	
GRI 304: Biodiversity 2016	304-1 Operating units owned, leased or managed in or adjacent to protected areas and areas of high value for diversity located outside environmental protection areas.	43		
	304-2 Significant impacts of activities, products and services on diversity.	43		
	304-3 Habits protected or restored	---	Not Applicable	
	304-4 Species included in the IUCN Red List and national conservation lists with habitats located in areas affected by IUCN operations.	---	Not Applicable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 305: Emissions 2018	305-1 Direct emissions (Scope 1) greenhouse gases (GHG)	43-45		13; 15



GRI STANDARD	CONTENT	LOCATION	OMISSIONS	SDG
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition	43-45		13; 15
	305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)	43-45		13; 15
	306-3 Intensity of greenhouse gas (GHG) emissions	---	Not applicable	
	305-7 Emissions of Nox, SO2 and other significant atmospheric emissions	---	Not applicable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	48-51		7; 12
	306-2 Management of significant waste-related impacts	48-51		7; 12
	306-3 Waste generated	48-51		7; 12
	306-4 Waste not intended for final disposal	---	Not applicable	
	306-5 Waste destined for final disposal	48-51		7; 12
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers selected based on environmental criteria	41-42		8; 10
	308-2 Negative environmental impacts on the supply chain and measures taken.	41-42		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 401: Employment 2016	401-1 New hires and employee turnover	21-25		3; 4
	401-3 Maternity / paternity leave	25		
Labor Relations				
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 402: Labor Relations 2016	402-1 Minimum notice period on operational changes	---	Information unavailable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 403: Health and safety at work 2016	403-1 Occupational health and safety management system	29-30		
	403-2 Hazard identification, risk assessment and incident investigation	29-30		
	403-3 Occupational health services	29-30		
	403-4 Participation of workers, consultation and communication to workers regarding occupational health and safety	29-30		
	403-5 Training of workers in occupational health and safety	29-30		



GRI STANDARD	CONTENT	LOCATION	OMISSIONS	SDG
	403-6 Promotion of worker health	29-30		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	29-30		
	403-8 Workers covered by occupational health and safety management system	29-30		
	403-9 Work-Related Injuries	29-30		
	403-10 Work-Related Health Problems	---	Information unavailable	
TRAINING AND EDUCATION				
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	27-28		8
	404-2 Programmes for the improvement of employee skills and assistance for career transition.	28-29		
	404-3 Percentage of employees who receive regular performance and career development assessments.	28		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	---	Information unavailable	10
	405-2 Proportion between base salary and remuneration received by women and those received by men	---	Information unavailable	10
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective action taken	40		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 407: Trade Union Freedom and Collective Bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	---	Information unavailable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 408: Child labor 2016	408-1 Operations and suppliers with significant risk of child labor cases	40		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 409: Forced or slave-like labor 2016	408-1 Operations and suppliers with significant risk of forced or slave-like labor cases	40		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policy or procedures	---	Information unavailable	



GRI STANDARD	CONTENT	LOCATION	OMISSIONS	SDG
INDIGENOUS RIGHTS				
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Cases of violation of indigenous peoples' rights	40		
Human Rights Assessment				
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 412: Human rights assessment	412-1 Operations and suppliers with significant risk of forced or slave-like labor cases	41		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 413: Local communities 2016	413-1 Operations with engagement, impact assessments, and local community-driven development programs	48-54		8, 9
	413-2 Operations with significant negative impacts - actual and potential - on local communities	---	Not applicable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 414: Social evaluation of suppliers 2016	414-1 New suppliers selected based on social criteria	41-42		8; 10
	414-2 Negative social impacts on the supply chain and measures taken	41-42		8; 10
PUBLIC POLICIES				
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 415: Public policies 2016	415-1 Political contributions	40		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 416: Consumer Health and Safety 2016	416- 1 Assessment of health and safety impacts caused by categories of products and services	---	Information unavailable	
	416-2 Cases of non-compliance in relation to health impacts and caused by products and services	---	Information unavailable	
GRI 3 Materials Themes 2021	3-3 Material Theme Management	---	Not applicable	
GRI 417: Marketing and labeling 2016	417- 1 Requirements for information and labelling of products and services	---	Not applicable	
	417-2 Cases of non-compliance in relation to information and labelling of products and services	---	Not applicable	
	417-3 Cases of non-compliance in relation to marketing communication	32		
GRI 3 Materials Themes 2021	3-3 Material Theme Management	5		
GRI 418: Customer Privacy 2016	418- 1 Proven complaints regarding breach of privacy and loss of customer data	18-19		9, 16

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