



Years
Brasil
TecPar

Integrated
Report
2025



INTEGRATED REPORT 2025

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ABOUT THIS REPORT

[GRI 2-3]

This Integrated Report presents Brasil TecPar's performance from January 1 to December 31, 2025, bringing together financial and non-financial information that reflects the Company's strategy, governance, results, and value creation over the short, medium, and long term.

The document was prepared based on the principles of the International <IR> Framework, developed by the International Integrated Reporting Council (IIRC), and the guidelines of the Global Reporting Initiative (GRI), with the aim of ensuring the transparency, comparability, and consistency of the information reported.

The information presented herein covers the operations of Brasil TecPar and its subsidiaries, unless otherwise indicated.

Financial data were extracted from the audited financial statements, while non-financial information was consolidated based on internal management processes and corporate controls.

The preparation of this report involved several areas of the Company, under the coordination of the Corporate Governance area, reflecting the integration of strategy, operations, and sustainability. The content was submitted for validation by the Executive Board and the Board of Directors, ensuring alignment with

corporate guidelines and the consistency of the information disclosed. [GRI 2-14]

The definition of the reported content took into account the Company's materiality matrix, which guides the prioritization of the topics most relevant to the business and its stakeholders, as detailed throughout this document.

This report also reinforces Brasil TecPar's commitment to the continuous advancement of its transparency and accountability practices, in line with the increasing maturity of its governance and ESG agenda.



Letter from Management



LETTER FROM
MANAGEMENT

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LETTER FROM MANAGEMENT

[GRI 2-2]

The year 2025 represents a milestone in Brasil TecPar's history. As it celebrates 30 years of operations, the Company enters a new development cycle, characterized by the consolidation of its position as a national connectivity and technology platform.

Over these three decades, we have built a solid foundation, supported by a long-term vision, entrepreneurship, customer proximity, and execution capabilities, in which growth, scale, and operational and capital discipline work together to create value.

THE RESULTS ACHIEVED REFLECT THIS MOMENT

BRL

1.754

Billion

IN NET
REVENUE
ACHIEVED

59.9%

GROWTH
COMPARED TO
THE PREVIOUS YEAR

BRL

857

Million

ADJUSTED EBITDA,
68% GROWTH, AND
48.8% MARGIN

These indicators demonstrate not only the Company's growth but, above all, the efficiency of its operating model and its ability to capture synergies even in a context of strong expansion.

This performance is directly associated with the consistent execution of a clear strategy: consolidating a still-fragmented market through disciplined acquisitions, combined with the continuous technological evolution of operations and organic growth of the customer base.

Throughout 2025, we made significant progress in executing this strategy, completing and integrating acquisitions



that expanded our geographic presence and strengthened our operational scale. Of particular note were our growth in Minas Gerais and the consolidation of our operations in Brazil's Central-West region, with our entry into the state of Goiás and the Federal District.

We closed the period with a presence in nine states, more than 5.4 million Homes Passed

and 1.3 million Homes Connected, supported by an infrastructure network spanning more than 212,000 kilometers.

More than simply growing, Brasil TecPar has demonstrated its ability to turn expansion into efficiency. The improvement in operating margins, even as new operations were incorporated, reflects process standardization,

the capture of economies of scale, and consistent execution.

From a financial perspective, we strengthened our capital structure through debenture issuances and the entry of a new strategic investor, helping to extend the debt maturity profile and reduce the average cost of capital.

In March 2025, Brasil TecPar received an investment from Macquarie Capital, one of the world's largest financial institutions, which acquired an approximately 17% interest in the Company's total share capital. The agreement also provides for the possibility of additional investments of up to USD 250 million over the next four years, strengthening the Company's financial capacity to support its market growth strategy.

We closed the period with BRL 765.2 million in cash, as part of a strategy focused on financial security and controlled leverage, creating the conditions to sustain the continuity of our growth plan with discipline and predictability.

In recognition of this progress, S&P Global upgraded our rating from 'A+' to 'AA-', reinforcing the market's confidence in the Company's financial strength.

As we grow in scale and complexity, integration becomes a central challenge. The ability to unify operations, align cultures, and consolidate a single organizational identity will be essential to sustaining operational efficiency and consistent long-term growth.

We remain confident in our strategy and prepared for the next cycle. With a robust foundation, disciplined execution, and clear direction.

Brasil TecPar moves forward with the commitment to consolidate its strategy:

**BY 2027, TO RANK AMONG
THE 5 LARGEST AND
BEST CONNECTIVITY AND
TECHNOLOGY COMPANIES IN
BRAZIL**

We thank our employees, the TecFriends, who are fundamental to the Company's evolution and the delivery of quality services to our customers, as well as our shareholders, investors, financial institutions, and other partners for their trust and commitment to building an increasingly solid company that is prepared for the future.



Introduction



LETTER FROM
MANAGEMENT

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INTRODUCTION

This Integrated Report presents how Brasil TecPar created value throughout 2025, reflecting a period of significant transformation in its history. More than a period of growth, the year represents an inflection point at which the Company advances from consolidated regional operations to an integrated national connectivity and technology platform.

This document was prepared in accordance with information quality criteria, including consistency, comparability, materiality, and traceability, ensuring the reliability and relevance of the data presented. The reporting scope covers fiscal year 2025 and includes the Company's consolidated operations, reflecting its position as an integrated connectivity and technology platform.

In 2025, Brasil TecPar celebrated its 30-year history, consolidating a journey marked by entrepreneurship, expansion, and the ability to adapt to the sector's different cycles. This milestone represents not only the strength built over time, but also the beginning of a new development cycle characterized by greater scale, the evolution of the operating model, and the consolidation of its nationwide operations.

Brasil TecPar positions itself as one of Brazil's largest independent connectivity and technology platforms, with regional operations connected to a national vision, combining robust infrastructure, customer proximity, and a comprehensive portfolio of solutions.

Founded in the countryside of Rio Grande do Sul, the Company built its history on a consistent growth strategy combining organic expansion and acquisitions, establishing itself as a benchmark in the internet value chain.

Its mission remains focused on **simplifying life through technology and connectivity**, connecting homes, companies, and communities through a robust technological structure, high-performance services, and a strong regional presence.



These operations are guided by a clear and challenging vision for the future: **by 2027, to rank among the five largest and best connectivity and technology companies in Brazil**, an ambition that guides strategic decisions, investments, and the evolution of the business model.

Brasil TecPar's vocation is anchored in building a scalable, efficient, and integrated operation capable of meeting the demands of a country undergoing rapid digitalization. Its operating model combines scale and proximity, with a strong regional presence and national execution capabilities, supported by high-

quality infrastructure, process standardization, and a results-oriented culture.

Operating in a still-fragmented market, the Company acts as a consolidating force, executing a disciplined growth strategy based on incorporating regional operations with a strong local presence and significant efficiency potential. This model makes it possible to increase scale, capture synergies, and strengthen value-creation capacity, transforming a set of decentralized operations into an integrated and standardized structure.

The progress achieved throughout 2025

demonstrates the consistency of this strategy. Accelerated revenue growth, combined with expanding operating margins, demonstrates the Company's ability to convert scale into efficiency, even amid increasing operational complexity.

In this context, Brasil TecPar's value creation is directly associated with the integration of its different capitals: financial, operational, human, social, and natural. These capitals work together strategically to support the Company's growth and resilience.

As the Company expands its geographic presence and incorporates new operations, the challenge of integration takes on a central role.

The ability to standardize processes, capture efficiency gains, and, above all, align different organizational cultures is essential to the sustainability of Brasil TecPar's growth model.

The Company's journey thus ceases to be merely a movement of expansion and comes to represent the construction of a national platform capable of combining scale, efficiency, and operational consistency.

This report is structured to reflect this value-creation logic, connecting strategy, governance, operations, and results, and providing an integrated view of how the Company transforms growth into sustainable value over time.

Over 212,000 km of network

Coverage of more than 5.4 million homes (Homes Passed)

129,700 km of long-distance network

Over 82,900 km of metropolitan network

1 Data Center in Santa Catarina

8 Edge Data Centers

5th largest broadband company in Brazil by net revenue

7th largest broadband company in Brazil by number of connections

OVER
230
customer service and business units

OVER
870
cities with transmission networks

OVER
1,990
cities with active points

MATERIALITY

Brasil TecPar's materiality process structures how the Company identifies, assesses, and prioritizes the topics that most influence its ability to create long-term value.

This process considers the positive and negative economic, environmental, and social impacts associated with its activities and connects these dimensions to stakeholder expectations and the dynamics of its business model. [GRI 3-1]

By guiding the prioritization of relevant topics, materiality becomes more than a reporting tool and serves as a central element in decision-making, directing the ESG strategy, resource allocation, and the integrated management of risks and opportunities.

The Company therefore focuses its efforts on the aspects that effectively impact its performance, reputation, and ability to grow sustainably.

DEVELOPMENT

The current materiality matrix was developed through a structured listening and analysis process combining qualitative and quantitative approaches. This stage involved mapping and engaging internal and external stakeholders, including employees, customers, suppliers, investors, financial agents, government agencies, industry associations, and regulators, among other relevant audiences. [GRI 2-29]

The insights gathered were consolidated and analyzed in light of the impacts associated with the Company's activities, enabling topics to be prioritized based on two main criteria: their relevance to stakeholders and the magnitude of their impact on the business.



BASED ON THIS PROCESS, MATERIALITY GUIDES THE COMPANY'S MANAGEMENT TRANSVERSALLY, CONNECTING STRATEGY, OPERATIONS, AND SUSTAINABILITY.

The prioritized topics are translated into corporate guidelines, internal policies, action plans, and structuring initiatives, directly influencing decision-making and resource allocation.

[GRI 3-2 | GRI 3-3]



This process is also reflected in continuous monitoring through performance indicators, the strengthening of governance processes, and integration with risk management, ensuring that identified impacts are consistently monitored, mitigated, or enhanced over time.

By incorporating material topics into strategic planning and operating routines, Brasil TecPar strengthens its ability to respond to regulatory, operational, and market challenges

while advancing sustainable value creation for its stakeholders.

In line with the Company's evolution and market best practices, in 2025 Brasil TecPar began the process of reviewing and updating its materiality matrix, which is expected to be completed in 2026.

This initiative seeks to increase alignment with the growth strategy, incorporate regulatory

trends, and strengthen adherence to international frameworks such as GRI, SASB, ISSB, and IFRS S1/S2.

During the reporting period, the Company continued to use the current matrix as its reference, ensuring continuity in the management of priority topics while advancing the evolution of its practices. [GRI 3-1] [GRI 3-3]



GOVERNANCE

Brasil TecPar's corporate governance plays a central role in supporting its accelerated growth strategy, ensuring discipline in capital allocation, consistency in decision-making, and alignment between expansion, risk management, and long-term value creation.

In a context of strong growth driven by acquisitions and an expanded geographic presence, governance assumes an even more strategic role, serving as an integrating element across different operations, cultures, and organizational structures. [GRI 3-3]

Guided by the principles of transparency, equity,

accountability, and corporate responsibility, this model supports stakeholder trust and strengthens Brasil TecPar's ability to grow consistently, resiliently, and responsibly.

More than a control system, the Company's governance is positioned as an active mechanism for guiding the business, ensuring that the consolidation strategy is executed with discipline, predictability, and operational consistency.

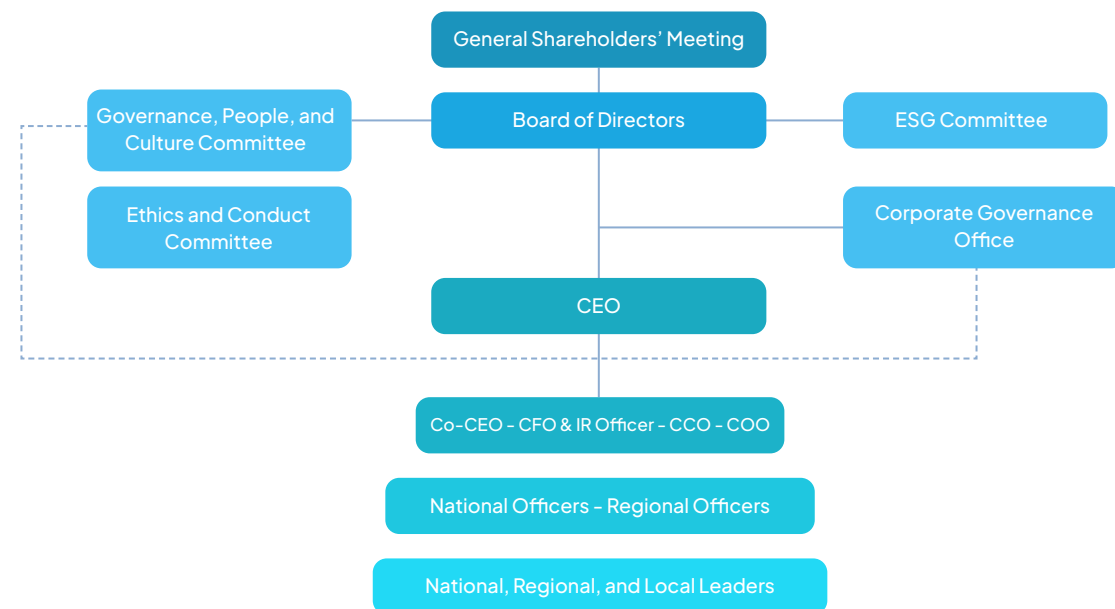
In this scenario, the integration of operations

becomes one of the Company's main challenges, Coordinated action among the Board of Directors, Executive Board, and Advisory Committees ensures that this process takes place in a structured manner, with clear definitions of responsibilities, continuous monitoring, and alignment with strategic guidelines.

This model strengthens Brasil TecPar's ability to grow consistently, capture synergies, and evolve its organizational structure, supporting the transition from consolidated regional operations to an integrated national platform

GOVERNANCE STRUCTURE

Brasil TecPar's governance structure comprises the Board of Directors, Executive Board, and advisory committees, with defined roles and integrated operations, ensuring a balance among strategic direction, execution, and control. [GRI 2-9]



Board of Directors

The Board of Directors is the Company's highest governance body, responsible for providing strategic guidance to the business, ensuring its continuity and institutional sustainability, and promoting value creation for shareholders and other stakeholders.

As a collegiate decision-making body, the Board oversees executive management, ensures the integrity of decision-making processes, and guarantees alignment among Brasil TecPar's corporate strategy, values, and governance principles.

With a unified three-year term, the Board comprises:



Fábio Bonadiman

Chair of the Board of Directors

Founder of Redesul. Former President of InternetSul and the Association of Small and Medium-Sized Enterprises of Garibaldi. Former Chair of the Council of Information Technology Entities of Rio Grande do Sul. Former Regional Director of Federasul in the Serra Gaúcha region. Since 2019, he has served as Chief Executive Officer, Board member, and shareholder of Gaúcha TecPar S.A. He holds a degree in Accounting and postgraduate degrees in Financial Mathematics and Marketing.



Gustavo Pozzebon Stock

Board Member and CEO

A natural entrepreneur and visionary of the digital era, he has built a solid and innovative career spanning three decades in the technology and telecommunications sector. He founded GPSNet, Sim Telecom, Ávato, Rede Multiserviços de Tecnologia, Gaúcha TecPar, and Brasil TecPar, companies that have stood out not only for their connectivity and infrastructure solutions, but also for their ability to anticipate trends and turn challenges into opportunities. He conceived and champions the "Internet Value Chain" model, an approach that integrates different links in the sector, from network infrastructure and connectivity to service delivery, promoting innovation, operational efficiency, and sustainable scalability.



Claudia da Rosa Cortes de Lacerda

Board Member

A C-level executive and attorney with more than 30 years of experience and a well-established career in corporate governance, mergers and acquisitions, risk management, and compliance.

She currently serves on the Boards of Directors of Gula Gula Refeições S.A, and Cantu Store, as well as on Cantu Store's Audit & Risk, ESG, and People & Compensation Committees.

She served on the Board of Directors of Allos for 3 years and on the Board of Boa Vista Serviços until its acquisition by Equifax.



Alcyr Soares Cardoso

Board Member

Founder of Computech Tecnologia, Sim Telecom, and the Rio Grande do Sul Mediation and Arbitration Association.

Former member of FIERGS's Infrastructure Council. Former President of Internetsul and currently a member of its Advisory Board. Former Executive Officer of Gaúcha TecPar S.A.

He currently serves as Vice President of Enerpar Energia e Participação S.A.



**Cesar Madeira
Padovesi**

Board Member

Founding partner of Madeira Padovesi Advogados since 2015 and MP Legal Representatives since 2017. He holds a law degree from Universidade Cidade de São Paulo (Unicid) and postgraduate degrees in Civil Procedure from Faculdades Metropolitanas Unidas (FMU) and Contracts from Escola Paulista de Direito (EPD).



**Kevin Claude Robert-
Philippe Nobels**

Board Member

He has more than 25 years of experience, including 15 years at McKinsey & Company, where he was a partner from 2015 to 2022. He currently serves as a Director in Infrastructure and Energy at Macquarie Capital. He holds a degree in Electromechanical Engineering from ECAM Brussels Engineering School, a master's degree in Mechanical Engineering from Université Catholique de Louvain, a master's degree in Petroleum Products from IFP School, and a Master of Business Administration from Harvard University.

Its duties include defining strategic guidelines, approving investments and material transactions, monitoring economic and financial performance, and overseeing risk management, ensuring consistency among growth, capital discipline, and sustainable value creation.

In performing these duties, the Board of Directors acts directly in validating and monitoring the Company's strategic planning. Prepared by the Executive Board and submitted for its approval, the plan includes the review and updating of strategic guidelines.

Throughout the year, execution is monitored through meetings to monitor performance indicators (KPIs) and associated action plans,



**Marcelo
Bonadiman**

Board Member

He worked in the communications market for 20 years, coming from pioneering ISP operations in the state of Rio Grande do Sul. He is a technical manager with extensive experience in data and telecommunications circuit activation and maintenance.

He served a 2-year term on the Board of Directors of Gaúcha TecPar.

ensuring disciplined execution and alignment with strategic objectives.

Given the Company's dynamic nature, with M&A remaining one of its main growth drivers, the Executive Board reviews the strategic plan and budget quarterly, making adjustments as necessary to adapt to the current environment. Following these reviews, the plan is submitted to the Board of Directors for consideration and approval, ensuring continuous alignment among strategy, execution, and business direction. [GRI 2-12]

Members of the Board of Directors are appointed by the General Shareholders' Meeting, supported by structured selection processes conducted by the People Management Department with assistance from a specialized consulting firm. The process observes the requirements established in the Bylaws, which require members to have an unblemished reputation, ethical conduct, relevant professional experience, no conflicts of interest under Article 147, Paragraph 3, of the Brazilian Corporations Law, and no involvement in criminal proceedings. These criteria, combined with an

analysis of technical skills and alignment with the Company's strategic needs, ensure the continuous evolution of governance and alignment between the profiles of Board members and the challenges facing the business.

[GRI 2-10]

The Board is also responsible for appointing the Executive Board and the members of the Advisory Committees to the Board of Directors, ensuring consistency between the governance structure and corporate strategy.

The Chair of the Board of Directors does not hold an executive position in the Company, reinforcing the independence between governance and management and helping to mitigate potential conflicts of interest. The Chair does not have a casting or tie-breaking vote in deliberations.

[GRI 2-11]

6 men | 1 woman.

ADVISORY COMMITTEES TO THE BOARD OF DIRECTORS

[GRI 2-17]

THE ADVISORY
COMMITTEES PLAY
A FUNDAMENTAL ROLE
IN STRENGTHENING
THE GOVERNANCE
SYSTEM,
CONTRIBUTING TO
GREATER TECHNICAL
DEPTH IN ANALYSES,
DECISION QUALITY,
AND INTEGRATION
BETWEEN STRATEGY
AND EXECUTION.

Executive Board

The Executive Board is responsible for managing the Company and implementing the strategic guidelines defined by the Board of Directors, ensuring operational discipline and consistency in delivering results.

The management of economic, environmental, and social impacts is conducted by the Executive Board and monitored in a structured manner through monthly strategic planning results meetings. In addition, specific forums, such as the People Management Committee, enable in-depth discussion of topics related to people and organizational culture. [GRI 2-13]

With a unified three-year term, the Executive Board comprises the following members:

Executive Board Composition:



**Gustavo Pozzebon
Stock**
CEO



**Magnum Mello
Foletto**
Co-CEO



André Valente
CFO and Investor
Relations Officer



**Gilmar
Balbinot**
CCO



Wendel de Melo
COO

This model ensures that strategy execution remains continuously connected to performance assessment, risk management, and organizational evolution.

5 men | 0 women.

Governance, People, and Culture Committee (GPCC)

An advisory body to the Board of Directors, with a two-year term, responsible for supporting decisions related to corporate governance, people management, and organizational culture.

Composition at the end of 2025:

- **Cláudia da Rosa Cortes de Lacerda**
(Coordinator and Board Member)
- **Claudia de Oliveira Kessler**
(People Management Officer)
- **Gustavo Pozzebon Stock** (CEO)
- **Talita de Souza Alves Rodrigues** (Head of Legal)

The GPCC monitors the governance system, the evolution of organizational policies and practices, and strategic topics such as succession, leadership development, culture, and talent retention, which are fundamental to supporting the Company's growth.

1 man | 3 women.

ESG Committee

[GRI 2-13]

An advisory committee to the Board of Directors, responsible for supporting the integration of environmental, social, and governance topics into the Company's strategy. In 2025, the ESG Committee underwent a restructuring process in the context of the Company's strategic priorities, including an analysis of its composition and role within the governance structure, especially considering the cross-cutting nature of ESG topics across different bodies.

This initiative sought to ensure greater alignment among the ESG agenda, business strategy, and a more efficient allocation of responsibilities among the Company's committees.

MANAGEMENT MODEL EVOLUTION PROJECT

To support this structure and the continuous process of integrating operations, Brasil TecPar has been conducting a structured review and redesign of its macroprocesses, focusing on standardization, efficiency, and operational consistency across all regions where it operates.

This evolution contributed directly to strengthening governance by providing greater clarity in the definition of responsibilities, roles, and decision-making levels, promoting alignment among areas and reinforcing control, monitoring, and accountability mechanisms.

This initiative is essential to supporting the Company's growth, not only by capturing synergies arising from completed integrations, but also through the continuous development of its teams. Building a team that is increasingly aligned with the strategy, with clear direction and execution capabilities, becomes a central element in the evolution of the business.

In this context, the Company has made progress in strengthening mechanisms that ensure more effective communication and strategy deployment, ensuring that guidelines are understood and implemented at all levels of the organization. At the same time, the consolidation and improvement of information flows enhance process management intelligence, contributing to continuous operational monitoring and agile strategic redirection.

Integration thus becomes more than an operational process and comes to reflect the construction of a cohesive organization in which alignment, information, and execution work together in a coordinated manner to support consistent growth.

ETHICS, INTEGRITY, AND COMPLIANCE

Brasil TecPar's operations are guided by ethical principles and a commitment to integrity, which direct the conduct of business and decision-making at all levels of the organization. These principles are formalized in the Code of Ethical Conduct and corporate policies, which establish clear guidelines for employees, partners, and other stakeholders.

[GRI 2-23]

To strengthen governance and risk management, the Company's Compliance Program was restructured in 2025 and



ACCESS:

<https://www.brasiltecpa.com.br/conduita>

<https://www.brasiltecpa.com.br/politicas-privacidade>

<https://www.brasiltecpa.com.br/esg>

approved by the Board of Directors in August, consolidating a systemic approach based on the prevention, detection, and remediation

of misconduct. Its governance, instruments, and processes were designed to strengthen the ethical culture, protect the Company's reputation, and ensure compliance with applicable legislation.

The program is structured around nine fundamental pillars aligned with national and international best practices in corporate integrity: senior management commitment; the body responsible for integrity; integrity risk analysis and management; rules and regulatory instruments; training and communication; an independent reporting channel and investigation mechanisms; disciplinary and remediation measures; third-party management; and continuous monitoring/improvement of the Compliance Program. [GRI 2-16]

These pillars guide the structure, processes, and activities of the bodies responsible for integrity, ensuring consistency and effectiveness in the Program's implementation.



The Compliance Program is supported by a set of rules and operational instruments that formalize the Company's integrity commitments and establish clear procedures for preventing and addressing potential misconduct.

These include the Code of Ethical Conduct; Compliance Policy; Anti-Corruption, Government and Private-Sector Relations Policy; Gifts and Hospitality Policy; Code of Conduct for Suppliers and Third Parties; Internal Rules of the Ethics and Compliance

Committee; Internal Investigations and Disciplinary Measures Procedure; and Third-Party Management Procedure.

These documents are made available to employees through the internal document management platform (GED), ensuring continuous access to and updating of the guidelines.

In addition, the Company uses the TecOn platform to conduct mandatory training,

strengthening the incorporation of these practices into day-to-day operations. [GRI 2-24 | GRI 2-25 | GRI 2-26]

The internalization of integrity guidelines is supported by structured communication and training initiatives. As part of the Program's implementation, employee training was conducted in the final quarter of 2025, reinforcing the dissemination of the Code of Ethical Conduct and compliance practices.

Ethics and Compliance Committee

Created in 2025, this committee represents significant progress in the maturity of Brasil TecPar's governance, strengthening the integrity structure and risk monitoring.

It is a non-statutory body established, amended, and dissolved by the Board of Directors, with full decision-making authority over matters related to the Compliance Program.

The Committee reports to the GPCC and deliberates on matters related to ethics, integrity, and compliance, strengthening mechanisms for preventing, detecting, and remediating misconduct and contributing directly to risk mitigation and the protection of the Company's reputation.

The Committee is responsible for deliberating on disciplinary measures, overseeing internal investigations, monitoring reports received through the Reporting Channel, monitoring integrity risks, and proposing improvements to the Compliance Program.

ALL COMMITTEE MEMBERS
HAVE ACCESS TO REPORTS
RECEIVED, EXCEPT IN CASES
WHERE A CONFLICT OF INTEREST
CREATES AN IMPEDIMENT,
IN WHICH CASE ACCESS IS
AUTOMATICALLY BLOCKED
BY THE SYSTEM.

Committee members were elected for a one-year term, with the following composition at the end of 2025:

- **Claudia de Oliveira Kessler**
(People Management Officer)
- **Magnum Mello Foletto**
(Co-CEO)
- **Melisse Chiesa**
(Head of Corporate Governance)
- **Talita de Souza Alves Rodrigues**
(Head of Legal)

1 man | 3 women.

Reporting Channel

As part of this evolution, in October 2025 the Company made available on its corporate website and on the websites of all Brasil TecPar companies an independent Reporting Channel operated by an external entity. The channel ensures the confidentiality of information and protection of the reporting person, provides the option of anonymity, and guarantees integrity in handling reports.

Registered reports are handled responsibly and confidentially and may be accessed by the Compliance Officer and members of the

Ethics and Compliance Committee. During the period, no reports were communicated to the Board of Directors.[GRI 2-16]

Conflict of Interest



ACCESS:

<https://www.brasiltecpar.com.br/canaldedenuncias>

Brasil TecPar adopts clear guidelines for the identification, prevention, and management of conflicts of interest, ensuring that deci-

sions are made objectively and transparently and are aligned with the best interests of the Company and its stakeholders. The topic is addressed in an integrated manner in the Code of Ethical Conduct and the instruments comprising the Compliance Program.

All employees, officers, and third parties acting on behalf of Brasil TecPar are required to disclose potential conflicts of interest to the Compliance Officer, who will assess the case and define the appropriate treatment.

Proper management of conflicts of interest is essential to preserving the integrity



of decisions, protecting the Company's reputation, and ensuring stakeholder trust.

At the corporate level, potential conflicts of interest are formally disclosed, ensuring their proper assessment and treatment within the context of corporate governance. [GRI 2-15]

Anti-Corruption

[GRI 3-3] [GRI 205-1] [GRI 205-2] [GRI 205-3]

Brasil TecPar maintains a structured approach to preventing and combating corruption, aligned with the ethical principles that guide its operations and the guidelines established in its Code of Conduct and corporate policies.

The management of corruption-related risks is integrated into the Company's Compliance Program, which includes mechanisms for identifying, assessing, and mitigating these risks within its operations and business relationships.

Anti-corruption guidelines are communicated to employees through the Code of Conduct, internal policies, and training initiatives, including mandatory training that reinforces expected integrity standards and guides conduct in relationships with customers, suppliers, partners, and public officials. [GRI 205-2]

During the reporting period, no confirmed cases of corruption were identified within the

Company's operations.

[GRI 205-3]

Risk and Control Management

Risk management is integrated into the Company's governance model and strategy, encompassing operational, financial, regulatory, and social and environmental risks. This process is conducted by the Executive Board and monitored through structured management routines, including periodic performance meetings and specific assessment forums, ensuring continuous monitoring and alignment with strategic objectives. [GRI 2-13 | GRI 3-3]

In 2025, Brasil TecPar updated its Compliance Risk Assessment process with the support of a specialized consulting firm, conducting workshops, leadership interviews, and corporate risk mapping and assessment activities. The initiative sought to strengthen the identification, prioritization, and management of the Company's strategic risks, contributing to the continuous improvement of the governance and internal control structure.

In addition, the internal control structure and independent audit activities contribute to the reliability of information, process integrity, and transparency in corporate reporting, reinforcing the Company's credibility with the market and stakeholders.



Financial Capital

FINANCIAL CAPITAL

In 2025, Brasil TecPar consolidated a new level of scale and financial strength, reflecting the consistent execution of its growth strategy and its ability to transform expansion into value creation.

The period was marked by a combination of accelerated revenue growth, significant EBITDA expansion, and a strengthened capital structure, demonstrating the efficiency of the Company's operating model and its ability to capture economies of scale

even in a context of significant integration of new operations.

The increase in the EBITDA margin to levels close to 50% reinforces the consistency of this trajectory, demonstrating that growth does not come at the expense of efficiency, but rather results from process standardization, optimization of the cost structure, and the capture of operating synergies.

The growth strategy is supported by a disciplined approach to capital allocation,

particularly through structured and financially sound acquisitions and the strengthening of funding sources.

In this context, S&P Global's upgrade of the credit rating on the debentures from 'A+' to 'AA-' represents a significant milestone, reflecting the market's recognition of the Company's financial strength, the predictability of its cash generation, and the consistency of its strategy.

HIGHLIGHTS



Access the **2025 Financial Statements** for more information.

	4Q25	3Q25	2Q25	1Q25	4Q24	3Q24
Homes Passed (Thousand)	5,427	4,554	4,498	3,560	3,063	2,659
Homes Connected (Thousand)	1,345	1,080	1,076	897	787	647
Take-Up Rate (%)	24.8%	23.7%	23.9%	25.2%	25.7%	24.3%

ECONOMIC AND FINANCIAL PERFORMANCE

[GRI 201-1]

In 2025, Brasil TecPar maintained its trajectory of operational and financial progress, reflecting the consolidation of acquisitions completed in previous cycles and advances in capturing synergies and opportunities. The Company’s economic and financial performance demonstrates its ability to grow with discipline, supported by revenue expansion, efficiency gains, and rigorous management of costs and investments.

In BRL thousand	2025	2024	%	Change (BRL thousand)
Net Revenue	1,754,404	1,097,526	59.9%	656,878
Net Income	72,244	(15,224)	-574.5%	87,468
(+) Income Tax and Social Contribution	(11,909)	(4,686)	154.1%	(7,223)
(+) Financial Result	419,978	308,991	35.9%	110,987
(+) Depreciation and Amortization	389,391	196,131	98.5%	193,260
EBITDA	869,704	485,212	79.2%	384,492
EBITDA Margin	49.6%	44.2%	5.4%	-
(+) M&A Expenses	3,330	2,816	18.3%	514
(+) Extraordinary Tax Expenses	-	8,795	-	-
(+) Earn-Out Adjustment	-	12,005	-	-
(+) Public Disaster Expenses	-	1,155	-	-
(+/-) Other	239	-	-	239
Total Non-Recurring Items	3,569	24,771	-85.6%	(21,202)
Bargain Purchases	(16,330)	-	-	-
Adjusted EBITDA	856,943	509,983	68.0%	346,960
Adjusted EBITDA Margin (%)	48.8%	46.5%	2.4%	-

CAPITAL STRUCTURE AND LEVERAGE

Brasil TecPar’s capital structure evolved consistently in 2025, keeping pace with the Company’s new scale and the execution of its growth strategy. At the end of the period, net debt totaled BRL 2.809 billion, representing an increase of 55.0% compared to the previous year,

mainly reflecting progress in the acquisition cycle and continued investments in expansion and operational integration.

Gross debt, comprising loans, financing, and debentures, ended the year at BRL 3.575 billion. Changes were primarily explained by new funding raised during the year, including issuances of debentures totaling BRL 1.466 billion and new debt contracted with financial

institutions totaling BRL 443 million. These movements were partially offset by principal repayments totaling BRL 915 million and interest payments of BRL 224 million, demonstrating active liability management aligned with strengthening the financial structure.

In BRL thousand	2025	2024	%	
Loans, Financing, and Debentures	3,119,792	1,905,158	63.8%	1,214,634
Current	382,956	407,371	-6.0%	(24,415)
Non-Current	2,736,837	1,497,787	82.7%	1,239,050
Obligations Payable for Business Acquisitions	230,761	161,617	42.8%	69,144
Current	135,792	61,965	119.1%	73,827
Non-Current	94,970	99,652	-4.7%	(4,682)
Lease Liabilities	223,926	97,210	130.4%	126,716
Current	91,596	24,873	268.3%	66,723
Non-Current	132,330	72,337	82.9%	59,993
Gross Debt	3,574,480	2,163,985	65.2%	1,410,495
(-) Cash and Cash Equivalents	634,396	316,078	100.7%	318,318
(-) Option Derivatives	130,824	35,231	271.3%	95,593
(-) Total Cash	765,220	351,309	117.8%	413,911
Net Debt	(2,809,260)	(1,812,676)	55.0%	(996,584)
Adjusted EBITDA (Annualized Last Quarter)	1,038,709	667,700	55.6%	371,009
Net Debt / Adjusted EBITDA (Annualized Last Quarter)	2.70x			

The Company ended the period with a leverage ratio of 2.70x Net Debt to annualized fourth-quarter Adjusted EBITDA, remaining at levels compatible with its cash-generation capacity and the growth dynamics of the business. This indicator reflects the integration stage of acquired operations and the potential to capture opportunities, representing an approach aligned with the expansion strategy and capital discipline.

AT THE SAME TIME, BRASIL
TECPAR STRENGTHENED ITS
LIQUIDITY POSITION, ENDING
THE YEAR WITH TOTAL CASH
OF BRL 765 MILLION,
UP 117.8% FROM
THE PREVIOUS YEAR.

Obligations payable related to business acquisitions totaled BRL 231 million in 2025, reflecting the dynamics of new M&A agreements, partially offset by repayments made during the period. This component of the capital structure is directly associated with the

Company’s expansion strategy and value capture through asset integration.

Capital structure management is conducted in an integrated manner with corporate governance, with continuous monitoring of restrictive clauses (covenants) associated with debt instruments. In 2025, the Company remained fully compliant with all contractual requirements, reinforcing the strength of its financial position and the consistency of its management.

Capital allocation discipline is also reflected in investment management. In 2025, total CAPEX amounted to BRL 309 million, representing 17.6% of net revenue. This level demonstrates the Company’s ability to support its growth with greater capital efficiency, reducing the relative intensity of investments while preserving infrastructure quality and maintaining selective expansion in strategic markets.

Capex	4Q25	2025
Organic Growth	32,386	125,315
% of Net Revenue	6.3%	7.1%
Other	67,536	183,717
Net	13.2%	10.5%
Total Capex	99,923	309,032
Net Revenue	511,700	1,754,404
CAPEX as % of Net Revenue	19.5%	17.6%

In this context, Brasil TecPar’s capital structure not only supports growth, but also acts as a central enabler, balancing expansion, operational efficiency, and financial strength with a focus on long-term sustainable value creation.

MERGERS AND ACQUISITIONS - M&A

Throughout 2025, Brasil TecPar made consistent progress in its M&A-driven growth strategy, consolidating five significant transactions and substantially expanding its scale, reach, and presence in strategic markets. This movement reinforces the Company's position as an integrated connectivity and digital infrastructure platform.

Acquisitions completed during the period include:

ON NET TELECOMUNICAÇÕES, WITH MORE THAN 57,300 FIXED BROADBAND CONNECTIONS IN 16 CITIES IN THE TRIÂNGULO MINEIRO REGION, ANNUAL NET REVENUE OF BRL 67.7 MILLION, AND ANNUAL ADJUSTED EBITDA OF BRL 33.2 MILLION;

NOVA REDE TELECOM, WITH MORE THAN 45,500 CONNECTIONS IN SIX CITIES IN GREATER BELO HORIZONTE, ANNUAL NET REVENUE OF BRL 47.0 MILLION, AND

ANNUAL ADJUSTED EBITDA OF BRL 21.2 MILLION;

SEMPRE INTERNET, WITH MORE THAN 171,600 CONNECTIONS IN 86 CITIES IN MINAS GERAIS, ANNUAL NET REVENUE OF BRL 183.8 MILLION, AND ANNUAL ADJUSTED EBITDA OF BRL 88.2 MILLION;

ALLREDE TELECOM, WITH MORE THAN 222,400 CONNECTIONS IN 58 CITIES IN THE CENTRAL-WEST REGION, ANNUAL NET REVENUE OF BRL 271.8 MILLION, AND ANNUAL ADJUSTED EBITDA OF BRL 130.0 MILLION;

ON TELECOM, WITH MORE THAN 16,000 CONNECTIONS IN FIVE CITIES IN THE COUNTRYSIDE OF MINAS GERAIS, ANNUAL NET REVENUE OF BRL 17.0 MILLION, AND ANNUAL ADJUSTED EBITDA OF BRL 8.9 MILLION.

The consolidation of these acquisitions du-

ring the year contributed to significant growth in the Company's operational scale, expanding and strengthening its infrastructure and geographic presence, particularly in Minas Gerais and through its entry into the state of Goiás and the Federal District.

These transactions reflect a disciplined growth strategy focused on incorporating assets with strong regional operations, operational efficiency, and significant value-creation potential.

TAX APPROACH

[GRI 207-1] [GRI 207-2] [GRI 207-3]

In taxation, Brasil TecPar maintains an approach aligned with the principles of legality, integrity, and long-term sustainability, conducting its tax management based on compliance and prudence guidelines, in line with the complexity of Brazil's regulatory environment.

Material tax decisions are supported by technical analyses and consistent legal grounds, ensuring predictability and adherence to market best practices while seeking to balance tax efficiency and responsible contribu-

tions to the development of the regions where the Company operates,

Tax governance is integrated into the corporate structure, with responsibility assigned to the Finance Department and active participation in the Company's strategic decisions, including acquisitions, expansion, and corporate reorganizations. Tax risks are continuously identified and mitigated with the support of audits, specialized assessments, and technical opinions, ensuring consistency and legitimacy in the positions adopted.

The Company also maintains transparent stakeholder relations on tax matters, participating in industry discussions with trade associations such as ABRAMULTI, ABRA-NET, ABRINT, INTERNETSUL, and TELCOMP.

In addition to monitoring developments in the regulatory environment, it promotes internal alignment and responsible communication with investors, partners, and other strategic audiences.

CLIMATE CHANGE

[GRI 207-3]

Brasil TecPar recognizes that climate change may generate significant economic and financial impacts over time, particularly given the nature of its operations, which are based on telecommunications infrastructure and geographically distributed assets.

In this context, the Company continuously monitors physical and transition risks that could affect its operations, including extreme weather events, impacts on network infrastructure, energy availability, and potential regulatory and market changes associated with the decarbonization agenda. These factors are integrated into risk analyses and strategic planning, contributing to greater operational and financial resilience.

In addition to risks, Brasil TecPar also assesses opportunities associated with technological evolution and digitalization that may contribute to operational efficiency, optimized resource consumption, and an expanded offering of digital services, strengthening its position in the context of a low-carbon economy.

The Company has been making progress in structuring its practices for identifying, assessing, and managing these impacts, in line with

the evolution of its governance and sustainability agenda and the improvement of reporting and transparency processes. This effort includes monitoring international guidelines applicable to sustainability-related financial reporting, with attention to IFRS S1 and IFRS S2.

BRASIL TECPAR THUS CONTINUES TO STRENGTHEN ITS ABILITY TO ANTICIPATE RISKS, CAPTURE OPPORTUNITIES, AND INTEGRATE CLIMATE FACTORS INTO BUSINESS MANAGEMENT, ALIGNING ITS STRATEGY WITH LONG-TERM SUSTAINABLE VALUE CREATION.

[GRI 201-2]



Operational and Innovation Capital

OPERATIONAL AND INNOVATION CAPITAL

[GRI 3-3] [GRI 2-1] [GRI 2-2] [GRI 2-6]

Brasil TecPar supports its growth strategy through an integrated operating model in which infrastructure, technology, and innovation work together to expand capacity, efficiency, and service quality, with the best possible customer experience as the primary driver.

Throughout 2025, the Company advanced the consolidation of its operations, evolving from a set of regional structures into an integrated platform with greater standardization, efficiency, and scalability. This movement is directly associated with the acquisition strategy and

integration of acquired operations, requiring the construction of a consistent operating architecture capable of unifying processes, systems, and quality standards across different regions.

Network standardization, infrastructure modernization, and the evolution of corporate systems enabled the Company to capture significant efficiency gains while supporting accelerated growth in the customer base and traffic volumes.

In this context, innovation is no longer merely

a technological driver, but becomes a structuring element of the business model, helping to simplify processes, improve the customer experience, and increase operational productivity.

The progress observed during the period demonstrates Brasil TecPar's ability to turn complexity into efficiency, consolidating a scalable and resilient operating model aligned with its growth ambitions.

OVER
212,000
km of network

Coverage of
OVER
5.4 MILLION
homes (Homes Passed)

129,700
km of long-distance network

5TH LARGEST
broadband company in
Brazil by net revenue

OVER
82,900
km of metropolitan network

1 DATA CENTER
+ 8 Edge Data Centers

7TH LARGEST
broadband company in Brazil by
number of connections

RANKING BY NUMBER OF CONNECTIONS



114 CITIES
IN OPERATION
#1 in 70 cities
#2 in 22 cities



58 CITIES
IN OPERATION
#1 in 39 cities
#2 in 16 cities



74 CITIES
IN OPERATION
#1 in 27 cities
#2 in 23 cities



45 CITIES
IN OPERATION
#1 in 12 cities
#2 in 18 cities

#1 or #2 in 270 (74%) of the 365 cities where it operates

Source: Company and Anatel - Notes:
(1) Cities with more than 100 connections, including Allrede data.
(2) Does not include the city of São Paulo.

NETWORK INFRASTRUCTURE, CAPACITY, AND RESILIENCE

Infrastructure evolution was one of the main pillars of value creation during the period. The Company significantly expanded its network capacity, adding 14 Tb to the national backbone and strengthening resilience, traffic flow, and its ability to support accelerated growth in the customer base and data volumes.

This effort was accompanied by equipment modernization and evolution of the access network, with technological standardization and greater operational stability. Preparing the network for the future of connectivity also progressed through initiatives to expand the use of IPv6, which already serves more than 236,000 customers and supports traffic exceeding 180 Gbps.

Modernization, stability, and performance of internal systems

The Company also expanded and enhanced

its connectivity by establishing new strategic interconnections with major content providers, reducing latency and improving the end-user experience. This set of initiatives provides Brasil TecPar with a more competitive level of connectivity, reflected in the evolution of the Company's connectivity quality, **particularly the performance of its autonomous system (ASN 53062), which achieved a prominent position in specialized industry rankings such as the bgp.tools Peer Rank.**

Operational resilience was reinforced by expanding network protection layers, including advanced distributed denial-of-service (DDoS) attack mitigation systems, ensuring greater service stability and continuity in an environment of increasing complexity and cyber risk.

OPERATIONAL EFFICIENCY, INTEGRATION, AND SCALE

The pursuit of efficiency and operational discipline was one of the main drivers of initiatives in 2025. Defining a new network architecture standard (HLD - High-Level Design) and reviewing the operating topology

enabled greater standardization, control, and predictability of network performance.

As a result, more than 1,500 structured change-management actions were implemented, helping optimize operations and generate recurring financial gains estimated at approximately BRL 12 million per year in connectivity costs.

**THE COMPANY ALSO MADE
PROGRESS IN RATIONALIZING
ITS PHYSICAL INFRASTRUCTURE
BY MODERNIZING SITES AND
DECOMMISSIONING OBSOLETE
STRUCTURES, REDUCING
OPERATIONAL COMPLEXITY AND
FIXED COSTS WHILE RAISING
NETWORK AVAILABILITY
STANDARDS.**

These advances were fundamental to enabling the integration of operations acquired throughout the cycle, allowing processes to be

unified, synergies to be captured, and a more efficient and scalable operating model aligned with corporate guidelines to be consolidated.

TECHNOLOGY, INNOVATION, AND VALUE CREATION

Brasil TecPar's operational evolution is supported by a structured innovation and digital transformation agenda, carefully planned within MoveON, the Company's digital evolution program. It goes beyond technological modernization and directly influences how the Company operates, serves its customers, and makes decisions.

In 2025, the Company significantly expanded its use of digital platforms and corporate solutions, particularly by consolidating SAP as the central financial and accounting management system, advancing sales and customer relationship platforms such as Salesforce and Zendesk, and adopting artificial intelligence tools, including Google solutions such as Gemini and NotebookLM, made available to more than 2,500 employees.

These initiatives contribute to process automation, fewer manual interventions, more efficient customer service, and improved operational management, while strengthening the Company's analytical and decision-making capabilities.

Technological evolution is also reflected in the implementation of structuring transformation programs, including initiatives focused on process digitalization, systems integration, and operational simplification. These enable continuous gains in efficiency and quality and improve our customers' experience by detailing every journey - purchase, installation, use, service, maintenance, payment, and cancellation - as well as each activity comprising the Company's internal processes, simplifying, digitalizing, or eliminating customer pain points.

Within critical infrastructure, Brasil TecPar maintains a distributed data center architecture, including edge units, that supports more efficient processing, storage, and service delivery with lower latency and greater resilience.

This structure is fundamental to supporting operational growth and the evolution of the service portfolio.

To enable this set of initiatives, the Company invested BRL 309 million in CAPEX during 2025, mainly directed toward capacity expansion, operational continuity, infrastructure modernization, and efficiency gains. [GRI 203-1]

These investments reflect Brasil TecPar's value-creation logic, in which the combination of robust infrastructure, operational efficiency, and technological innovation translates into greater growth capacity, improved service quality, an optimized cost structure, and a stronger long-term competitive position.



MOVEON [GRI 3-3]

BRASIL TECPAR'S DIGITAL EVOLUTION PROGRAM

MoveON is Brasil TecPar's Digital Evolution program, created to drive the Company toward its future vision by integrating culture, technology, innovation, and customer experience.

More than a technology program, MoveON represents a continuous movement in the Company's evolution, structuring initiatives that strengthen operational efficiency, simplify processes, enhance business intelligence, and support an increasingly simple, personalized, and digital experience for customers and TecFriends.

THE PROGRAM ACTS AS A STRATEGIC ENABLER OF BRASIL TECPAR'S TRANSFORMATION, PROMOTING INTEGRATION AMONG PEOPLE, DATA, PROCESSES, AND PLATFORMS, WHILE STRENGTHENING THE DIGITAL MINDSET, COLLABORATION, AND THE ORGANIZATION'S ABILITY TO ADAPT TO MARKET CHALLENGES AND OPPORTUNITIES.



MoveON's strategy is structured around three complementary pillars:



CULTURE

Strengthen a more agile, collaborative culture focused on continuous evolution, encouraging TecFriends to take ownership, develop new skills, and build a digital mindset connected to the future of the business.



TECHNOLOGY AND INNOVATION

Drive the Company's technological modernization through integrated systems, automation, analytics, artificial intelligence, and scalable architecture, increasing efficiency, operational intelligence, and innovation capacity.



CUSTOMER EXPERIENCE

Continuously evolve the customer journey, making interactions simpler, more personalized, and digital, using data, automation, and continuous improvement to increase satisfaction, loyalty, and perceived value.

MOVEON SUPPORTS BRASIL TECPAR'S DIGITAL EVOLUTION THROUGH CONTINUOUS MOVEMENTS THAT CONNECT STRATEGY, EXECUTION, AND CULTURE, PREPARING THE COMPANY TO GROW IN AN INCREASINGLY INTEGRATED, EFFICIENT, AND FUTURE-ORIENTED MANNER.

MOVEON'S MAIN DELIVERIES IN 2025:

OPERATIONAL TRANSFORMATION AND SYSTEMS

712 employees trained in the implementation of Zendesk for customer service and units

Salesforce B2C implemented in 8 units, with 183 users trained

Salesforce B2B launched with 65 users trained

Google migration completed in the SC/PR and BH/MG clusters

SAP migration completed in the SC/PR cluster

CULTURE AND ENGAGEMENT

Corporate livestream held for the official program launch

Themed weeks focused on presenting

new systems, tools, and Digital Evolution initiatives

Google Day held in the SC/PR and BH/MG clusters, providing practical immersion in the Google platform and accelerating teams' digital evolution.

Structuring of a multiplier program to disseminate knowledge, foster engagement, and support business areas

TECHNOLOGICAL EVOLUTION AND OPERATIONAL INTELLIGENCE

Consolidation of cluster data in an integrated architecture

Expanded use of intelligent platforms for sales and relationship management

Advances in process automation and operational integration

Progress in intelligence initiatives applied to network management and customer experience





HUMAN CAPITAL

Brasil TecPar's accelerated growth in 2025, driven by the incorporation of new operations and expansion of its geographic presence, made building an organizational foundation capable of supporting this new scale one of its main challenges. In this scenario, integration assumed a strategic role throughout the period, guiding the consolidation of operations and promoting greater alignment among

different organizational structures, processes, and cultures.

People management played an important role in this process, strengthening proximity among TecFriends from different regions, supporting process reviews and change management, and developing leaders.

This effort contributed to stronger strategic alignment, greater consistency

in execution, and stronger connections among different operational realities.

The Company conducted this journey based on a management model that balances standardized practices with respect for local specificities, strengthening integration, collaboration, and alignment among people, culture, and strategy, and creating a foundation to support long-term growth and value creation.

EMPLOYEES

[GRI 2-7]

Region	F	M	Grand Total
Central-West	594	1,004	1,598
South	556	1,142	1,698
Southeast	1,017	1,621	2,638
Northeast	3	10	13
North	3	3	6
	2,173	3,780	5,953

THE COMPANY CONDUCTED THIS JOURNEY BASED ON A MANAGEMENT MODEL THAT BALANCES STANDARDIZED PRACTICES WITH RESPECT FOR LOCAL SPECIFICITIES, STRENGTHENING INTEGRATION, COLLABORATION, AND ALIGNMENT AMONG PEOPLE.

TURNOVER

[GRI 401-1]

1,642 new hires

Age Group	Number	%
15-25 Years	402	24.48%
16-35 Years	742	45.19%
36-45 Years	345	21.01%
46-55 Years	133	8.10%
55+ Years	20	1.22%

Gender	Number	%
Female	704	42.87%
Male	938	57.13%

Region	Number	%
Central-West	419	25.52%
Northeast	9	0.55%
North	3	0.18%
Southeast	451	27.47%
South	760	46.29%

1,796 terminations

Age Group	Number	%
15-25 Years	462	25.72%
16-35 Years	735	40.92%
36-45 Years	392	21.83%
46-55 Years	176	9.80%
55+ Years	31	1.73%

Gender	Number	%
Female	914	50.89%
Male	882	49.11%

Region	Number	%
Central-West	277	15.42%
Northeast	0	0.00%
North	0	0.00%
Southeast	948	52.78%
South	547	30.46%

MATERNITY AND PATERNITY LEAVE

[GRI 401-3]

Employees entitled to maternity/paternity leave

Male/ Paternity	3,869
Female/ Maternity	2,309

Employees who took maternity/paternity leave

Male/ Paternity	113
Female/ Maternity	108

Employees who returned to work after the end of maternity/paternity leave

Male/ Paternity	113
Female/ Maternity	105

Employees who returned to work after the end of maternity/paternity leave and remained employed twelve months after returning to work

Male/ Paternity	75
Female/ Maternity	55

Return-to-work and retention rates of employees who took maternity/paternity leave

Male/ Paternity	100% return-to-work rate in 2025
Female/ Maternity	97% return-to-work rate in 2025

Retention rates of employees who took maternity/paternity leave

Male/ Paternity	74% retention rate in 2025
Female/ Maternity	52% retention rate in 2025

INDIRECT EMPLOYMENT

[GRI 2-8]

Brasil TecPar relies on service providers and outsourced workers to perform specific activities that complement its operations.

Service providers are professionals contracted directly by the Company for occasional or specialized needs, such as building maintenance and technical support. Outsourced workers are employed by contracted companies and perform operating and support activities, including security, cleaning, technical operations, and maintenance.

Recognizing the role these professionals play in supporting operations, the Company adopts structured criteria for their selection, hiring, and monitoring, ensuring compliance with principles of ethics, safety, and quality and with applicable labor legislation and regulations. This model helps ensure consistency in the performance of activities, alignment with operating standards, and mitigation of operational risks.

DIVERSITY

Brasil TecPar promotes a work environment based on respect, appreciation of differences, and equal opportunities.

In a context of team integration and operational expansion, this care is essential to ensuring consistent relationships, collaboration among areas, and alignment in day-to-day activities.

The Company seeks to reflect these principles in its people-management practices, ensuring an environment where TecFriends can develop with respect and recognition.

Position	F	M	Total
Board	14%	86%	100%
C-Level	0%	100%	100%
Executive Officers	19%	81%	100%
Specialists	30%	70%	100%
Managers	32%	68%	100%
Operational	37%	63%	100%

GENDER DIVERSITY

Ratio of Basic Salary and Remuneration of Women to Men

[GRI 405-2]

Operational positions	85%
Mid-level positions	81%
Management positions	85%
Executive positions	81%

DIVERSITY IN GOVERNANCE BODIES

[GRI 405-1]

Female	78
under 30 years old	11
30 to 50 years old	61
over 50 years	6

Active employees in 2025:

Male	175
under 30 years old	6
30 to 50 years old	142
over 50 years	27

Employees hired in 2025:

Female	11
under 30 years old	1
30 to 50 years old	9
over 50 years	1
Male	24
under 30 years old	0
30 to 50 years old	19
over 50 years	5

*Positions considered: Managers, Heads, Officers, C-Levels, Board Members, CEO, CFO, and COO

EMPLOYEE RECOGNITION

Brasil TecPar values its employees through practices that recognize their contribution to day-to-day operations, promoting a work environment based on respect, trust, and continuous development.

This care is reflected in how the Company

structures its employment relationships, encourages professional growth, and recognizes performance, seeking to maintain an environment that fosters engagement and TecFriend retention over time.

Benefits

[GRI 401-2]

Brasil TecPar offers a set of benefits designed to support employee well-being, security, and quality of life, reflecting the Company's commitment to valuing people and building a balanced work environment.

Key benefits include life insurance and health-care plans, which contribute to the protection and care of employees and their dependents. The Company also provides family-support benefits, such as childcare assistance and assistance for children with disabilities, as provided for in the collective bargaining agreement.

In addition, rights established by labor legislation are guaranteed, including maternity and paternity leave and transportation vouchers, ensuring adequate working conditions and support for individual needs. Brasil TecPar

also adopts performance-linked recognition mechanisms, such as Profit Sharing (PLR), which connects employee performance to the achievement of Company targets and results. The program is segmented, considering different employee groups and levels of responsibility, with eligibility defined according to specific criteria.

Recognition is paid semiannually and seeks to reinforce alignment between business results and the appreciation of TecFriends, covering most of the Company's eligible employee base.

Compensation

[GRI 2-19] [GRI 2-20]

Brasil TecPar adopts a structured compensation policy to recognize employee performance, merit, and contributions to Company results, ensuring alignment among individual performance, organizational objectives, and long-term value creation.

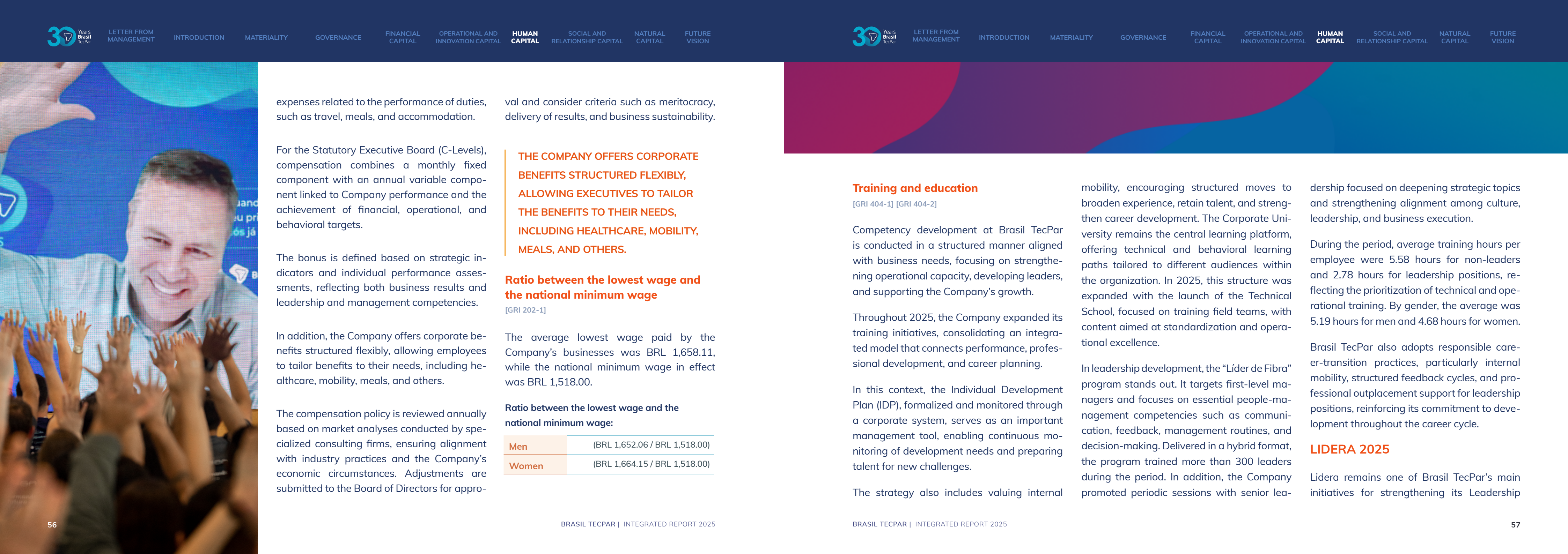
THIS POLICY IS BASED ON MARKET PRACTICES AND

CORPORATE GOVERNANCE PRINCIPLES, SEEKING TO ENSURE COMPETITIVENESS, ATTRACTIVENESS, AND CONSISTENCY WITH THE COMPANY'S CURRENT STAGE AND STRATEGY, ESPECIALLY IN A CONTEXT OF GROWTH AND OPERATIONAL INTEGRATION.

The compensation structure comprises three main elements: fixed compensation, variable compensation, and corporate benefits, defined according to the level of responsibility, job complexity, and industry practices.

For the Board of Directors, fixed compensation is established in accordance with the Company's internal rules and paid monthly. An annual variable component is also provided for, subject to the achievement of overall targets, reinforcing alignment between the Board's activities and Brasil TecPar's strategic drivers.

The policy also provides for reimbursement of



expenses related to the performance of duties, such as travel, meals, and accommodation.

For the Statutory Executive Board (C-Levels), compensation combines a monthly fixed component with an annual variable component linked to Company performance and the achievement of financial, operational, and behavioral targets.

The bonus is defined based on strategic indicators and individual performance assessments, reflecting both business results and leadership and management competencies.

In addition, the Company offers corporate benefits structured flexibly, allowing employees to tailor benefits to their needs, including healthcare, mobility, meals, and others.

The compensation policy is reviewed annually based on market analyses conducted by specialized consulting firms, ensuring alignment with industry practices and the Company's economic circumstances. Adjustments are submitted to the Board of Directors for approval

and consider criteria such as meritocracy, delivery of results, and business sustainability.

THE COMPANY OFFERS CORPORATE BENEFITS STRUCTURED FLEXIBLY, ALLOWING EXECUTIVES TO TAILOR THE BENEFITS TO THEIR NEEDS, INCLUDING HEALTHCARE, MOBILITY, MEALS, AND OTHERS.

Ratio between the lowest wage and the national minimum wage

[GRI 202-1]

The average lowest wage paid by the Company's businesses was BRL 1,658.11, while the national minimum wage in effect was BRL 1,518.00.

Ratio between the lowest wage and the national minimum wage:

Men	(BRL 1,652.06 / BRL 1,518.00)
Women	(BRL 1,664.15 / BRL 1,518.00)

Training and education

[GRI 404-1] [GRI 404-2]

Competency development at Brasil TecPar is conducted in a structured manner aligned with business needs, focusing on strengthening operational capacity, developing leaders, and supporting the Company's growth.

Throughout 2025, the Company expanded its training initiatives, consolidating an integrated model that connects performance, professional development, and career planning.

In this context, the Individual Development Plan (IDP), formalized and monitored through a corporate system, serves as an important management tool, enabling continuous monitoring of development needs and preparing talent for new challenges.

The strategy also includes valuing internal

mobility, encouraging structured moves to broaden experience, retain talent, and strengthen career development. The Corporate University remains the central learning platform, offering technical and behavioral learning paths tailored to different audiences within the organization. In 2025, this structure was expanded with the launch of the Technical School, focused on training field teams, with content aimed at standardization and operational excellence.

In leadership development, the "Líder de Fibra" program stands out. It targets first-level managers and focuses on essential people-management competencies such as communication, feedback, management routines, and decision-making. Delivered in a hybrid format, the program trained more than 300 leaders during the period. In addition, the Company promoted periodic sessions with senior leaders

focused on deepening strategic topics and strengthening alignment among culture, leadership, and business execution.

During the period, average training hours per employee were 5.58 hours for non-leaders and 2.78 hours for leadership positions, reflecting the prioritization of technical and operational training. By gender, the average was 5.19 hours for men and 4.68 hours for women.

Brasil TecPar also adopts responsible career-transition practices, particularly internal mobility, structured feedback cycles, and professional outplacement support for leadership positions, reinforcing its commitment to development throughout the career cycle.

LIDERA 2025

Lidera remains one of Brasil TecPar's main initiatives for strengthening its Leadership

Culture, promoting greater proximity between leaders and TecFriends and increasing clarity regarding the Company's strategic drivers and results with employees, foster an environment of listening and participation, and reinforce closer, more collaborative leadership aligned with the organization's values. The program also helps broaden understanding of the business and monitor local results, promoting stronger connections among strategy, operations, and organizational culture.

In 2025, Lidera maintained its role as a structured forum for dialogue and engagement, encouraging active listening, appreciation of diversity, and the exchange of experiences among the Company's different regions and teams. The initiative reinforces Brasil TecPar's commitment to the continuous development of its leaders and to building an increasingly integrated, transparent, and participatory environment.

Quotes from Lidera 2025

"An excellent opportunity to align results, strategy, and people!"
(Araruama, Southeast)

"A great opportunity to integrate teams, review the Company's strategies and ongoing initiatives, and understand the region's results."
(Cuiabá, Central-West)

"An extremely important program for preserving regional identity in a company growing as much as BTP."
(Porto Alegre, South)



Lidera Brasil in Numbers

1,700

TecFriends attended and experienced the Lidera Brasil - Digital Evolution event

15 EDITIONS

held as planned

180 HORAS

of alignment on vision, performance, and learning

NPS 85



PERFORMANCE REVIEW

[GRI 404-3]

Brasil TecPar adopts structured performance-review processes to support employee development, guide career decisions, and strengthen alignment between individual deliveries and business needs.

This process is integrated into the Company's people-management cycles, including the Individual Development Plan (IDP) and feedback routines, enabling professional progress to be monitored and development opportunities to be identified.

In 2025:

Leadership participation rate: 36.37%

Male	67.76%
Female	32.24%

Employee participation rate: 23.34%

Male	65.42%
Female	34.58%

The Company complements this model with continuous performance-management practices, including structured feedback conversations and monitoring by leaders, ensuring closer team management and consistent progress throughout the cycle.

Collective bargaining agreements

[GRI 2-28] [GRI 2-30]

Brasil TecPar structures its labor relations in accordance with current legislation and the collective bargaining agreements applicable to the telecommunications sector.

In 2025, all 5,953 active Company employees were hired under Brazil's Consolidated Labor Laws (CLT) and covered by Collective Bargaining Agreements (CBAs) negotiated with the unions representing the professional category in the states where the Company operates.

Collective bargaining is conducted through SINTTEL - the Union of Employees of Telecommunications Companies and Telephone Exchange Operators - with representation in the states of Goiás, the



Federal District, Mato Grosso, Minas Gerais, Santa Catarina, Paraná, and Rio Grande do Sul.

This model ensures that working conditions are aligned with regional specificities while guaranteeing rights, transparency in labor relations, and the maintenance of a structured work environment consistent with industry practices.

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety are essential to the sustainability of Brasil TecPar's operations, especially in activities involving fieldwork, network infrastructure, and specialized technical services.

THE COMPANY MANAGES OCCUPATIONAL HEALTH AND SAFETY WITH A FOCUS ON RISK PREVENTION, EMPLOYEE PROTECTION, AND THE PROMOTION OF APPROPRIATE WORKING CONDITIONS, ENSURING

COMPLIANCE WITH APPLICABLE REGULATORY STANDARDS AND INTERNAL GUIDELINES.

This care is embedded in operating routines through risk identification and control, continuous TecFriend training, and monitoring of working conditions, contributing to fewer incidents and a stronger safety culture.

Health and safety policies

[GRI 403-1] [GRI 403-8]

Brasil TecPar adopts a structured occupational health and safety management system as an integral part of its operations, not only to meet legal requirements, but also as a strategic choice focused on continuously improving processes and protecting employees.

This system is supported by technological tools that enable integrated monitoring, control, and management of occupational risks. These include SGG software, which consolidates information related to occupational medicine and safety, including management of statutory programs (LTCAT, PGR, PCMSO), control of

occupational examinations (ASOs), accident and incident records, issuance of Work Accident Reports (CAT), PPE management with biometric controls, and monitoring of training and regulatory requirements.

In addition, the Company uses a management platform focused mainly on field operations, enabling preliminary risk analyses (digital PRA), safety dialogues (DQS), and periodic inspections through the Health and Safety Inspection Report (RISS). This approach strengthens the monitoring of working conditions in technical and operating activities, providing greater proximity to the reality of field teams.

At the end of 2025, 100% of the 2,026* employees were registered in the system, ensuring full coverage of health and safety management.

In addition, all 533 employees in the technical area were monitored through the management platform, with a specific focus on field activities.

Health and safety inspections are conducted periodically, particularly through monthly monitoring of technical employees via RISS, reinforcing the preventive culture and continuously identifying opportunities for improvement. These inspections are not performed only in specific situations, such as employee vacation or leave periods.

Data recorded in the SGG system include complete information on employees, workplaces, positions, activities performed, and associated risks, enabling structured and integrated management of working conditions.

Although outsourced service providers are not integrated into internal management systems, the Company ensures compliance through structured contracts and monitoring conducted by the responsible areas with support from the Legal Department, ensuring alignment with legal requirements and established safety standards.

This structure enables Brasil TecPar to maintain a consistent health and safety management model with broad coverage, continuous monitoring, and a focus on prevention, contributing to the protection of TecFriends and the sustainability of operations.

buting to the protection of TecFriends and the sustainability of operations.

*See note in the GRI Content Index

Risk mapping

[GRI 403-2] [GRI 403-3] [GRI 403-4] [GRI 403-7]

Brasil TecPar adopts a structured approach to mapping, assessing, and managing occupational risks based on programs and technical instruments that enable risks associated with its operations to be identified, monitored, and mitigated.

Risk management is conducted through the preparation and periodic updating of documents such as the Risk Management Program (PGR) and the Technical Report on Workplace Environmental Conditions (LTCAT), developed together with specialized service providers and internal technical areas. These instruments guide risk identification, the definition of control measures, and continuous monitoring of working conditions.

BEFORE PERFORMING ANY OPERATING

ACTIVITY, EMPLOYEES CONDUCT A PRELIMINARY RISK ANALYSIS (PRA), AN ESSENTIAL TOOL FOR IDENTIFYING POTENTIALLY HAZARDOUS SITUATIONS IN THE WORKPLACE. THIS PROCESS ENSURES THAT TECFRIENDS ARE AWARE OF THE RISKS INVOLVED AND HAVE THE RIGHT TO REFUSE WORK UNDER UNSAFE CONDITIONS, AS PROVIDED FOR UNDER APPLICABLE LEGISLATION,

Occupational health management is conducted in an integrated manner through programs such as the PCMSO and periodic examinations, ensuring the monitoring of employees' health and fitness to perform their activities. Medical information is handled in strict compliance with confidentiality and data-protection guidelines, in accordance with the LGPD, with clinical data maintained under the responsibility of the coordinating physician.

In safety, the Company uses digital tools to strengthen monitoring and prevention, including periodic inspections, safety dialogues,

and continuous monitoring of operating activities. These instruments bring management closer to field teams and strengthen the culture of prevention.

Employees participate in risk management through different mechanisms, particularly the Internal Commission for Accident and Harassment Prevention (CIPA), comprising elected and appointed representatives. CIPA actively identifies risks, conducts inspections, and investigates accidents and promotes initiatives such as Internal Accident Prevention Week (SIPAT), helping strengthen the safety culture.

Accident and incident investigations follow a structured process, with

specific committees formed to analyze events in detail, considering causes, contributing factors, impacts, and the definition of corrective actions, ensuring continuous learning and preventing recurrence.

In addition, the Company provides mandatory training and periodic refresher courses, as well as safety dialogues and regular inspections, reinforcing awareness and the adoption of safe practices in day-to-day operations.

This set of practices enables Brasil TecPar, to maintain integrated occupational risk management based on prevention, continuous monitoring, and permanent improvement of working

conditions, contributing to the protection of TecFriends and the sustainability of operations.

HEALTH AND SAFETY TRAINING

[GRI 403-5]

Brasil TecPar maintains a structured occupational health and safety training program focused on risk prevention and preparing employees to perform their activities safely, especially in technical and field operations.

Training is defined according to the risks associated with each position, observing the requirements of applicable Regulatory Standards.

For employees who perform operating activities, especially field technicians,



training related to the use of Personal Protective Equipment (NR06), work at height (NR35), and safety in electrical installations and services (NR10) is mandatory and considered essential to mitigating the main operational risks.

The Company also provides specific training according to the nature of the activities performed, including training related to the Internal Accident Prevention Commission (NR05), work with flammable materials and fuels (NR20), safety in the Electric Power System (NR10 SEP), activities in confined spaces (NR33), use of Aerial Work Platforms (NR18 AWP), and material handling and movement (NR11).

This training is supplemented by periodic refresher courses and continuous awareness initiatives, ensuring knowledge remains up to date and reinforcing safe practices in day-

to-day activities. The approach seeks not only to meet legal requirements, but also to strengthen the safety culture and TecFriends' preventive capabilities across the different areas of operation.

Health and safety promotion initiatives

[GRI 403-6]

Throughout 2025, Brasil TecPar maintained continuous health-promotion, prevention, and safety-culture initiatives, integrating awareness campaigns, well-being initiatives, and programs focused on TecFriends' operating routines.

The initiatives were developed regionally and aligned with the Company's different operating realities, covering physical and mental health, ergonomics, road safety accident prevention, and risk awareness,

strengthening a preventive culture integrated into day-to-day operations.

Campaigns and awareness

WHITE JANUARY: MENTAL HEALTH

GREEN APRIL: OCCUPATIONAL SAFETY

YELLOW MAY: ROAD SAFETY

PSYCHOSOCIAL RISK CAMPAIGNS

PREVENTIVE AWARENESS INITIATIVES

Health and well-being

WORKPLACE EXERCISE PROGRAMS

MENTAL HEALTH AND QUALITY-OF-LIFE INITIATIVES

EMPLOYEE SUPPORT PROGRAMS

ENCOURAGEMENT OF CONTINUOUS CARE AND PREVENTION

Operational safety

SAFETY DIALOGUES

OPERATING SAFETY BLITZES

TECHNICAL VISITS TO REGIONAL OPERATIONS

DISSEMINATION OF THE "GOLDEN RULES"

OPERATING INSPECTIONS AND FIELD MONITORING

Management evolution

DIGITALIZATION OF INSPECTION PROCESSES

STRONGER RISK AWARENESS

EXPANSION OF PREVENTIVE ROUTINES

INTEGRATION OF THE SAFETY CULTURE INTO OPERATIONS

This approach helps increase team engagement and strengthen safe behavior in operating activities and consolidates safety as a permanent value in Brasil TecPar's culture.



Occupational accidents

[GRI 403-9] [GRI 403-10]

During the reporting period, Brasil TecPar recorded no fatalities resulting from occupational accidents, reinforcing the effectiveness of its prevention practices.

In 2025, 3 occupational accidents were recorded, all classified as having low potential risk to life, and 5 Work Accident Reports (CATs) were issued. The recorded events included typical occupational accidents, commuting accidents, and one case related to occupational disease, over a total of 4,912,583 hours worked during the period.

The main hazards identified as having the potential to cause more serious accidents remain related to falls, electricity, traffic accidents, and cuts. These risks are mapped through the Risk Management Program (PGR) and Preliminary Risk Analysis (PRA), with falls remaining the primary area of concern in operations.

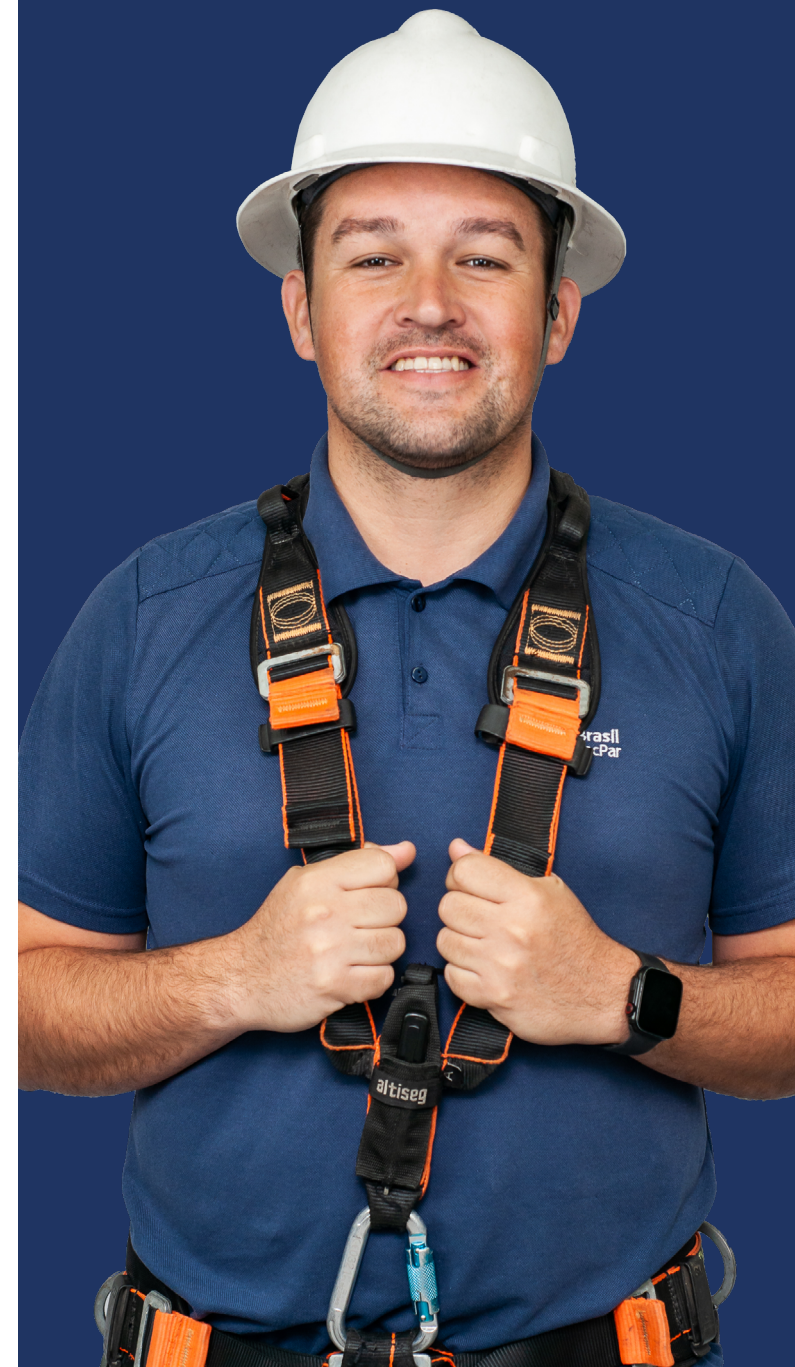
As prevention and mitigation measures, the Company provides appropriate Personal

Protective Equipment (PPE), including devices for work at height and safe climbing, insulating gloves, and specific tools for electrical activities.

These initiatives are supplemented by mandatory training, particularly on Regulatory Standards NR35 (work at height) and NR10 (electrical work), as well as field inspections and periodic safety dialogues.

WITH REGARD TO OCCUPATIONAL HEALTH, NO FATALITIES OR CASES OF MANDATORILY REPORTABLE OCCUPATIONAL DISEASES WERE RECORDED DURING THE PERIOD. THE MAIN RISK FACTORS MONITORED ARE ASSOCIATED WITH ERGONOMIC ASPECTS, SUCH AS REPETITIVE STRAIN AND POSTURE, AND

ARE ADDRESSED THROUGH THE GUIDELINES OF THE RISK MANAGEMENT PROGRAM AND THE ADOPTION OF PREVENTIVE MEASURES, INCLUDING GUIDANCE AND PROPER USE OF EQUIPMENT.





SOCIAL AND RELATIONSHIP CAPITAL

Brasil TecPar builds and strengthens its social capital through structured and integrated management of stakeholder relationships, recognizing that trust, reputation, and legitimacy are fundamental to the sustainability of its growth and the continuity of its operations.

The Company's activities are guided by principles of ethics, transparency, and a proactive approach, ensuring consistency in interac-

tions with customers, suppliers, communities, government, and investors. In 2025, the expanded geographic presence and integration of operations reinforced the need for a coordinated relationship model capable of ensuring service quality, institutional alignment, and proximity to different stakeholder groups.

Customer relations, experience, and service channels

[GRI 3-3]

Customer experience is one of the main pillars of Brasil TecPar's operations, directly reflecting the quality of its operations and the value delivered through its services. The Company guides its activities through clear customer-service conduct guidelines based



on courtesy, agility, fulfillment of promises, and appreciation of long-term relationships.

In 2025, the evolution of service channels and digitalization of the customer journey contributed to greater efficiency and standardization of relationships, enabling greater responsiveness, shorter service times, and an improved overall experience.

The Omnichannel structure, supported by digital platforms and automation initiatives, enables the Company to serve a growing customer base in an integrated manner, ensuring consistent communication and greater proximity to end users.

The Omnichannel structure, supported by digital platforms and automation initiatives, enables the Company to serve a growing customer base in an integrated manner, ensuring consistent communication and greater proximity to end users.

This structure encompasses digital and voice channels, automation with AI agents, and

in-person service at our relationship units.

Through a customer-base segmentation strategy, we built an active relationship platform for high-value customers, such as Blink One in the BH Cluster. In addition to being an exclusive service channel, it provides “Wow” experiences, creating positive bonds and significantly increasing retention among this audience.

Brasil TecPar also maintains an Ombuds Office as an institutional relationship channel for receiving, handling, and monitoring submissions from customers and other stakeholders. The Ombuds Office mediates requests, suggestions, complaints, and questions, helping strengthen transparency, dialogue, and continuous improvement of internal processes.

Through this channel, the Company increases its listening capacity and promotes a more reliable and responsive organizational environment, supporting management in identifying opportunities for improvement and strengthening well-being and stakeholder relationships.

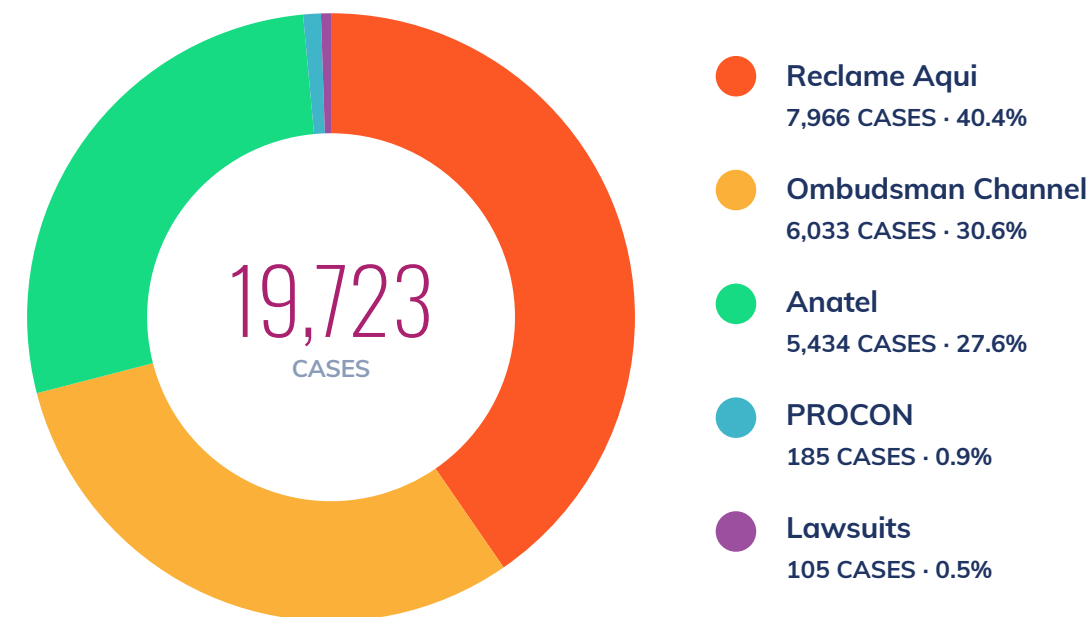
[GRI 2-26]

→ BRASIL TECPAR WEBSITE: <https://www.brasiltecpa.com.br/ouvidoria>

CASES RECEIVED AND HANDLED

OMBUDSMAN CHANNEL - 2025 DATABASE

Including all clusters: Legacy BTP, BH, MG, SC/PR, GO/DF



Communication, regional presence, and community relations

[GRI 3-3]

Brasil TecPar’s operations in the regions where it is present go beyond service delivery, reflecting its commitment to local development and digital inclusion.





The expansion of connectivity infrastructure directly contributes to broader access to information, education, and digital services, strengthening the Company's role as a relevant agent in the socioeconomic development of the regions it serves.

In this context, the Company's brands and operating structures, especially its service units distributed across different locations, play a fundamental role as direct channels for community engagement.

These points of physical and institutional presence enable close, continuous, and high-

-quality interaction with customers and other stakeholders.

Its territorial presence across multiple regions and socioeconomic realities strengthens Brasil TecPar's ability to understand local specificities, adapt its activities, and respond more quickly to community demands. This proximity helps build trust, engage stakeholders, and establish lasting relationships.

The Company thus consolidates an approach based on active listening, proximity, and shared value creation, aligning its operational expansion with a consistent commitment to the

development of the regions where it operates.

Social Responsibility

[GRI 3-3] [GRI 413-1]

Social responsibility at Brasil TecPar is directly connected to its purpose of expanding access to connectivity as a driver of inclusion, development, and social transformation.

THE COMPANY UNDERSTANDS THAT ITS ROLE GOES BEYOND OFFERING TECHNOLOGY

SERVICES, POSITIONING ITSELF AS AN ACTIVE AGENT IN REDUCING INEQUALITIES AND STRENGTHENING THE COMMUNITIES WHERE IT OPERATES.

This approach takes shape both through the expansion of digital infrastructure and the development of initiatives that respond to contexts of social vulnerability, promoting access to information, education, communication, and income-generation opportunities. By bringing connectivity to historically underserved regions, Brasil TecPar contributes to the democratization of knowledge and local economic development, reinforcing the role of digital technology as a tool for social inclusion.

The Company also plays a relevant role in emergency situations, such as extreme weather events, mobilizing its operational capacity to ensure the continuity of essential services and directly support impacted communities, reinforcing its position as an active partner at critical moments.

In this context, Brasil TecPar's structured social programs reflect its commitment to long-term impact, combining technology, digital inclusion, and regional development.

Yogamers do Bem

The Yogamers do Bem program is an initiative focused on promoting social inclusion through technology, using the digital environment as a tool for engagement, learning, and development.

The initiative connects entertainment with social purpose, creating opportunities for young people in different contexts by fostering digital skills, social interaction, and access to educational content. By integrating technology and social impact, the program helps strengthen digital citizenship and broaden prospects for personal and professional development.

Yogamers do Bem reinforces Brasil TecPar's understanding that the digital environment can serve as an instrument of social transformation, especially when focused on inclusion and

the development of skills relevant to the digital economy.

Amigo Rural Project

The Amigo Rural Project is one of Brasil TecPar's main structuring initiatives in digital inclusion and regional development.

Operating for more than six years, the project seeks to bring connectivity to rural communities historically unserved by large operators through the deployment of fiber-optic networks and complementary access solutions.

The initiative already connects more than 100 rural communities, especially in the states of Rio Grande do Sul and Mato Grosso, ensuring access to essential services such as broadband internet, telephony, and television, while enabling new opportunities for communication, education, and income generation.

One of the project's distinguishing features is the equity of its service model, ensuring that customers in rural areas have access to



services under conditions similar to those in urban areas, at no additional cost, reinforcing the commitment to inclusion and social justice.

In addition to promoting digital inclusion, Amigo Rural helps strengthen local communities, reduce inequalities, expand social integration, and support regional economic development. The initiative also positively impacts safety, communication, and families' ability to remain in rural areas, acting as an important driver in mitigating rural exodus.

The project thus consolidates itself as one of the main expressions of Brasil TecPar's commitment to shared value creation, using connectivity as an instrument of social transformation.

Supplier relations and supply chain

[GRI 2-6] [GRI 204-1] [GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]

Brasil TecPar's supply-chain management is guided by principles of transparency, impartiality, and ethics, recognizing suppliers as strategic partners for the continuity and quality of its operations.

The Company maintains a structured supply-governance model, particularly through Request for Proposal (RFP) cycles as a central instrument for CAPEX execution, ensuring fairness in selection processes and predictability in the supply of inputs.

In 2025, product purchases totaled BRL 148 million, of which 44.47% came from local suppliers, while services totaled BRL 195 million, 89% of which were contracted in the same state as the operation, reinforcing the commitment to regional development.

The supply chain consists entirely of partners established in Brazil, including strategic manufacturers and distributors, enabling the Company to combine logistical efficiency with access to global technologies.

During the period, no formal supplier-assessment processes were conducted based on environmental or social criteria beyond the legal and contractual requirements established in the Company's Code of Conduct. Furthermore, no significant negative impacts

were identified in the supply chain.

Government relations (B2G)

Government relations are conducted responsibly, ethically, and transparently through a structure dedicated to the B2G segment that integrates sales, legal, technical, and compliance areas.

Activities include participation in bidding processes, public-contract management, and institutional relations, always in compliance with applicable legislation and the Company's Code of Conduct guidelines.

In 2025, Brasil TecPar made progress in structuring a Central Bidding Office to strengthen governance, standardize processes, improve risk management, and increase the traceability

of interactions with the public sector.

Investor relations and transparency

The Company maintains structured relations with investors and shareholders based on transparency, consistency of information, and accountability.

Communication takes place through formal and periodic channels, ensuring access to relevant information on performance, strategy, and governance and helping build trust and credibility with the market.

Data protection, information security, and trust

[GRI 3-3] [GRI 418-1]

Data protection and information security are

essential pillars for building and maintaining trust in Brasil TecPar's stakeholder relationships. In a context of operational expansion and increasing digital complexity, throughout 2025 the Company structured an integrated and evolving security approach aligned with market best practices and focused on mitigating cyber risks and protecting its critical assets.

These activities were organized into four strategic fronts: security governance, access management, compliance, and infrastructure protection, ensuring a comprehensive approach that combines prevention, monitoring, and incident response.

In security governance, the Company advanced the definition, implementation, and monitoring of policies, standards, and procedures, with continuous maturity-level

reviews based on recognized frameworks such as CIS Benchmarks. This structure ensures that information security is integrated into business decisions, with systematic risk monitoring and active communication with leadership.

ACCESS MANAGEMENT WAS STRENGTHENED IN RESPONSE TO OPERATIONAL EXPANSION, WITH THE ADOPTION OF RIGOROUS IDENTITY-CONTROL PRACTICES, INCLUDING IMPLEMENTATION OF MULTIFACTOR AUTHENTICATION (MFA) IN CRITICAL SYSTEMS, PERIODIC PERMISSION REVIEWS, APPLICATION OF THE PRINCIPLE OF LEAST PRIVILEGE, AND ADVANCEMENT OF SINGLE SIGN-ON (SSO) SOLUTIONS, BALANCING SECURITY AND USER EXPERIENCE.

In compliance, the Company maintained continuous alignment with applicable regulations and internal policies through regular audits, remediation plans, and stronger technology controls. Highlights include expanding antivirus protection to all clusters, implementing internet-access controls, advancing endpoint management, and improving monitoring systems, with

greater data availability for event analysis and response.

Infrastructure protection and attack-surface reduction were also prioritized through network segmentation and microsegmentation, system hardening, environment standardization, and removal of unauthorized software. These initiatives were complemented by firewall optimization, implementation of intrusion detection and prevention solutions (IDS/IPS), and continuous vulnerability management.

The Company also invested in internal awareness through security campaigns and digital training.

Internal awareness campaigns, including simulated phishing attacks, aimed at preparing employees to identify digital threats and reinforce safe behavior in the corporate environment.

CYBERWEEK, A WEEK DEDICATED TO INFORMATION SECURITY, WITH EDUCATIONAL INITIATIVES, EXPERT

LECTURES, INTERACTIVE CONTENT, QUIZZES, AND SUPPORT MATERIALS, INCREASING EMPLOYEE ENGAGEMENT ON THE TOPIC.

DIGITAL INFORMATION-SECURITY TRAINING MADE AVAILABLE THROUGH THE TEC.ON CORPORATE PLATFORM, INCLUDING ONBOARDING MODULES AND SPECIALIZED CONTENT, ENSURING SCALE, FLEXIBILITY, AND CONTINUOUS UPDATING.

CONTINUOUS AWARENESS PROGRAM WITH RECURRING COMMUNICATION ON SECURITY BEST PRACTICES, REINFORCING EACH EMPLOYEE'S ROLE IN PROTECTING COMPANY DATA AND ASSETS.

DISSEMINATION OF EDUCATIONAL CONTENT COVERING TOPICS SUCH AS SAFE PASSWORD USE,

MULTIFACTOR AUTHENTICATION, RESPONSIBLE INTERNET USE, SECURITY IN THE USE OF ARTIFICIAL INTELLIGENCE, SOCIAL ENGINEERING, PHYSICAL SECURITY, AND OTHERS.

In addition, the large-scale adoption of collaborative tools drove the implementation of automated information-classification policies, contributing to greater control and protection of corporate data.

As a result of this set of initiatives, Brasil TecPar maintained a robust and resilient security environment throughout 2025, with no substantiated complaints of data breaches recorded during the period, reinforcing the effectiveness of the practices adopted and the Company's commitment to protecting information belonging to its customers, employees, and partners.





NATURAL CAPITAL

[GRI 3-3]

Brasil TecPar recognizes natural capital as a relevant element in the sustainability of its operations, especially considering the nature of its activities, which are based on geographically distributed telecommunications infrastructure and depend on resources such as energy, materials, and physical space for the installation and operation of networks.

In this context, the Company seeks to conduct its operations responsibly, focusing on the efficient use of resources and reducing environmental impacts, in line with the evolution of its

governance and sustainability practices.

Throughout 2025, environmental management focused on identifying and controlling the main aspects associated with operations, particularly energy consumption, waste management, and impacts related to infrastructure expansion and maintenance.

INFRASTRUCTURE EXPANSION AND BIODIVERSITY

[GRI 304-2]

Telecommunications infrastructure expansion

is conducted in accordance with applicable regulatory and environmental requirements, focusing on mitigating local impacts and ensuring operational compliance. In this context, the Company also considers biodiversity-related aspects, especially in areas that may require environmental licensing or environmental-impact assessments.

Although its activities are not directly associated with significant impacts on biodiversity, Brasil TecPar seeks to act preventively, ensuring that its operations comply with environ-

mental legislation and practices that contribute to preserving the surrounding environment.

WASTE MANAGEMENT

[GRI 306-1] [306-2]

WASTE MANAGEMENT AT BRASIL TECPAR IS DIRECTLY CONNECTED TO OPERATIONAL EFFICIENCY AND OPTIMIZED RESOURCE USE, REFLECTING THE EVOLUTION OF THE COMPANY'S PRACTICES TO REDUCE ENVIRONMENTAL IMPACTS AND PROMOTE SOLUTIONS ALIGNED WITH THE CIRCULAR ECONOMY.

In 2025, the Company made significant progress in preventing waste generation, particularly by expanding equipment-recovery activities.

This effort included adding two new recovery cells associated with the integration of the Minas Gerais and Goiás operating units, strengthening the capacity to sort, test, and refurbish assets from residential, corporate,

and data-center operations.

In 2025:

Approximately 84,000 pieces of equipment underwent sorting, testing, and repair processes.

Achieving a 93.6% recovery rate.

More than 78,000 pieces of equipment were returned to operations.

Estimated savings of BRL 15.7 million in avoided purchases.

THESE INITIATIVES ENABLE NOT ONLY THE REUSE OF EQUIPMENT WITHIN OPERATIONS, BUT ALSO A REDUCED NEED TO PURCHASE NEW MATERIALS AND LOWER WASTE GENERATION, DIRECTLY CONTRIBUTING TO GREATER



CAPITAL EFFICIENCY AND OPERATIONAL SUSTAINABILITY.

In addition, the Company structured an obsolescence-management process focused on the proper disposal of equipment that cannot be reintegrated into operations. This process prioritizes recovering the value of these assets through new uses or structured sales, reducing disposal as scrap and extending the materials' life cycle.

Brasil TecPar has also been strengthening operational-awareness initiatives focused on reducing waste from materials used in field activities, encouraging reuse and the return of operational leftovers with reuse potential. The initiative contributes to more efficient resource use, fewer operating losses, and stronger environmental discipline in operating routines.

For waste inevitably generated by production activities, such as waste from the maintenance and replacement of network sections, Brasil TecPar adopts a reverse-logistics model. In this process, waste is collected and stored at specific points and periodically sent to specialized partners, ensuring proper treatment and compliance with applicable legislation.

The Company maintains partnerships with qualified waste-management companies that provide periodic traceability and compliance reports. These include companies certified under recognized environmental standards such as ISO 14001, reinforcing the commitment to responsible waste management.

These practices are monitored through specific performance indicators, including the volume

of waste collected and its classification by type, enabling greater control, traceability, and continuous management improvement.

WASTE GENERATED

[GRI 306-3]

Weight (per 1,000 kg)

Material Type	Generation		Weight
	Waste Generated	Hazardous / Non-hazardous	
Fiber optics	Fiber optics	Non-hazardous	6.39
	Iron	Non-hazardous	0.08
	Iron	Non-hazardous	
Electronic	Aluminum	Non-hazardous	0.18
	Plastic	Non-hazardous	1.55
Batteries	Batteries	Hazardous	0.63
Wood	Wood	Non-hazardous	
Metal	Iron	Non-hazardous	0.39
Paper	Paper	Non-hazardous	0.29
Rubber	Rubber	Non-hazardous	
Plastic	Plastic	Non-hazardous	1.41
Total			10.91

* Includes only the Brasil TecPar Cluster and Minas Gerais Cluster.

WASTE MANAGEMENT BY DESTINATION

[GRI 306-4] [GRI 306-5]

Weight (per 1,000 kg)

Material Type	Disposal (Weight treated in each process)				Inside / outside the Organization
	Waste Generated	Recycling	Processed for sale	Co-processing	
Fiber optics	Fiber optics	6.39	6.39		Outside
Electronic	Iron	0.08	0.08		Outside
	Iron				
	Aluminum	0.18	0.18		Outside
	Plastic	1.55	1.55		Outside
Batteries	Batteries	0.63	0.63		Outside
Wood	Wood				
Metal	Iron	0.39	0.39		Outside
Paper	Paper	0.29	0.29		
Rubber	Rubber				
Plastic	Plastic	1.41	1.41		Outside
Total		10.91			-

* Includes only the Brasil TecPar Cluster and Minas Gerais Cluster.

ENERGY CONSUMPTION AND OPERATIONAL EFFICIENCY

[GRI 302-1] [GRI 302-2] [GRI 302-3]

ELECTRICITY IS ONE OF THE COMPANY'S MAIN OPERATING INPUTS AND IS ESSENTIAL TO THE OPERATION OF NETWORKS, EQUIPMENT, AND STRUCTURES THAT SUPPORT CONNECTIVITY.

Brasil TecPar therefore continuously monitors its energy consumption and seeks efficiency opportunities through technological modernization, infrastructure optimization, and improved operational performance.

Energy consumption WITHIN the organization	
Electricity (GJ) Non-renewable	11,825
Electricity (GJ) Renewable	19,357

* Includes only the Brasil TecPar Cluster, Paraná/Santa Catarina Cluster, and Minas Gerais Cluster.

WATER MANAGEMENT

[GRI 303-1] [GRI 303-2] [GRI 303-3]

Water-consumption management at Brasil TecPar is mainly associated with administrative activities and operational support, including technical facilities and data centers. Although water is not a critical input for the Company's business model, the topic is monitored as part of environmental management and efficient-resource-use practices.

THE COMPANY SEEKS TO PROMOTE THE CONSCIOUS USE OF WATER IN ITS OPERATIONS THROUGH CONSUMPTION MONITORING AND RATIONALIZATION PRACTICES ALIGNED WITH INTERNAL GUIDELINES AND APPLICABLE REGULATORY REQUIREMENTS. THESE INITIATIVES HELP REDUCE WASTE AND PROMOTE RESPONSIBLE USE OF NATURAL RESOURCES, ESPECIALLY IN CONTEXTS OF OPERATIONAL EXPANSION.

WATER CONSUMPTION

[GRI 303-5]

Water consumption by the organization (m³/year)	Year 2025	10,642
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* Includes only the Brasil TecPar Cluster and Minas Gerais Cluster.

EMISSIONS MANAGEMENT

Emissions management at Brasil TecPar is directly related to the evolution of its infrastructure, operational efficiency, and the Company's ability to grow sustainably. In a sector that depends heavily on connectivity and continuous network availability, environmental impacts are associated not only with direct energy consumption, but also with operating distributed infrastructure, field logistics, equipment life cycles, and the continuous expansion of technological capacity.

In this context, the Company has been consolidating a structured approach to climate management, integrating energy-efficiency practices, operational modernization, asset rationalization, and circularity as complemen-

tary elements of its growth strategy.

Brasil TecPar's climate agenda is based on the understanding that expanding digital infrastructure naturally increases operational energy demand. The Company therefore focuses on reducing energy and emissions intensity per unit delivered, seeking to expand capacity, connectivity, and processing with greater operational efficiency and more predictable resource management.

The composition of the Company's energy consumption reflects the nature and scale of its operations, with approximately 72% concentrated in network sites, 13% in Edge Data Centers, and 15% in administrative facilities. This distribution demonstrates the relevance of technological infrastructure to ensuring the continuity, availability, and quality of the connectivity and technology services offered by Brasil TecPar.

In this scenario, Brasil TecPar began evolving its energy strategy toward models with greater traceability and a higher share of renewable sources, including dedicated contracts, certification mechanisms, and structures that

provide proof of energy origin, aligned with its internal ambition to progressively increase the share of verified renewable energy in its operations by 2030.

At the same time, the Company advanced initiatives focused on the operational and energy efficiency of its infrastructure, including rationalization and modernization of network sites, improved energy efficiency of Edge Data Centers, modernization of energy and battery systems, greater operational automation, and initiatives to reduce operational travel through predictive tools and network intelligence.

The Company also continued the decarbonization journey of its operating fleet, offsetting 1,073.21 tCO₂e in 2025 through a structured program associated with logistics operations

and field travel.

BRASIL TECPAR'S CLIMATE AGENDA ALSO INCORPORATES INITIATIVES FOCUSED ON CIRCULARITY AND OPTIMIZED RESOURCE USE, WITH AN EMPHASIS ON INCREASING THE REUSE AND REFURBISHMENT OF OPERATING EQUIPMENT. THIS APPROACH CONTRIBUTES TO REDUCING WASTE GENERATION, EXTENDING ASSET LIFE CYCLES, AND REDUCING THE NEED TO PURCHASE NEW MATERIALS.

Integrated into the Company's operating strategy, these initiatives strengthen operational efficiency, reduce pressure on the supply chain, and increase the connection among sustainability, capital efficiency, and long-term value creation.

The Company also maintains reverse-logistics and environmentally appropriate disposal initiatives for operational waste, including optical fibers, batteries, and electronic equipment, in partnership with specialized and certified companies.

In the coming cycles, Brasil TecPar will continue to consolidate its climate governance, advance monitoring mechanisms, and expand energy-efficiency and infrastructure-modernization initiatives, strengthening its capacity for sustainable growth in an environment of increasing demand for connectivity and digital services.



FUTURE VISION

We closed 2025 confident that Brasil TecPar has reached a new level of scale and maturity, consolidating a growth model capable of combining expansion, efficiency, and capital discipline. The cycle now concluded marks the transition from an acquisition-intensive journey to a phase of consistent integration and sustainable value creation, supported by strengthened governance, an extended capital structure, and an expanded customer base that reflects the trust earned in the market.

For the next cycle, the Company maintains

a clear and structuring vision for the future: to consolidate its position among the five largest and best connectivity and technology companies in Brazil. This ambition guides each of our strategic decisions and reflects a dual commitment. On the one hand, greater scale and a national presence, supported by a disciplined strategy of growth and operational integration. On the other, the continuous evolution of the quality of everything we deliver - products, service, infrastructure, and relationships with our shareholders, employees, customers, suppliers, and institutional partners.

Being one of the largest companies is directly associated with consolidating the Company's operations, expanding its customer base, and strengthening its geographic presence. The pursuit of being one of the best translates into the continuous improvement of processes, systems, and infrastructure, the strengthening of corporate governance, the evolution of the management model, and the consolidation of an aligned and integrated organizational culture that is results-oriented. These commitments are inseparable: growth without quality is not sustainable over the long term,

and quality without scale does not build industry leadership.

Capital discipline and commitment to shareholders

More than a management principle, capital discipline is one of the cornerstones of our future vision. The recently concluded cycle consolidated an extended debt profile, leverage at healthy levels, and operating indicators that support the confidence of rating agencies, partner financial institutions, and the capital markets. Moving forward from this foundation means preserving rigor in capital allocation, maintaining predictable results, and - centrally - strengthening the ability to generate cash and adequately compensate those who have entrusted their capital to the Company. Shareholders are ultimately the owners of the business, and management must honor this relationship

with transparency, financial responsibility, and consistent value creation.

Evolution of the commercial model

To support the next stage of growth, Brasil TecPar is undertaking a comprehensive review of its commercial strategy. The market in which we operate is no longer limited to a single segment, and the Company is structuring its operations around five complementary fronts: residential (B2C), small and medium-sized enterprises (B2S), corporate (B2B), the public sector (B2G), and the partner and wholesale market (B2W). This segmentation reflects the maturity achieved by our operations and the diversity of the addressable market, allowing each vertical to have dedicated leadership, its own indicators, and specific value propositions. It is a model that creates scale without sacrificing focus and prepares the Company to capture opportunities across every layer of

the connectivity and technology ecosystem.

Integration and a single organizational identity

The integration of the operations built over recent years and the strengthening of a single organizational identity remain central to supporting growth with consistency and quality. Unifying processes, systems, and culture is demanding work that cannot be completed in a single cycle, but it is already delivering visible results through the convergence of regional operations, standardized service levels, and the construction of a common institutional narrative. Each cluster preserves the local knowledge that makes it competitive while adhering to a single strategic direction, executed with discipline and in harmony with the Company's long-term objectives.

Our faith in people

None of what is described here would be possible without the people who build this Company's history day after day. Our employees - present in every state and operation in which we work, across technical, sales, administrative, and service teams - are the true driving force behind the transformation we celebrate. Our trust in them is absolute, and the consistent results we present are, in essence, a reflection of their engagement, dedication, and pride in wearing Brasil TecPar's colors.

We recognize the Executive Board for tireless execution, courageous decisions made at demanding moments, and a delivery capacity that has proven, year after year, to be above the industry average. We thank the Board of Directors for the strategic direction, balance, and qualified governance that sustain the confidence of shareholders, partners, and the market. Brasil TecPar's institutional strength emerges from the combination of these three layers - employees, executives, and Board members - and it is in them that we place our deepest faith in the continuity of this journey.

WITH A ROBUST PLATFORM, PROVEN
EXECUTION CAPABILITIES, AND CLEAR
STRATEGIC DIRECTION, BRASIL TECPAR IS
PREPARED TO ADVANCE ON ITS JOURNEY.
THE NEW CYCLE CALLS FOR LESS HASTE
AND GREATER CONSISTENCY, LESS NOVELTY
AND GREATER DEPTH, LESS VORACITY
AND GREATER MATURITY. IT IS TIME TO
CONSOLIDATE, INTEGRATE, ENHANCE, AND
REWARD - SUSTAINING OUR POSITION
AMONG THE FIVE LARGEST AND BEST
COMPANIES IN THE SECTOR IN BRAZIL
AND EXPANDING, IN A LASTING MANNER,
OUR CAPACITY FOR LONG-TERM VALUE
CREATION.





Summary GRI

GRI CONTENT INDEX

Statement of use	Brasil Tecnologia e Participações S.A. reported the information cited in this GRI Content Index for the period from January 1 to December 31, 2025, in accordance with the GRI Standards.
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GENERAL DISCLOSURES

GRI 1: FOUNDATION 2021

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
General Disclosures				
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organization name	-	Brasil Tecnologia e Participações S.A	-
	2-6 Activities, value chain and other business relationships	-		-
	2-1 Location of the organization's headquarters		Rua Gomes de Carvalho, 1510, conj.12. Vila Olímpia - São Paulo/SP - 04547-005	-
	2-1 Location of the organization's operations	43		-
Strategy				
GRI 2: GENERAL DISCLOSURES 2021	2-22 Statement on sustainable development strategy	9		
	2-25 Processes to remediate negative impacts	29		
General Disclosures				
GRI 2: GENERAL DISCLOSURES 2021	2-26 Mechanisms for seeking advice and raising concerns	29,70		
	2-27 Compliance with laws and regulations	-	No cases of non-compliance with laws or regulations were identified in 2025.	
	2-28 Membership associations	61		
Stakeholder engagement				
GRI 2: GENERAL DISCLOSURES 2021	2-29 Approach to stakeholder engagement	17		
	2-30 Collective bargaining agreements	61		

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
Reporting practices				
GRI 2: GENERAL DISCLOSURES 2021	2-2 Entities included in the organization's sustainability reporting	43		
	2-3 Reporting period, frequency and contact point	7	https://ri.brasiltecpar.com.br/	
	2-4 Restatements of information	-	No restatements are planned for this reporting period.	
	2-5 External assurance	-	Not applicable	
Corporate Governance				
GRI 2: GENERAL DISCLOSURES 2021	2-9 Governance structure and composition	22		
	2-10 Nomination and selection of the highest governance body	25		
	2-11 Chair of the highest governance body	25		
	2-12 Role of the highest governance body in overseeing the management of impacts	25		
	2-13 Delegation of responsibility for managing impacts	26, 27, 33		
	2-14 Role of the highest governance body in sustainability reporting	7		
	2-15 Conflicts of interest	32		
	2-16 Communication of critical concerns	28, 31		
	2-17 Collective knowledge of the highest governance body	26		
	2-18 Evaluation of the performance of the highest governance body	-	Unavailable	
	2-23 Policy commitments	28		
	2-24 Embedding policy commitments	29		
Management of material topics				

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	17, 19		
	3-2 List of material topics	18		
	3-3 Management of material topics	18, 19		
Privacy and Cybersecurity				
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	76		
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	76		
Risk management				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics	32, 33		
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	32		
	205-2 Communication and training about anti-corruption policies and procedures	32		
	205-3 Confirmed incidents of corruption and actions taken	32		
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No legal actions were reported during the period under review.	
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		No operations or suppliers at significant risk for incidents of child labor were identified during the period under review.	

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
Risk management				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics	32, 33		
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	32		
	205-2 Communication and training about anti-corruption policies and procedures	32		
	205-3 Confirmed incidents of corruption and actions taken	32		
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No legal actions were reported during the period under review.	
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		No operations or suppliers at significant risk for incidents of child labor were identified during the period under review.	
Management of material topics				
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		No operations or suppliers at significant risk for incidents of forced, compulsory, or slave-like labor were identified during the period under review.	
Digitalization				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics	47		
Communication				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics			

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
Communication				
GRI 417: MARKETING AND LABELING 2016	417-3 Incidents of non-compliance concerning marketing communications		No cases of non-compliance were identified for this indicator.	
Customer Experience				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics	69		
Innovation				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics	43, 47		
Environmental management				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics	79 - 85		
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions		Unavailable.	
	305-2 Energy indirect (Scope 2) GHG emissions		Unavailable.	
Management of material topics				
GRI 305: EMISSIONS 2016	305-3 Other indirect (Scope 3) GHG emissions		Unavailable.	
	305-4 GHG emissions intensity		Unavailable.	
	305-5 Reduction of GHG emissions		Unavailable.	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	83		
	302-2 Energy consumption outside of the organization	83		
	302-3 Energy intensity	83		
	302-4 Reduction of energy consumption		Unavailable.	
GRI 304: BIODIVERSITY 2016	304-2 Significant impacts of activities, products and services on biodiversity	79		

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	80		
	306-2 Management of significant waste-related impacts	80		
	306-3 Waste management by destination	82		
	306-4 Waste diverted from disposal	83		
	306-5 Waste directed to disposal	83		
Talent management				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics	51 - 67		
Management of material topics				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	61		
Management of material topics				
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-2 Hazard identification, risk assessment, and incident investigation	62		
	403-3 Occupational health services	62		
	403-4 Worker participation, consultation, and communication on occupational health and safety	62		
	403-5 Worker training on occupational health and safety	64		
	403-6 Promotion of worker health	65		
Management of material topics				

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62		
	403-8 Workers covered by an occupational health and safety management system	61		
	403-9 Work-related injuries	66		
	403-10 Work-related ill health	66		
GRI 2: GENERAL DISCLOSURES 2021	2-19 Remuneration policies	55		
	2-20 Process to determine remuneration	55		
	2-21 Annual total compensation ratio		Unavailable.	
GRI 2: GENERAL DISCLOSURES 2021	2-7 Employees	52		
	2-8 Workers who are not employees	53		
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	57		
	404-2 Programs for upgrading employee skills and transition assistance programs	57		
	404-3 Percentage of employees receiving regular performance and career development reviews	60		
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	52		
	401-3 Parental leave	53		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	55		
Management of material topics				

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	54		
	405-2 Ratio of basic salary and remuneration of women to men	54		
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken		Unavailable.	
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures		Unavailable.	
Commitment to Society				
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics	71		
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	72		
	413-2 Operations with significant actual or potential negative impacts on local communities		Brasil TecPar is improving its reporting for upcoming cycles	
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	37		
	201-2 Financial implications and other risks and opportunities due to climate change	41		
	201-3 Defined benefit plan obligations and other retirement plans		Unavailable.	
Management of material topics				
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	57		
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 Infrastructure investments and services supported	46		
	203-2 Significant indirect economic impacts		Brasil TecPar is improving its reporting for upcoming cycles.	

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
Management of material topics				
GRI 207: TAX 2019	207-1 Approach to tax	40		
	207-2 Tax governance, control, and risk management	40		
	207-3 Stakeholder engagement and management of concerns related to tax	40		
GRI 3: MATERIAL TOPICS 2021	3-3 List of material topics			
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	204-1 Proportion of spending on local suppliers	74		
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	74		
	308-2 Negative environmental impacts in the supply chain and actions taken	74		
Supply Chain				
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	74		
	414-2 Negative social impacts in the supply chain and actions taken	74		
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor		No operations or suppliers at significant risk for incidents of child labor were identified during the period under review.	

Standard	Content	IR Pages	Information/Omission	ODS/SDGs
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		No operations or suppliers at significant risk for incidents of forced, compulsory, or slave-like labor were identified during the period under review.	



Integrated **Report** 2025

TECHNICAL INFORMATION:

GENERAL COORDINATION: BRASIL TECPAR
PHOTOS: BRASIL TECPAR COLLECTION
WWW.BRASILTECPAR.COM.BR

INFORMATION INTELLIGENCE, NARRATIVE,
WRITING, AND DESIGN SEALL