



ANNUAL IMPACT REPORT 2021

# VINCI IMPACT AND RETURN IV

VINP | Nasdaq Listed

FUND

VIR IV



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## **VIR IV RESULTS 2021:**

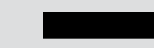
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## ABOUT US

# A BRAZILIAN ASSET MANAGER WITH A GLOBAL PRESENCE THAT OPERATES UNDER A UNIQUE AND INDEPENDENT MODEL IN BRAZIL

**2009**  
Vinci's foundation

**244**  
Employees

Offices in  
**Rio de Janeiro, São Paulo, Recife and New York**

### Business areas

PRIVATE EQUITY

INFRASTRUCTURE

REAL ESTATE

CREDIT

PUBLIC EQUITIES

HEDGE FUNDS

INVESTMENT PRODUCTS & SOLUTIONS

FINANCIAL ADVISORY

**US\$ 10.2 BILLION\***

Under management

**328**

Funds & Assets

**34**

Partners with complementary expertises

For more corporate information about Vinci Partners, please refer to the company's Annual Report 2021 at the following e-mail address: [Vinci Partners](mailto:VinciPartners).

FX rate as of December, 31<sup>st</sup> 2021 numbers

\* AUM is calculated with double-counting, including funds from one segment that invest in other segments. There is no double-counting for funds co-managed by two or more Vinci Partners investment segment.

## LETTER FROM THE CEO



**Alessandro Horta**

Founding Partner & CEO at Vinci

The year of 2021 was transformational for Vinci Partners. With our NASDAQ IPO, we increased our controls and disclosure levels, increased the scope of our operations, attracted permanent capital and intensified our long-term responsibility towards the future. As a result, we strengthened our Governance structure and, of course, made further progress in our Responsible Investment and Impact practices.

Our ESG trajectory began long before the topic became popular, when we became PRI signatories in 2012, being one of the pioneers in adhering to the Responsible Investment Principles in Brazil. Since then, year after year, we have advanced in this agenda by structuring internal processes and measuring the positive impacts of our investments in Fundo Nordeste III in 2018. In 2021, we created our ESG committee, chaired by a female independent board member, a historical milestone for Vinci.

Along the way, we took a fundamental step in this journey by raising the largest Impact fund in Latin America: Vinci Impact and Return IV. In its first year, we have been moving towards generating a positive impact on society through investments in small and medium-sized companies in Brazil, identifying entrepreneurs motivated by the theme with the support of our team.

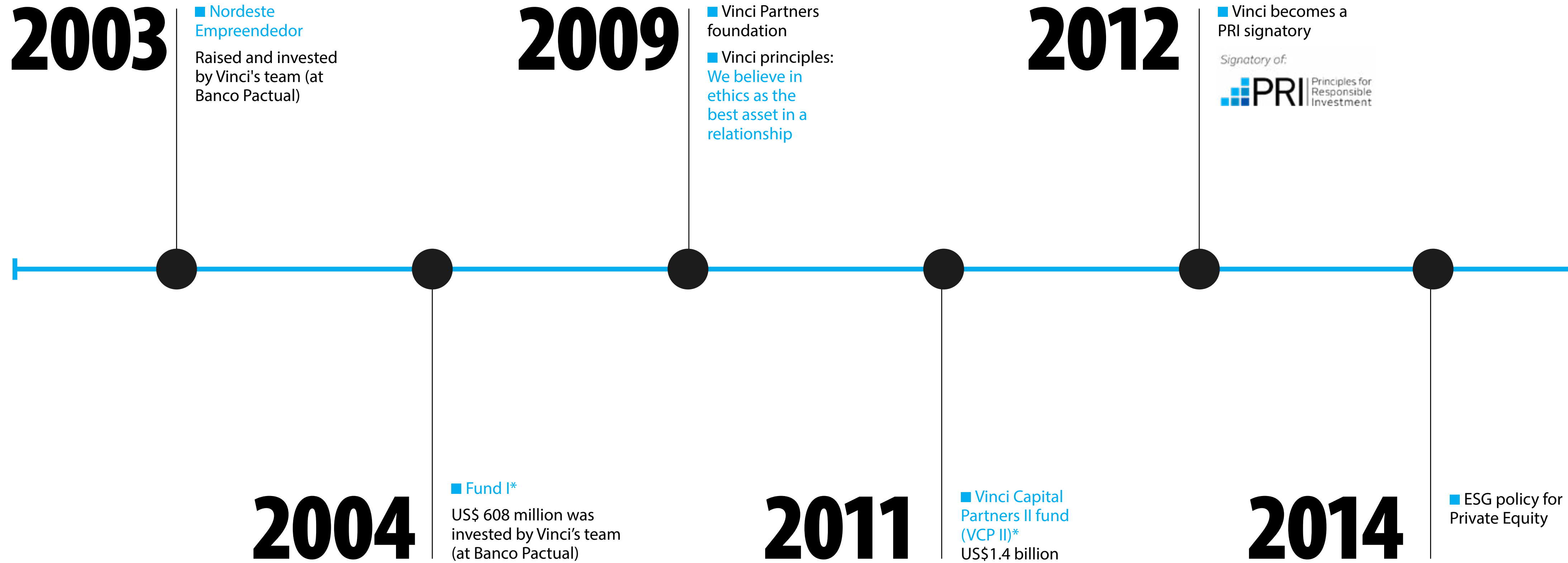
We are proud of how Vinci's impact trajectory has been developed so far. We are also proud of having completed the first year of VIR IV following our strategy and principles. We remain excited for what is yet to come.

# ABOUT VINCI PARTNERS

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# CONTINUOUS EVOLUTION IN ESG AND IMPACT: OUR TIMELINE



\*Considering final closing FX

# CONTINUOUS EVOLUTION IN ESG AND IMPACT: OUR TIMELINE

## 2017

- New ESG model, new governance, and new compliance model
- Vinci takes over **Nordeste II "NE II"** and **Nordeste III "NE III" Funds**
- **NE III** R\$240 million in committed capital



## 2019

- Vinci Private Equity is awarded an "A" grade by PRI
- **VCP III** US\$ 1 billion\*\*
- **VIR IV** BNDES approves fund anchor

## 2021

- **VIR IV** raises R\$1 billion and joins Impact Principles \*\*\*



- Creation of the ESG Committee, led by independent board member **Sonia Consiglio**

- Compensation of GHG emissions from administrative activities (scopes 1 and 2)

- **VIR IV** chosen as "private equity ESG fund of the year" by Environmental Finance



## 2018

- **NE III** starts measuring development indicators in portfolio companies



## 2020

- Vinci engages with IDB to implement the WEPs tool



## 2022

- **VIR IV** releases its first disclosure statement on its alignment to Impact Principles and performs an independent verification

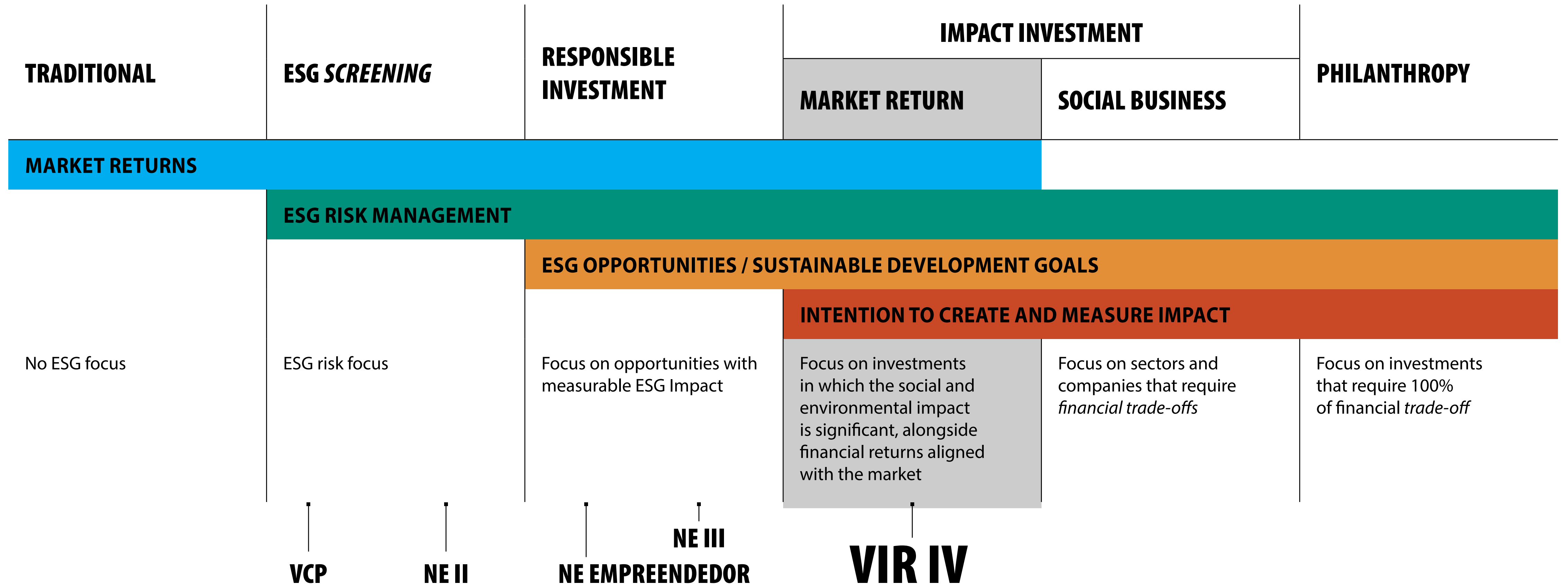
\*WEPs: Women Empowerment Principles

\*\* Considering final closing FX

\*\*\* Impact Principles: Operating Principles for Impact Management

ESG: acronym for Environmental, Social, and Governance

# ESG AND IMPACT APPROACH



## ESG AND IMPACT APPROACH

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“ESG integration aims to manage risk and establish value creation opportunities for companies and investors, while impact investment requires a broader perspective. With this perspective, the investor must see beyond the companies' walls and their financial results, and focus on generating positive socio-environmental impact.

With VIR IV, this is accomplished through a clear intention to incorporate an impact strategy to the investments, connected to their growth plan and in such a way that the benefits to society are manageable and measurable.”

### **Guilherme Teixeira**

Partner Director of NINT (former consulting division of SITAWI), impact consulting firm of the fund

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“Impact investing goes further than ESG investing in two ways: firstly, it aims not just to avoid a negative impact, but to create a positive one; secondly, it insists on measuring the impact it creates.”

### **Sir Ronald Cohen, 2021**

Cohen, R. M. (2021). Impact: Reshaping Capitalism to Drive Real Change

# ABOUT VIR IV FUND

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## LETTER FROM THE MANAGER

By the end of 2020 – in the middle of the Covid pandemic – we started managing Vinci Impact and Return IV (“VIR IV”), the fourth fund of Vinci’s strategy focused on Small and Medium Enterprises (“SMEs”). The first three vintages concentrated the investments in the Northeast region of Brazil. Now, VIR IV shifts this effort to a national level. The year of 2021 was the first complete year of the fund and this is our first Impact Report.

VIR IV was conceived with a clear strategy and mandate: we seek financial risk adjusted return adequate to the asset class – especially within the Healthcare, specialized retail and B2B services sectors – and that, by growing and improving portfolio companies, they become suitable targets for potential buyers in 3-5 years.

Beyond that, we also seek to generate a positive impact in society through our investments. Portfolio companies need to have in the “heart” of their businesses an activity that generates scalable and quantifiable positive impact.

An example to that is Transpotech (VIR IV’s third investment), which by renting and repairing electric forklifts generates a relevant positive environmental impact. And how does VIR IV make a difference? By supporting, through capital and know how, a better quality and stronger growth for portfolio companies.

The year of 2021 was filled with challenges. Analyzing impact and return in all steps of the investment process, applying specific impact tools and frameworks as they were, was a new experience for the team. We have been learning a lot throughout this journey, which is only beginning.

We have been faithful to the strategy that has been initially conceived – we discarded 1/3 of the potential deals in the pipeline as a consequence of low adherence to our impact strategy, even though they had a solid thesis from the financial perspective. On the other hand, we have not yet invested in companies that were created exclusively to solve a specific

problem of society. It is important to combine both factors – impact and financial return.

Since the beginning of the fundraising, it was a really important goal of ours that we spoke about our strategy very clearly. Now we are working to deliver what we have promised.

We have concluded VIR IV’s fifth investment in early 2022. This represents a good investment pace, but to invest efficiently is about quality, not quantity. In addition, we can say that we are satisfied with the quality of the entrepreneurs that we have associated ourselves with, and with the quality of the businesses that we have invested in. Regardless, this is still the beginning of the game.

From the impact standpoint, we are aware that we are still early in the journey and that we have a constant learning curve. We need to continually improve the impact generation and measurement, also to better demonstrate to portfolio companies how impact and return can develop alongside each other.

Finally, we would like to highlight the quality of the work from our portfolio companies’ entrepreneurs. They are the true heroes of this journey. At the same time, I would like to thank all investors that made possible the VIR IV fund and our dream of generating impact and return combined! Without the investors, none of this would be possible.

On behalf of the entire Vinci team, we thank all of you. This partnership with investors, entrepreneurs and manager is the heart of this dream, which is becoming true.



**José Pano**  
Partner & Head of  
Impact Investing

## IMPACT THESIS

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**WE SEEK TO PARTNER WITH SMALL AND MEDIUM-SIZED ENTREPRENEURS, WHO HAVE LIMITED ACCESS TO LONG-TERM CAPITAL, IN BUSINESSES THAT HAVE A **POSITIVE IMPACT ON SOCIETY**, AND THAT, WITH OUR INVESTMENT AND PURPOSE, CAN LEVERAGE THIS IMPACT EVEN FURTHER.**

# IMPACT STRATEGY

## WHAT DO WE LOOK FOR?

- 01. Medium-sized enterprises with limited access to long-term capital
- 02. Companies that create, in their business model, a positive impact on society in environmental and/or social matters
- 03. We prioritize companies outside the major urban centers
- 04. Companies led by outstanding entrepreneurs who understand that VIR IV can be the best partner to achieve their dreams
- 05. Partnership with entrepreneurs who share the same belief that it is possible to deliver financial results and have a positive impact on society

## HOW DO WE WORK?

- INTENTIONALITY
- CONTRIBUTION
- MANAGEMENT
- GOALS

## OUR HOPES!

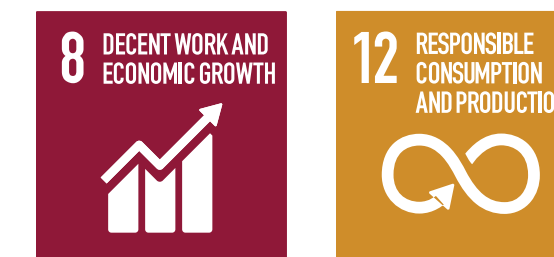
TO DELIVER VALUE AND MAKE A DIFFERENCE THROUGH THE CREATION OF POSITIVE IMPACT FOR THE COMPANY AND ITS STAKEHOLDERS IN THE SOCIAL AND ENVIRONMENTAL AREAS

## ALIGNING THE SDGS WITH OUR FOCUS AREAS

### HEALTHCARE



### SPECIALIZED RETAIL

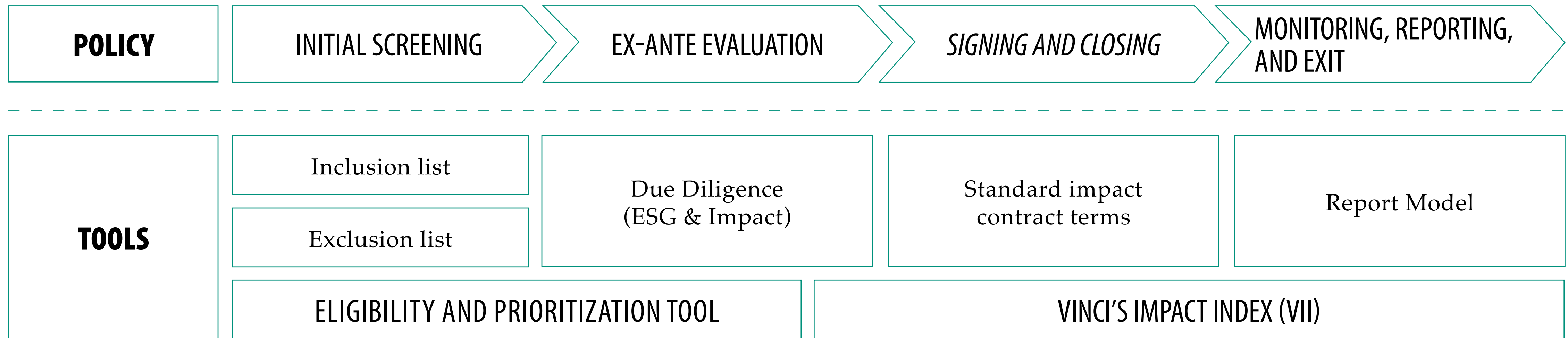


### B2B SERVICES



# ESG AND IMPACT FRAMEWORK

VIR IV's thesis and impact approach are incorporated throughout the investment cycle



 **Eligibility tool**  
 • Investment adequacy and Impact strategy

 **Diligence**  
 • Impact DD and ESG  
 • Based on IFC principles

 **Report**  
 • Quarterly reports  
 • ESG metrics and scores VII

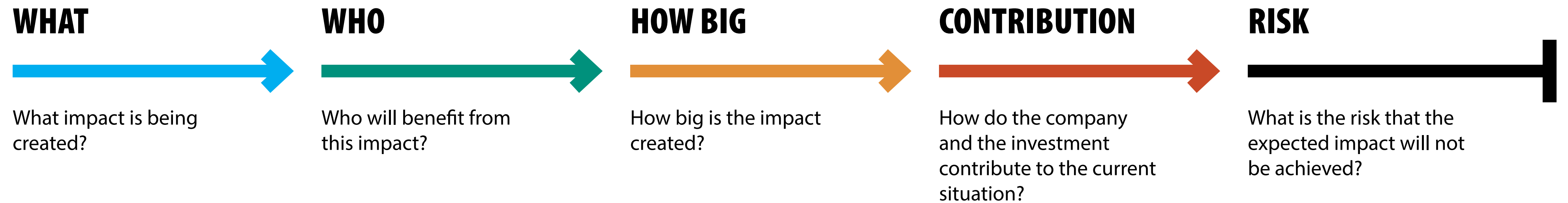
 **Vinci's Impact index (VII)**  
 • Investment score  
 • Based on IMP's five dimensions

## VINCI'S IMPACT INDEX

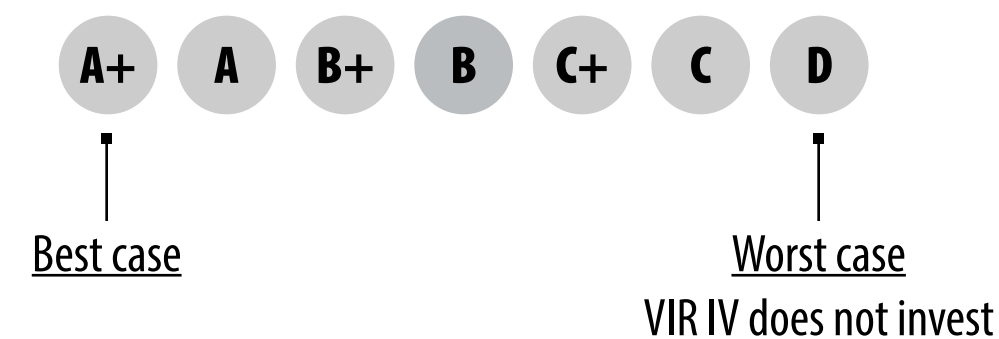
The tool is applied annually and revisited for each of the portfolio companies considering the evolution scenario of the impact themes. The expectation is that, by following the impact plan, the score would be on a rising improvement trend

## IMPACT MANAGEMENT PROJECT

### VINCI'S IMPACT INDEX



For each of these aspects, we assign a score that results in the business's Vinci Impact Index at the moment of the VIR IV investment. The final result is a score:



The tool is applied annually and revisited for each of the portfolio companies considering the evolution scenario of the impact issues, and the expectation is that, by following the impact plan, the score is on a rising improvement trend.

## ESG INVESTMENT APPROACH

During the process of analyzing potential investments, we emphasize the importance of two fundamental principles of our ESG and Impact Policy:

### 01. RELEVANCE OF ESG PRACTICES

Development of processes and governance to minimize risks and identify opportunities that a traditional economic-financial management approach cannot grasp. Attention to ESG issues leads companies to more responsible and sustainable management.

### 02. CREATING IMPACT

We leverage impact creation by providing long term capital and know how to medium-sized enterprises, increasing the impact creation associated with the business and, in some cases, by developing products, services, and processes that have a positive impact on society.

**WE WANT THE  
ENTREPRENEURS AND THE  
COMPANY'S MANAGEMENT  
TO BE ALIGNED WITH THESE  
ASPECTS AND WE WORK  
TOWARDS BEING PARTNERS  
IN THIS ENDEAVOR**

At the moment of investment, we develop an impact & ESG plan with the companies focused on actions that create value for the company, the environment, and society.

We intend that more and more portfolio companies see environmental and social opportunities as a fundamental part of their business value and that with governance, goals, and management, the ESG practices also contribute to the long-term maximization of financial results.

## ABOUT VINCI CULTURE

"Vinci's culture is based on people – we understand that having the right people in the right places is crucial for the growth and solidity of the business. With the challenge and the opportunity to go deeper into this People and Culture view in investments, I am part of the Investment Committee of VIR IV. At each committee, the focus of the process is to understand the company's and entrepreneur's moment, their struggles, challenges, and opportunities. And with each investment, we work together to refine an Impact Statement and understand how we can add value, creating a positive impact for the community and the company."

### Patricia Amorim

Vinci partner and member of the VIR IV's investment committee



## SHARED IMPACT VISION

We share this vision with our investors

We see VIR IV investors as partners and supporters for creating a positive impact on our investments.

**KFW** DEG

"For SMEs in Brazil, the limited supply of equity capital is an obstacle to growth. This is where the Vinci Impact and Return Fund IV comes in. The focus is on businesses in less developed regions, such as the north and north-east of the country, and enterprises managed by previously disadvantaged groups. Other key factors include positive development impact and high environmental and social standards on the part of the financed enterprises."

 **IFC** | International  
Finance Corporation  
WORLD BANK GROUP  
*Creating Markets, Creating Opportunities*

"In a context of depressed domestic and international demand, this investment provides a timely opportunity for IFC to play an important countercyclical role in Brazil during a period of crisis. The project's objectives support Brazil's need for improving investment and productivity levels, especially in the critically important SME segment"

# VIR IV RESULTS 2021

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**A CONSOLIDATED VIEW  
OF THE IMPACT**

**VINP** | Nasdaq Listed



## VIR IV HIGHLIGHTS

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**04**

**COMPANIES  
IN THE PORTFOLIO**

**US\$ 173<sub>mn\*</sub>**

**ASSETS UNDER  
MANAGEMENT  
AUM**

**+ US\$ 118<sub>mn\*</sub>**

**COMBINED REVENUE  
OF COMPANIES IN THE  
PORTFOLIO (2021)**

**1.300**

**EMPLOYEES  
IN THE PORTFOLIO  
COMPANIES**

## VIR IV'S CONSOLIDATED INDICATORS

### WE MONITOR THE COMPANIES' PERFORMANCE

With the **VIR IV** investment, companies started monitoring a series of indicators related to ESG and impact issues.

Some of these indicators are common to all companies and, together with specific impact metrics for each investment, are the basis for analyzing the progress.



## INVESTMENT PORTFOLIO IN THE 1<sup>ST</sup> YEAR | 4 INVESTMENTS

### TARGET SECTORS



**100%** of investments

■ 2 healthcare ■ 1 B2B services ■ 1 retail

### SME



**100%** of investments

### ACCESS TO EQUITY



**1<sup>st</sup>** and only investor in **100%** of the investments

### MINORITY STAKES BY PARTNERING WITH EXPERIENCED ENTREPRENEURS



**100%** of investments









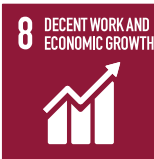

### LOCATION OUTSIDE OF THE MAIN URBAN CENTERS



■ **75%** of the investments in companies in the countryside

■ **30%** of capital invested in the Northeast

## PORTFOLIO OVERVIEW

COMPANY				
ACTIVITY	Pharmaceutical compounding services	Healthcare plan operator	Sale, rental, and maintenance of electric forklifts	Food retail, specializing in fruit and vegetables
INVESTMENT DATE	November/2020	March/2021	August/2021	November/2021
LOCATION	<b>HEADQUARTERS</b> São Paulo [SP] <b>BRANCHES</b> Valinhos [SP], Rio de Janeiro [RJ], Curitiba [PR], Palmas [TO] e São Gabriel [RS]	<b>HEADQUARTERS</b> Presidente Prudente [SP] <b>CLINICAS</b> Bataguassu [SP], Osvaldo Cruz [SP], Epitácio [SP], Pres. Venceslau [SP] e Adamantina [SP]	<b>HEADQUARTERS</b> Blumenau [SC] <b>BRANCHES</b> Joinville [SC], Curitiba [PR], Maringá [PR], Nova Santa Rita [RS] e Caxias do Sul [RS]	<b>HEADQUARTERS</b> Vitória de Santo Antão [PE] <b>LOJAS</b> Recife [PE], João Pessoa [PB], Natal [RN]
INVESTED VALUE*	US\$ 12.0*	US\$ 5.7*	US\$20.6*	US\$ 23.4*
MAIN CONTRIBUTIONS TO THE SDGS				  
VINCI IMPACT INDEX AT INVESTMENT DATE	C	C+	B	B
ESG RISK CATEGORIZATION	Medium	Medium	Medium	Medium

\* Considering FX rate as of the closing date of each of the investments.

# VIR IV RESULTS 2021

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PORTFOLIO COMPANIES

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## HEALTHCARE SECTOR

C was the base VII (2020) and B is the current VII (2021).

## VINCI IMPACT INDEX



HEADQUARTERS **SÃO PAULO, SP**  
INVESTMENT DATE **NOVEMBER 2020**

### THE COMPANY

A company that makes the compounding of special drugs (oncological, parenteral nutrition, and ophthalmological). Its service reduces costs and allows the reduction of inefficiencies in the supply chain.

### IMPACT THESIS →



- Access to high complexity treatments with quality and lower costs
- Company with low access to long term capital and know how

### 2021 NUMBERS

**49,500+**  
**Patients treated**

**9,000+**  
**Treatments**  
for the public or philanthropic health sector

**56%**  
**Women**  
in the workforce

### ESG 2021

- Code of Ethics implementation
- Creation of an exclusive hotline for employees to report complaints
- Correct waste disposal management
- Compliance with the General Data Protection Act
- More than half of the workforce is composed by women
- Refugees Program Hiring

### ESG AND IMPACT PLAN IMPLEMENTATION



■ implemented      □ in progress or not started

### IMPACT 2021

- To take quality treatment to regions without healthcare access;
- Acquisition of an operation in São Gabriel, in the countryside of Rio Grande do Sul, to assist patients from the public healthcare system to the Santa Casa of the area



To promote diversity and inclusion within the workforce of the portfolio companies, we have also encouraged the People & Management teams to meet with the **Programa Trabalho**, whose organization is responsible for the Peace Mission.

The goal of the program is to promote and assist, together with the company, in the hiring of refugees. It is sponsored and supported by UNHCR and partnered with IFC.

We have currently completed two hirings in the portfolio: one at Pró Infusion and another at TranspoTech, and we are pleased with the employees' performance and the opportunity to help less privileged groups.

"At Pró Infusion there is no discrimination, we are all a team. **With this hiring, I got a new life in Brazil** and the chance to improve my position in the company and my life."

**Mohamed Elsaid**

Refugee hired by Pró infusion





“The partnership with Vinci brought knowledge and governance to Pró Infusion. We have evolved in terms of management, goals, and social responsibility. **We are happy to provide more and more quality treatments for the population without proper access, bring efficiency to the process chain and reduce losses** so that together we can create a successful trajectory.”

**Gilberto Shapira**

CEO and founder of Pró Infusion



# Oeste Saúde

## HEALTHCARE SECTOR

C+ was the base VII (2020)

### VINCI IMPACT INDEX



HEADQUARTERS **PRESIDENTE PRUDENTE, SP**  
 INVESTMENT DATE **MARCH 2021**

### THE COMPANY

Healthcare plan operator, partially verticalized, focused on patients of classes B and C, located in the countryside of São Paulo. The company has its own specialized medical center in Presidente Prudente and seven healthcare units in cities in the area.

### IMPACT THESIS →



- Increased access to quality healthcare services through individual plans for classes B and C
- Company with low access to long term capital e know how

### 2021 NUMBERS

**23,000+**

Patients

**81,300+**

Medical appointments

**66%**

Women in the workforce

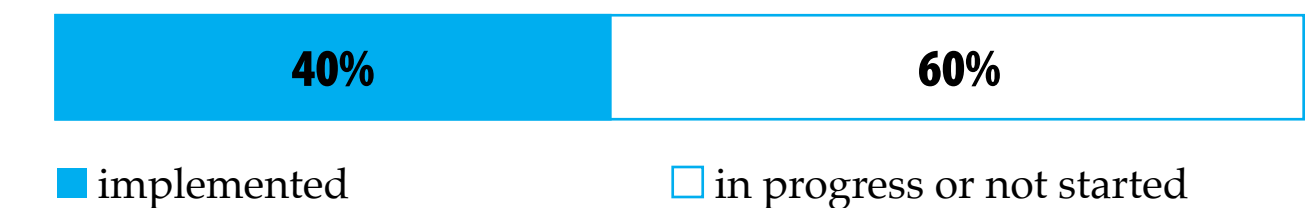
**91 NPS**

Attendance service level

### ESG 2021

- Code of Ethics implementation
- Solar panel equipment installed at the medical center

### ESG AND IMPACT PLAN IMPLEMENTATION



### IMPACT 2021

- To ensure that the clients of healthcare plans are comprised, significantly, of the C and D class and to create commercial strategies to guarantee the availability of products aimed at these segments of the population
- Creation of three new prevention health programs: obesity, mental health, and senior care

## Oeste Saúde

“In 2021, we were able to grow well above our historical average and expand access to healthcare services to a low-income population in our region, as well as continuing to develop preventive healthcare projects aimed at the quality of life of our beneficiaries; bringing in Vinci also helped us develop other impactful actions, such as the installation of solar panels in our specialized medical center.”

### Lucas Cerqueira

Partner and Director of Oeste Saúde





## B2B SERVICES SECTOR

C+ was the base VII (2020) and B is the current VII (2021)

## VINCI IMPACT INDEX



HEADQUARTERS **BLUMENAU, SC**  
INVESTMENT DATE **AUGUST 2021**

### THE COMPANY

A company that sells, rents, and maintains forklifts, focusing on electric equipment – currently +75% of the fleet.

### IMPACT THESIS →



- Promoting sustainable and more efficient technologies in the use of resources in industrial processes, through the use of electric forklifts

### 2021 NUMBER

**1,200+**

Electric forklifts  
(+75% of total)



**100%**

self-sufficient  
in electric power  
in the units



**80 MIL**

tons of CO<sub>2</sub>/year  
neutralized

### ESG 2021

- 100% self-sufficient in electric power generation
- Solar panels on three units with neutralization of 79 thousand tons/year of CO<sub>2</sub>

### IMPACT 2021

#### Electric fleet

- Transpotech wants to be the leader and reference in equipment solutions with clean and sustainable technologies
- Currently +75% of the fleet of +2000 machines
- Use of electric cars and trucks

#### Diversity

- Creation of the Mecânicas 4.0 project to hire female mechanics



## Projects

### Woman 4.0

TranspoTech's pioneering initiative in the sector nationwide. It consists of affirmative processes for women to become mechanics and meets the business idea that advocates diversity and inclusion.

"I'm fulfilling my dream of working with what I've always wanted to do, and I hope this will inspire other women to also become a mechanic professional and come to work here."

**Milena**

TranspoTech's mechanic

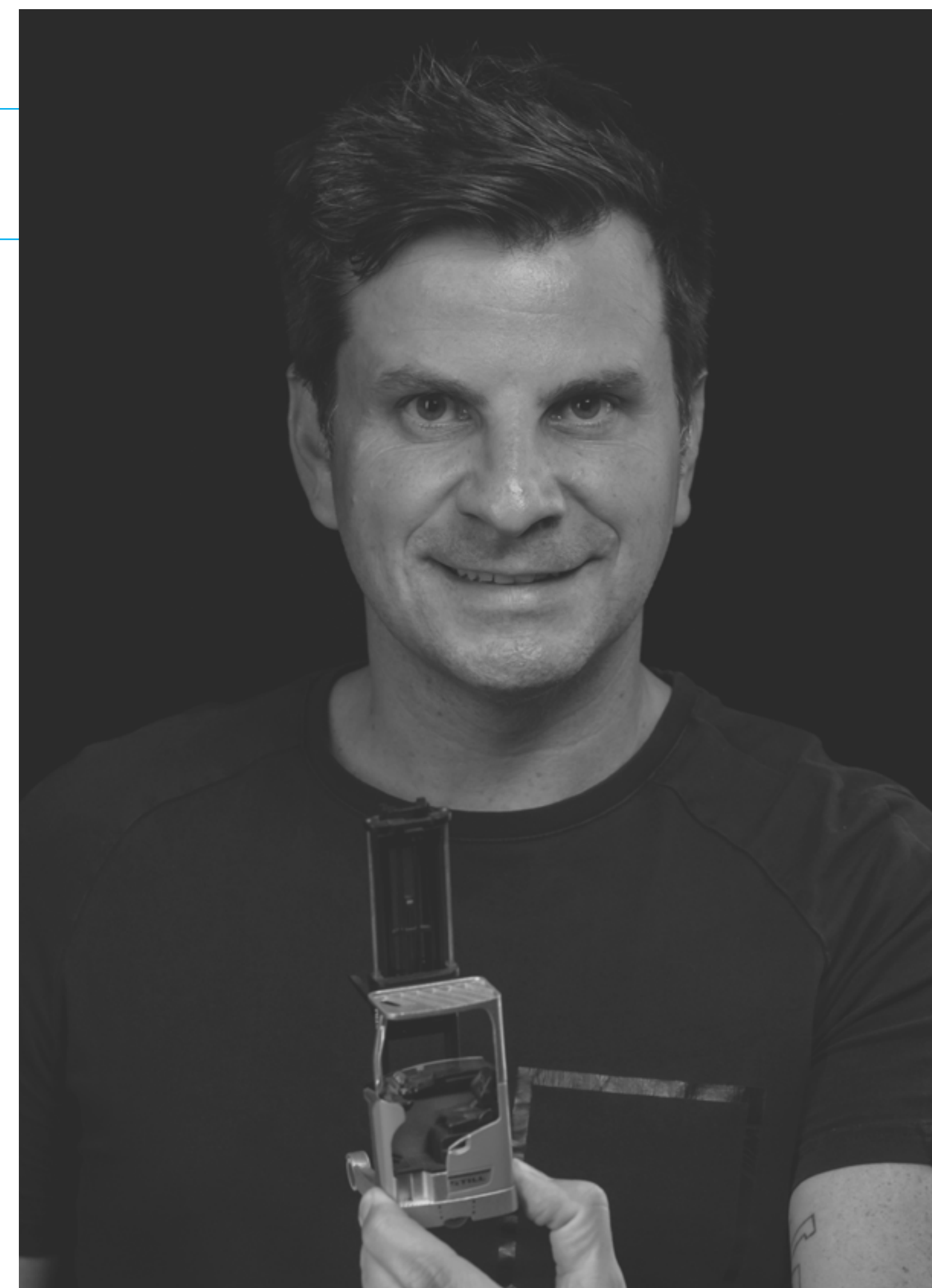




“Vinci has brought even more maturity to our company. Our actions on impact and ESG issues have gained value and we see the Fund as a facilitator that shares our same values. Now we have more strength, and we are more assertive in our actions. Today we can certainly say that we have a great partnership and that Vinci takes our values and our business to an even higher level. **Together, we are not only professionalizing the company, but also the whole team of people involved, sharing knowledge and creating value.**”

**Ricardo Orikba**

Founder and CEO of Transpotech





## FRUIT AND VEGETABLE RETAIL SECTOR

B was the base VII  
(2021)

## VINCI IMPACT INDEX

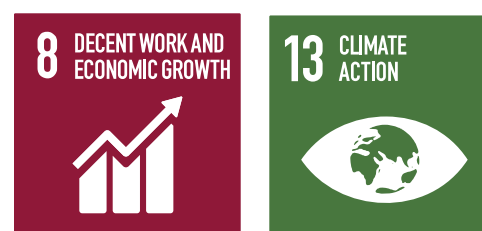


HEADQUARTERS **VITÓRIA DE SANTO ANTÃO, PE**  
INVESTMENT DATE **NOVEMBER 2021**

### THE COMPANY

Fruits and vegetables retail chain, also with a B2B operation that supplies small supermarkets in the Northeast of Brazil. The biggest player in the Northeast, with operations in Pernambuco, Paraíba, and Rio Grande do Norte\*.

### IMPACT THESIS →



- Developing small-scale producers of fruit and vegetables
- Promotion of healthy eating
- Company in the countryside of the NE with low access to capital and know how

### 2021 NUMBER

**44%**

**Women** in the workforce

—

**19%**

**Employees** in their first job or with less experience

—

**26%**

**Small producers** in the supply chain

### ESG 2021

- Started the update of the Code of Ethics (Human Rights, Gender Equity, among others)
- Started the turnover monitoring improvement and action plan
- Started the structuring processes for monitoring Impact & ESG indicators
- Hiring of a CFO
- Started the solar energy setup at the Pernambuco facilities

### IMPACT 2021

- Followed the healthy eating plan and expansion of the network of small producers locations through the opening of new units

\*Presença no Rio Grande do Norte a partir de fev/22

A vertical garden wall featuring a variety of green plants, including ferns and leafy greens. The wall is covered in lush vegetation. In the center, the word "WINCI" is displayed in large, white, sans-serif capital letters. Below it, the word "partners" is written in a smaller, white, lowercase sans-serif font. Further down, the word "WINP" is displayed in large, white, sans-serif capital letters. At the bottom, the phrase "Nasdaq Listed" is written in a white, lowercase sans-serif font. The wall is supported by dark brown vertical posts. To the right of the garden wall is a dark, perforated metal screen, and to the far right is a glass window with a white frame.

WINCI

partners

WINP

Nasdaq Listed

# EDITORIAL PRODUCTION

**VINP** | Nasdaq Listed

THE EDITORIAL PRODUCTION  
OF THIS REPORT WAS  
CONDUCTED WITH THE  
COLLABORATION OF:

Vinci Partners team  
Portfolio companies  
management team

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## ABOUT THE REPORT

### About the document

This document is a voluntary disclosure (not legally required) and its purpose is to consolidate and disclose annual information from an ESG and impact perspective on the Private Equity fund called Vinci Impact and Return (VIR IV).

This report refers to events that occurred during 2021 but presents information in comparison to that of 2020, so that the reader can analyze the indicators' progress concerning the year that precedes the period to which this report refers.

### Methodology

The preparation of this report was based on a methodology, based on international best practices of funds that invest in ESG and impact. Information was collected through interviews, questionnaires, and management documents already in use in managing ESG and impact-related issues.

### Teams involved

The VIR IV team, the consulting firm SITAWI, and professionals from the control and management areas of the investing companies participated in the production of this report.



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# ATTACHMENTS

Indicators	SDG	Measurement unit	Results
Total number of collaborators	1 and 8	#	126
% of female employees	8 and 10	%	56%
% of PWD employees (People with Disability)	8 and 10	%	1.6%
% of employees over 60 years old	8 and 10	%	1.6%
Number of jobs created (from Vinci entry)	1 and 8	#	26
Total salaries paid to employees in 2020 <sup>1</sup>	1 and 8	R\$	5,080,906
Monthly average of salaries paid to employees	1 and 8	R\$	3,747
Total treatments (public sector + private sector)	3	#	49,517
Total treatments (public sector)	3	#	9,031
Complaints received in the year	12	#	159
Growth in total salaries paid to employees <sup>2</sup>	8	%	5%
General turnover rate	8	%	2.6%
Absenteeism rate	8	%	3.0%
Work accidents	8	#	2
Professional responsible for ESG topics	12	Yes/No	Yes
Customers from less developed regions	1 and 10	#	8
Units/volume sold (bags)	3	#	270,000

<sup>1</sup>The payroll increased by 5%, reflecting the increase in the number of employees in 2021 (26%)

<sup>2</sup>Compared to the previous year

<b>Indicators</b>	<b>SDG</b>	<b>Measurement unit</b>	<b>Results</b>
Total number of collaborators	1 and 8	#	86
% of female employees	5, 8 and 10	%	66.3%
% of PWD employees (People with Disability)	8 and 10	%	0.0%
% of employees over 60 years old	8 and 10	%	2.3%
Number of jobs created (from Vinci entry)	1 and 8	#	19
Total salaries paid to employees in 2020 <sup>1</sup>	1 and 8	R\$	2,542,083
Monthly average of salaries paid to employees	1 and 8	R\$	2,751
Number of elective appointments	3	#	81,318
New businesses created: total <sup>2</sup>	3	#	2
New businesses created in low-income areas	3	#	2
Growth in total salaries paid to employees <sup>3</sup>	8	%	15%
General turnover rate	8	%	6.1%
Absenteeism rate	8	%	1.3%
Work accidents	8	#	0
Professional responsible for ESG topics	12	Yes/No	Yes

<sup>1</sup>The payroll increased by 15%, reflecting the increase in the number of employees in 2021 (26%)

<sup>2</sup>Number of new service units that were opened to the public

<sup>3</sup>Compared to the previous year

<b>Indicators</b>	<b>SDG</b>	<b>Measurement unit</b>	<b>Results</b>
Total number of collaborators	1 and 8	#	401
% of female employees	8 and 10	%	19.0%
% of PWD employees (People with Disability)	8 and 10	%	1.5%
% of employees over 60 years old	8 and 10	%	0.8%
Number of jobs created (from Vinci entry)	1 and 8	R\$	10
Total salaries paid to employees in 2020 <sup>1</sup>	1 and 8	R\$	14,898,798
Monthly average of salaries paid to employees	1 and 8	R\$	3,392
Total number of forklifts	9 and 12	#	1,741
Number of electric forklifts	7, 12 and 13	#	1,288
Number of gas forklifts	9	#	513
% of electrically powered equipment	7, 12 and 13	%	74%
Growth in total salaries paid to employees <sup>2</sup>	8	%	17%
General turnover rate	8	%	4.2%
Absenteeism rate	8	%	2.8%
Work accidents	8	#	16%
Professional responsible for ESG topics	12	Yes/No	Yes

<sup>1</sup>The payroll increased by 17%, reflecting the increase in the number of employees in 2021 (21%)

<sup>2</sup> Compared to the previous year

Indicators	SDG	Measurement unit	Results
Total number of collaborators	1 and 8	#	678
% of female employees	8 and 10	%	43.80%
% of PWD employees (People with Disability)	8 and 10	%	0.58%
% of employees over 60 years old	8 and 10	%	0.44%
Number of jobs created (from Vinci entry)	1 and 8	#	11
Total salaries paid to employees in 2020 <sup>1</sup>	1 and 8	R\$	12,988,123
Monthly average of salaries paid to employees	1 and 8	R\$	1,652
Net Promoting Score	8	NPS	88
Percentage of small producers in the supply chain	2 and 11	%	26%
Percentage of ethnic minority employees	8 and 10	%	8.0%
Percentage of LGBTQIA+ employees	8 and 10	%	2.9%
Percentage of young employees under the age of 25	8 and 10	%	19.32%
Percentage of employees in first job	8 and 10	%	11.79%
General turnover rate	8	%	47.7%
Work accidents	8	#	2
Professional responsible for ESG topics	12	Yes/No	Yes

<sup>1</sup>The payroll increased by 35%, reflecting the increase in the number of employees in 2021 (8%)

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