



2021 Sustainability Report

— Making PEOPLE's
lives better and
smarter through
the use of technology

POSITIVO
TECNOLOGIA

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MESSAGE FROM CEO

The contrast of the terrible effects of the pandemic with the dizzying increase in the penetration of technology throughout society made 2021 a very special and unforgettable year for us at Positivo Tecnologia. We saw remarkable growth while seeking to offer continuous support to our employees, customers, suppliers and communities in facing the most diverse challenges.

For this year, we decided to adopt a new Sustainability Report standard, aligned to the GRI - Global Reporting Initiative criteria, presenting objective, clear and transparent information about relevant environmental, social and governance aspects of the Company and our business.

With this new form of communication - simple and friendly, like everything we do at Positivo - we invite all stakeholders to follow the ESG journey we are on, based on our purpose, our values and

our history of contribution to the advancement of accessible technology in Brazil, making people's lives better and smarter.

We hope this Sustainability Report is useful for our investors, employees, customers, suppliers, dealers, and for the society in general. We intend to improve it with each new edition. Suggestions and doubts about the content of this document are always welcome.

Enjoy the reading!



Helio Bruck Rotenberg
CEO



ABOUT THIS REPORT

🌐 GRI 2-3 | GRI 2-4

This Report refers to the fiscal year 2021, presenting specific information regarding the year 2022.

The last sustainability report released by Positivo refers to the year 2018. In this 2021 edition, we have made a complete reformulation of content and form, preparing the Report based on the information collected and compiled with reference to the guidelines of the Global Reporting Initiative (GRI). The GRI Content Index can be accessed [🔗 at the end of the report.](#)

Any questions, comments or suggestions about this Report and its content can be sent to the e-mail ri@positivo.com.br.





POSITIVO TECNOLOGIA

- 1.1 The Company
- 1.2 Our Purpose and Way of Being
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Chapter 1 Highlights



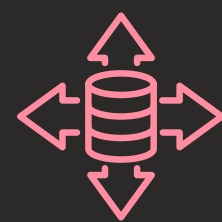
A genuinely
**Brazilian
technology**
company.



Quality
equipment
accessible to
all consumer
classes.



Development
of **technology**
for **education**,
including public
schools.



For the Corporate
segment, Positivo offers
the most **complete
portfolio** of hardware
and services, highlighting
the expressive **growth** of
Hardware as a Service
(HaaS) and Refurbished
Hardware as a Service
(RHaaS) business
models, which **extend**
the equipment's lifecycle,
adopting the repair and
reuse of parts, which also
makes the technologies
more **accessible**.



1.1 The Company

 GRI 2-1 | GRI 2-2

We are a genuine Brazilian tech corporation, founded in 1989 by a group of educational entrepreneurs who dared to produce computers in the country.

Based in the city of Curitiba, capital of the state of Paraná, Positivo has been a publicly-held corporation since December 2006, with its shares listed on the *Novo Mercado*, B3's highest corporate governance level. In 2021, Positivo shares were included in the IBrX-100, the index of the 100 most traded stocks on the exchange, and in 2022, the shares were included in B3's main index, the Ibovespa (IBOV).

We were born in Brazil, we dared to create and develop a legitimate Brazilian brand in technology, and we proved that we are capable of leading, innovating, and populating Brazilian homes with our products.



1.2 Our Purpose and Way of Being

The purpose that inspires our strategy, business decisions, and daily actions is “making PEOPLE’s lives better and smarter through the use of technology”.

We have a way of being vibrant and dynamic. We are passionate about technology and driven by understanding the Brazilian consumers, companies and institutions to anticipate experiences and propose real and possible solutions to their needs.

Our way of being can be translated into the 12 characteristics and attitudes that guide us:

- | | |
|---|--|
| 1 We were born in Brazil, we dared to create and develop a legitimate Brazilian brand in technology, we proved that we are able to lead, innovate, and populate Brazilian homes with our products; | 7 We want to retain and attract people capable of transformation; |
| 2 An interesting opportunity arises and, if necessary, we reinvent ourselves to conquer it; | 8 We vibrate with achievements, react in adversities, and value attitudes; |
| 3 No obstacle is as high as our speed and flexibility in overcoming it; | 9 We are proud to have facilitated digital inclusion and improved the lives of many Brazilians, and we still want more; |
| 4 We like challenges and we drive several at the same time; | 10 Technology is a way to improve people’s lives, but not the destination; |
| 5 We have strong roots. Our history and our ethics support our constant evolution; | 11 We are big. Dynamism and versatility were not lost in our growth; |
| 6 We welcome ideas and catalyze them into brands and products, with an eye on the user experience; | 12 We always seek to deliver beyond what is expected. Caprice for us is not a mere detail. |

1.3 Our Businesses

 GRI 2-2

With the vision that technology exists to boost lives, we manufacture and market computers, servers, cell phones, tablets, educational technologies, devices for intelligent homes and offices, electronic ballot boxes, devices for demographic census, as well as various services and solutions for companies of all sizes.

We have a portfolio of products and services that meet all business and consumer profiles, composed of our own brands Positivo, Positivo Casa Inteligente, Positivo Tech Services, Positivo as a Service, Positivo Servers & Solutions and Positivo Educacional, as well as products from renowned international brands, such as Compaq, Vaio and Infinix, of which we are representatives in Brazil.

In our Consumer segment, Positivo’s own brand devices, entirely produced in Brazil, are sold at affordable prices, and have strongly contributed to the digital inclusion of consumers from lower-income classes. Making technology accessible is one of our principles.



We are proud to have facilitated digital inclusion and improved the lives of many Brazilians, and we still want more.

Digital inclusion

means access to the Internet with quality connection and the knowledge to interact with technology. This access requires the availability of a network and an electronic device, fixed or mobile, that allows connection to the network and the use of apps and features.

Today, digital inclusion is equivalent to social inclusion, since access to essential services such as education, health, and safety, as well as employability, entrepreneurship, and, to a large extent, social and emotional relationships, depend on it.

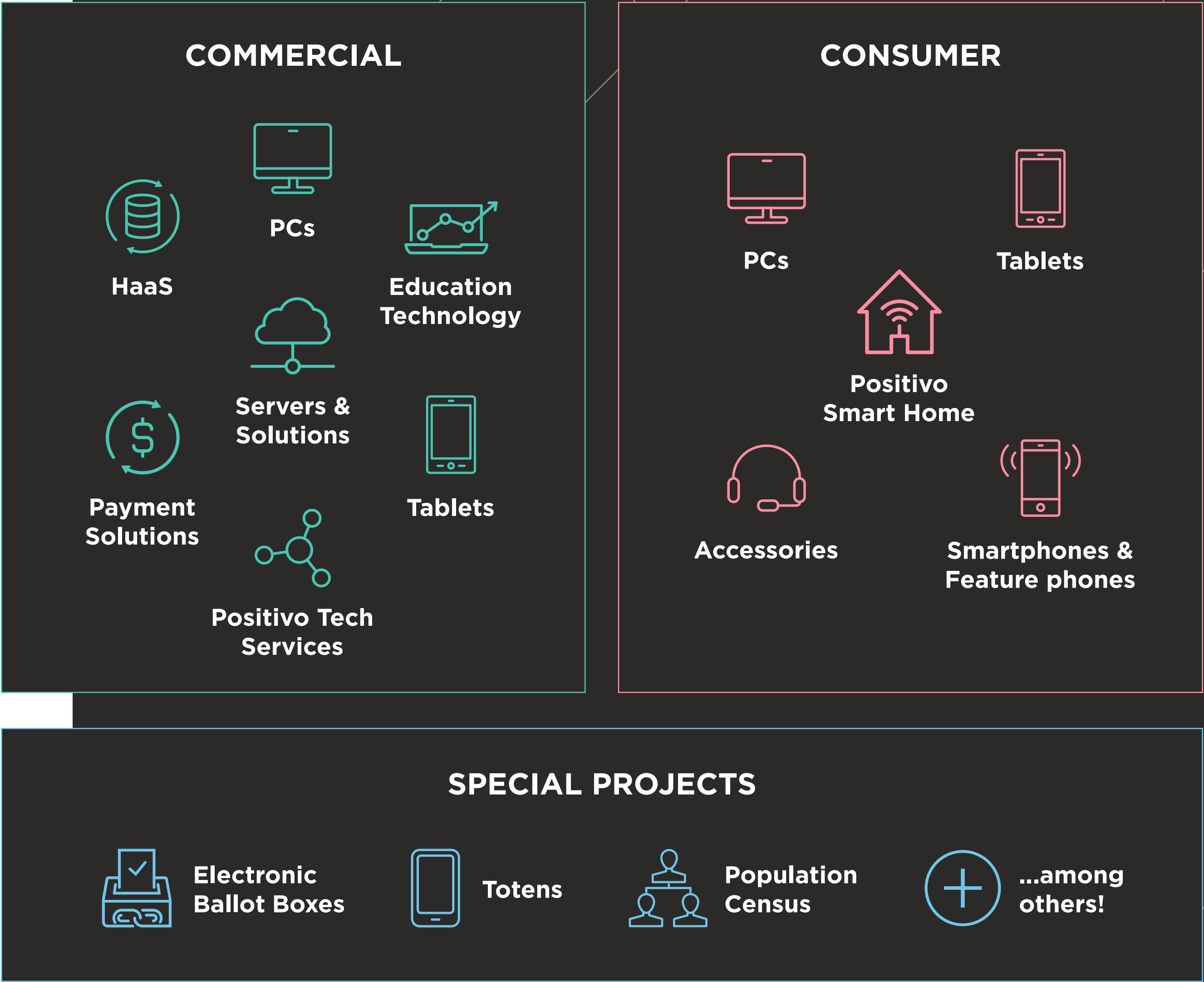
Increasingly, more and more services, public and private, will be offered through digital channels. Access to the digital world and digital literacy are key for the exercise of citizenship and the socioeconomic development of individuals.

1.4 Our Business Model

GRI 2-2 | GRI 2-6

The organization of our business allows us to ensure a strong presence and solid market share. As of the second quarter of 2022, we adopted a new nomenclature for our three segments, in line with what different research institutes use, splitting the market into Consumer and Commercial. The Consumer segment refers to products and services aimed directly or indirectly at individuals, while the Commercial segment encompasses products and services for companies, including public and private institutions.

We also develop projects of high technical and engineering complexity, whether in hardware or software, such as electronic ballot boxes, ATMs, and self-service terminals, among others.



Commercial

Our Commercial segment is specialized in fully-fledged technology parks, support and service hubs, serving companies of all sizes, with the entire line of PCs, tablets, servers and solutions, means of payment and services developed according to the needs of each client. In the corporate market, we sell and lease our products on a large scale, and we also offer, through our new *Tech Services* business, technical assistance services covering our own and third-party device parks. We serve our corporate customers through our own sales people and a large network of small resellers, as well as through partnerships with integrators.

We are very proud to be the leaders in the SmartPOS segment in Brazil. Our engineering capacity brings the knowledge of the Brazilian profile and characteristics to every detail of the products and solutions developed. An example is

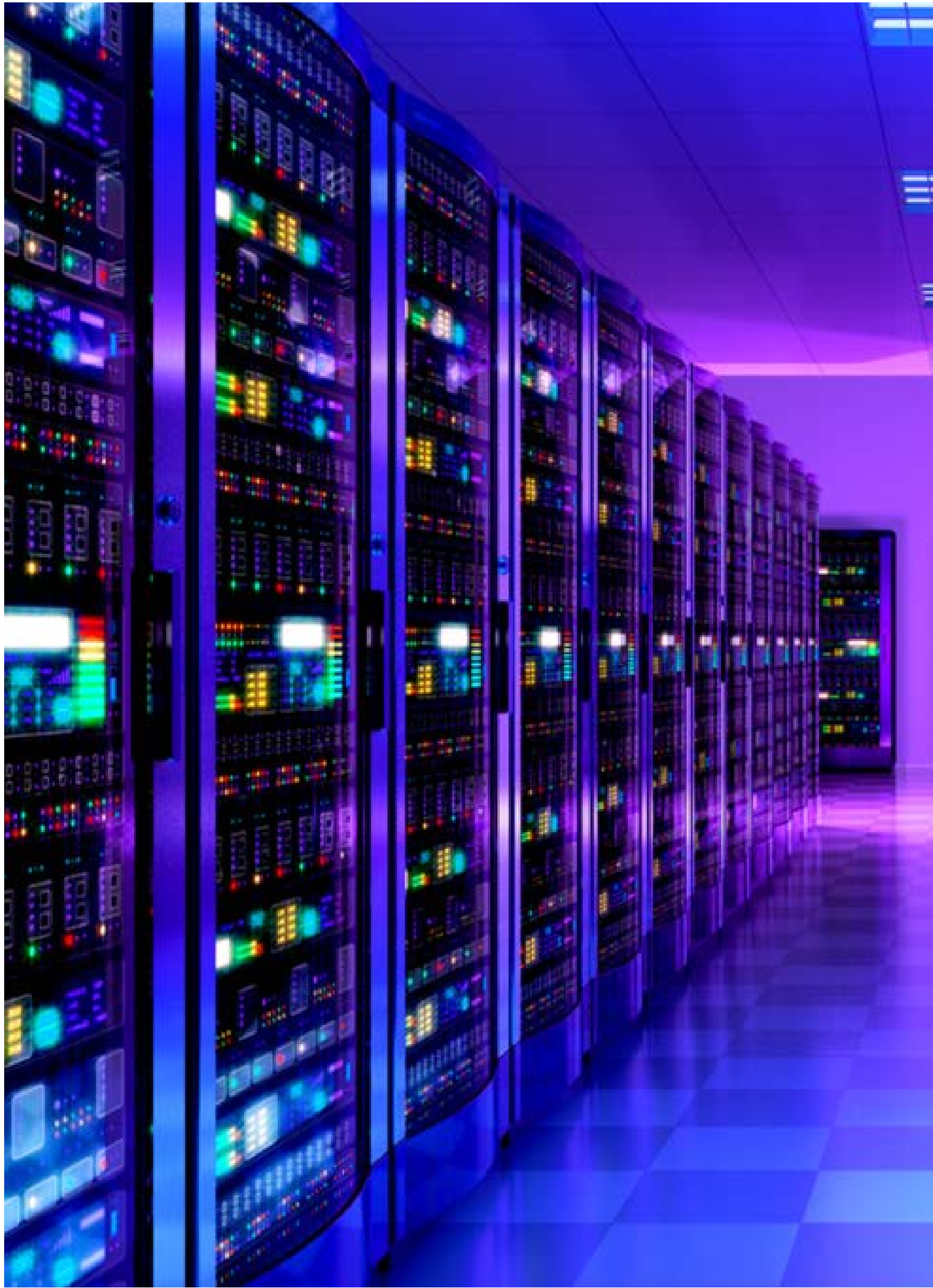


#1 Brazilian
company in the
SmartPOS
segment

**We launched, also in 2021,
a complete line of servers
for *EDGE Computing*,
thus preparing ourselves
for the entry of the 5G
technology in 2022.**

the L300 device, which has a physical keyboard and a magnetic connector, which, besides facilitating access for the visually impaired, reduces maintenance costs throughout the product's life cycle.

In Servers & Solutions, we closed a contract to supply the largest supercomputer in Latin America, through a partnership with global integrator Atos Bull. In the hybrid cloud and hyperconvergence segment, we sustain a strong market share with the production of appliances from *Nutanix* (world leader in the segment), and we launched, also in 2021, a complete line of servers for *EDGE Computing*, thus preparing ourselves for the entry of the 5G technology in 2022.



We are also proud to have been providing Brazilian technology to public institutions for more than 30 years. We have a team of qualified professionals specialized in the demands of the public sector, able to customize products to meet the requirements of different calls for tender, with excellence in the equation of cost versus performance. We serve from large public companies and direct administration agencies to small municipalities.

The need for the use of technology by public institutions, especially for education, increased significantly with the pandemic. In 2021, we won major bids for the supply of educational notebooks, with highlight to the nearly 210 thousand delivered to the Secretariat of Education of São Paulo.

In other governmental areas it was no different. Not only the need to renew the technology park to enable the use of new tools that allow remote work, but also the need to equip employees with mobile equipment, caused both the demand for computers and servers, as well as the demand for notebooks, to grow at surprising levels.



Special Projects

These are hardware or software projects of high technical and engineering complexity developed in over 30 years of history.

In 2020, we won the bidding process for the supply of 225,000 electronic ballot boxes for the 2022 elections. And, in December 2021, we won a second bidding process to supply 176,000 electronic ballot boxes for the 2024 elections.

Besides the manufacture of ballot boxes, we have developed several other special projects over the past years, such as:

- Smartphones for the Demographic Census
- Self-Service Terminals for the São Paulo State Government Public Services “Poupatempo”
- Smartphones for the Brazilian Postal Service
- ATMs



225

thousand electronic
ballot boxes for the
2022 elections



176

thousand electronic
ballot boxes for the
2024 elections

Consumer

Our services to end consumers comprise distributing computers, cell phones, tablets, peripherals and Smart Home devices in physical retail and e-commerce channels. We count on more than 12,000 points of sale, and we also offer after-sales service support nationwide through more than 250 specialized technical assistance points. Our products are available in Brazil's major retailers, but we have been also ramping up our share in small retailers and through our direct sales channel.

In computers, we offer three brands: (i) Positivo, our own brand of entry level computers and which has market leadership; (ii) Compaq, HP's licensed brand since 2021; and (iii) Vaio, licensing computers with more sophisticated specifications and which competes with premium computers.


+12,000
points of sale


+250
specialized technical
assistance points



Positivo Casa Inteligente is not only **a leader** in Wi-Fi Smart Lamps sales



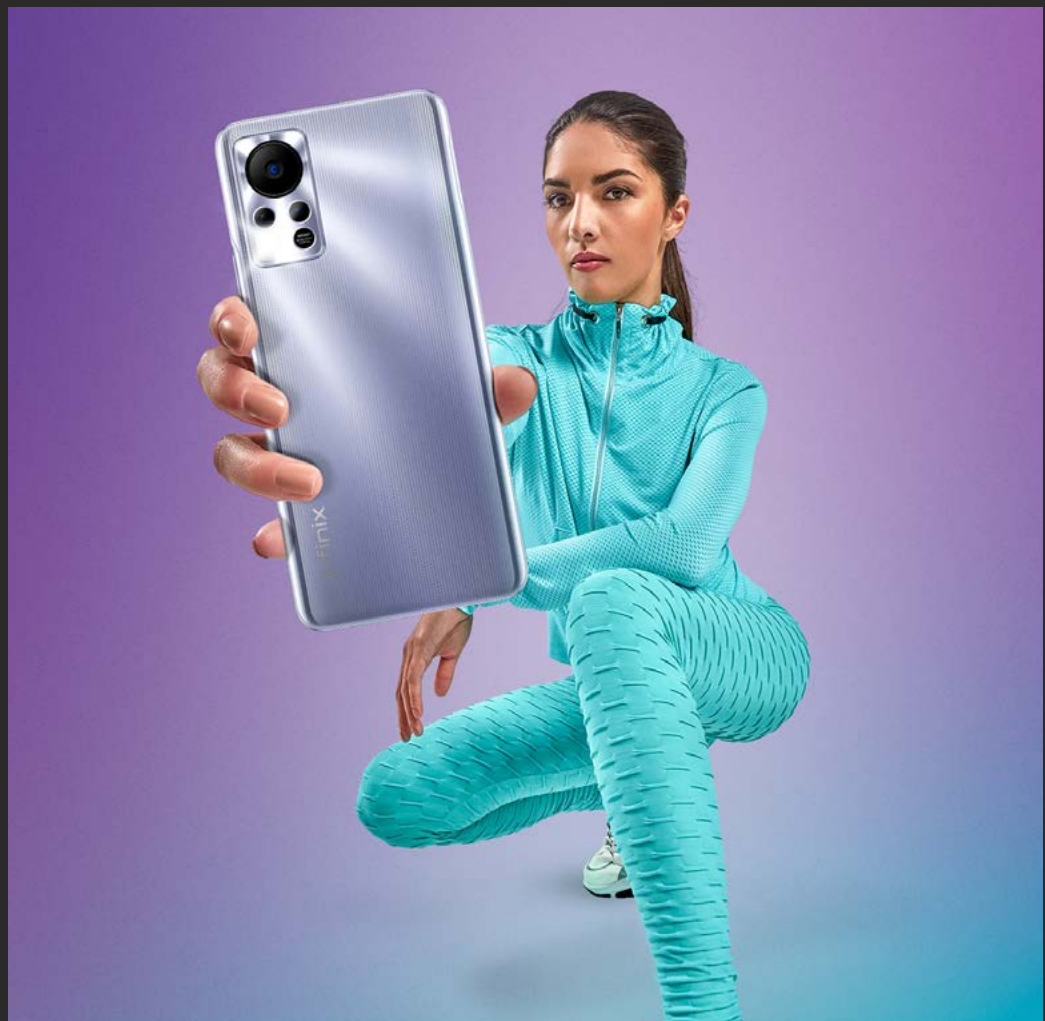
Intelligent devices in 5 categories:
lighting, comfort and automation, portable appliances, security and connectivity

In the cell phone offering, we highlight the recent partnership with *Transsion Holdings*, the fourth largest manufacturer of mobile phones in the world, for the launch of *Infinix* smartphones in Brazil. The new partnership complements Positivo Tecnologia's cell phone portfolio, in the intermediate price range, in line with the strategy of expanding and diversifying our telephony products.

Our Smart Home brand Positivo Casa Inteligente is not only a leader in Wi-Fi Smart Lamps sales but also has the largest customer base in Brazil. We currently offer intelligent devices in 5 categories: lighting, comfort and automation, portable appliances, security and connectivity.



Our customers are our partners. We rely on them in our open innovation channels, in the regular surveys we conduct of our user base to develop new products, features and improvements, as well as in the community of "beta users", highly engaged users who participate in the process of developing and testing new products yet to be released.





1.5 Focused Growth

As we were building our growth strategy in 2021, we prioritized new business models with reduced impact on the environment and that generate benefit for society, such as:

Hardware as a Service (HaaS)

HaaS, a rental service associated with IT equipment maintenance, has been considered one of the main ways to enable the circularity of electronic equipment. The equipment remains as Positivo's property, and the client is responsible for extending its useful life, as well as for the reverse logistics.

In 2021, about 40% of our contracts with large companies were signed in the HaaS modality and we expect this proportion to increase even more in the coming years.

Refurbished Hardware as a Service (RHaaS)

In addition to HaaS, we have expanded our RHaaS operations, which consist of selling and leasing used and refurbished equipment, thus extending the product life cycle.

This business model not only reduces the generation of electronic waste, fostering circularity, but also allows us to produce equipment that is even more accessible to people and companies with less financial capacity.



~40%

of our contracts with large companies were signed in the HaaS modality



RHaaS

consists of the sale and lease of used and refurbished equipment, thus extending the product life cycle

Educacional

In 2021, our education technology (EdTech) segment, which already accumulated 27 years of experience, exporting solutions to over 40 countries and with solid partnerships with LEGO® Education and the Educational Foundation micro:bit, underwent a transformation in its business model and positioning, being renamed Educational Division - Technology & Innovation Ecosystem.

The purpose of of the Educational Division is to make the teaching and learning journey truly meaningful for students in basic education (K-12). The new business model is based on the construction of an open ecosystem that supports schools, networks, municipalities, and states in their education projects in a 360° way. To materialize this proposal, the area developed a unique educational solution, the Pedagogical Suites.



Educacional

supports schools, networks, municipalities, and states in their education projects in a 360° way

Our education technology (EdTech) segment underwent a transformation in its business model and positioning, being renamed Educational Division - Technology & Innovation Ecosystem.

The Pedagogical Suites are an innovative learning solution, created to support educational institutions in the development of new practices in the use of technology. In a single online environment, it is possible to create a personalized ecosystem with access to all the resources that the institution has and also to the best applications in Portuguese Language, Mathematics, STEAM (Science, Technology, Engineering, Arts and Mathematics), Socioemotional, Assessment, and Management.



Smart Home

In 2019, the Company launched its Smart Home brand “Positivo Casa Inteligente”, with devices specially developed for the Brazilian consumer, seeking to make their homes smarter, safer and more connected. The Positivo Casa Inteligente brand offers completely wireless kits (installer is not required), consisting of wi-fi cameras, power outlet, smart light bulbs, universal control, alarm and security sensors. With Positivo Casa Inteligente, it is possible to monitor the house/apartment, control the lighting of the environments and the connection of various household appliances at a distance, enabling the monitoring of consumption and the most efficient use of energy.

1.6 Investments in Research & Development (R&D) and Startups

 GRI 201-4

Innovation is at the core of our business. We constantly work to develop solutions that make the lives of people and companies better and smarter. We undertake this effort on our own, but also in partnership with other companies, institutes and public universities - as we did in the development of new features for Positivo Casa Inteligente.

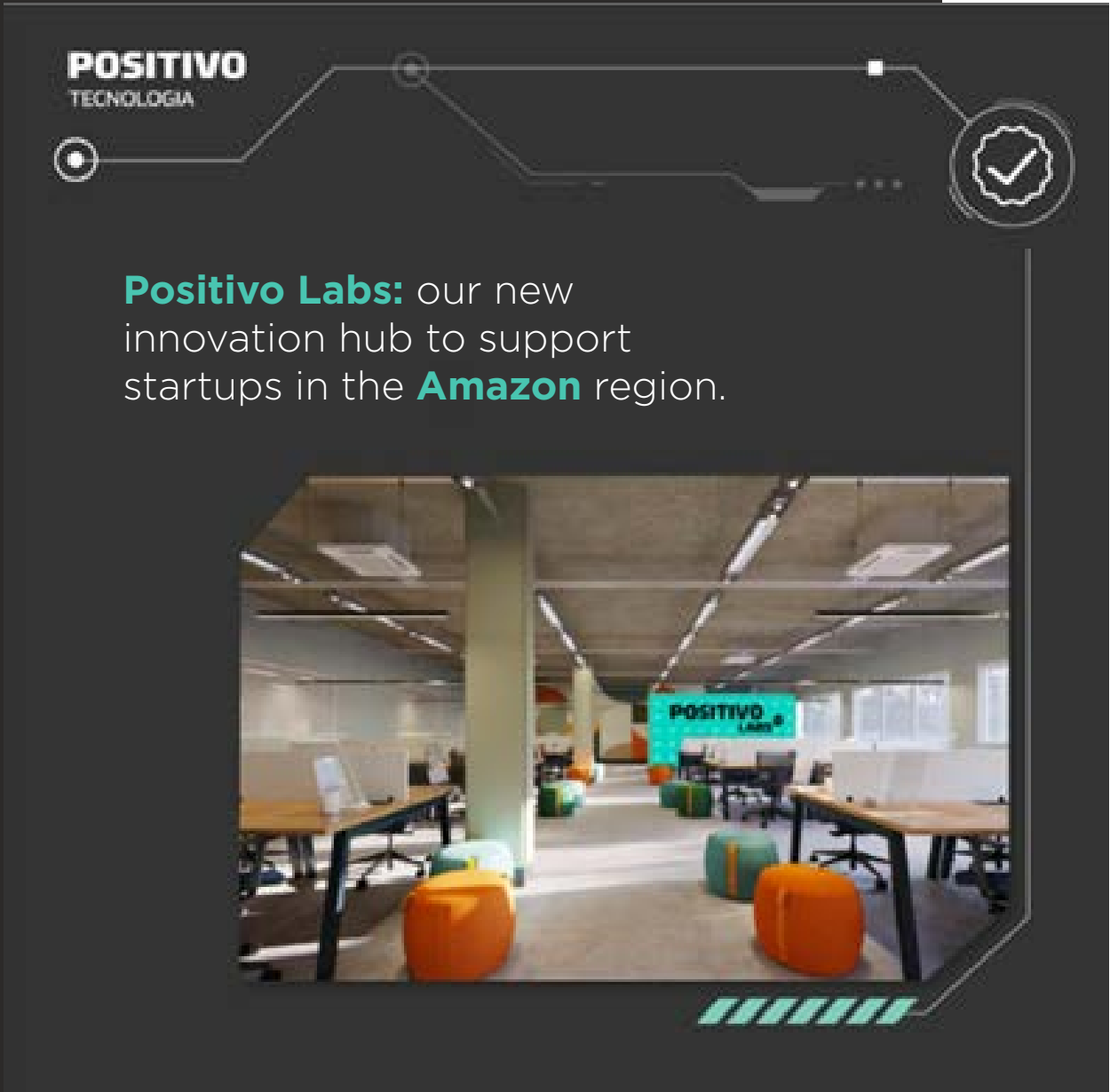
In consideration of the benefits granted by Information Technology Law, we maintain a mandatory annual investment in research & development, and information technology corresponding to approximately 5% of the net revenue from the sales of incentivized goods and services.

These funds were also applied in projects in the area of Educational Technology, such as the development of educational desks, robotics, educational software, among others.

In parallel to direct investments in R&D, we are pioneers in Corporate Venture Capital (CVC) in Brazil and we are among the companies that invest the most in open innovation in the country, acquiring minority stakes in startups. We believe in the importance of fostering the development of a technological innovation ecosystem in the country and, for this reason, a few years ago we created a startup investment and acceleration program.

Through the Corporate Venture Capital Program, Positivo supports companies that offer solutions to revolutionize business and people's daily lives, identifying the growth needs of startups and helping in this process by means of consulting from our professionals. It is worth noting that Positivo Tecnologia has an Equity Investment Fund (FIP) in which it concentrates funds to support technology-based companies, enabling the acceleration of startups.



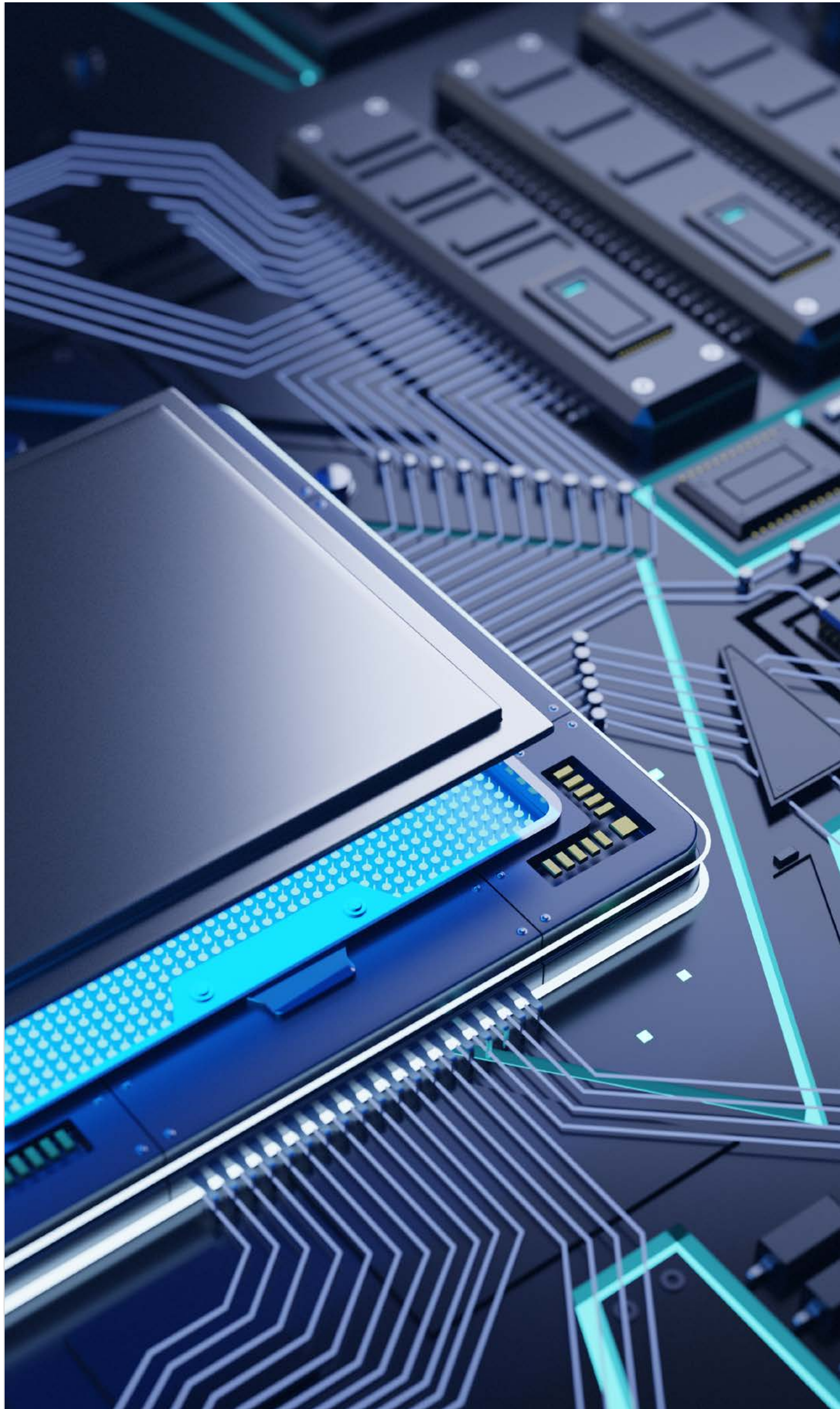


Positivo also created Positivo Labs, through which we stimulate the economic and social development of the local community, supporting emerging companies that wish to install themselves in the Manaus Industrial Hub and develop businesses related to the region's economic activities.

To be assisted by Positivo Labs, companies must have synergy and a vocation to develop business in the Amazon region.

Positivo Tecnologia foments startups that operate in various economic segments such as clinical analysis, agriculture, livestock, electric mobility and IT. To be assisted by Positivo Labs, companies must have synergy and a vocation to develop business in the Amazon region. Another aspect of Positivo Labs' operations is in the development of software and applications for use by Positivo Tecnologia. Through agile management methodologies and exclusive teams, the innovation hub focuses on initiatives that add value to the customers themselves with solutions that complement the company's products.





1.7 Economic Performance

GRI 201

In 2021, we delivered one of the best results in our history.



Record gross revenue of R\$4 billion in 2021, with solid growth for the second consecutive year: +54% vs. 2020 and +79% vs. 2019.



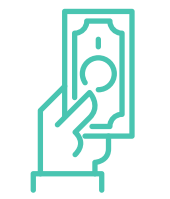
Revenue diversification and matured growth avenues, with greater share of payment solutions and services segments at the Corporate Unit, reaffirming change in the portfolio mix and higher profitability in the year.



Recurring annual Ebitda of R\$ 345 million: +112%vs.2020and+145%vs.2019. Besides raw material hedge adjustments in 2020, as mentioned above, we recorded non-recurring gains of R\$175.7 million due to the exclusion of ICMS (State VAT) from the PIS/COFINS (federal taxes on gross revenue) calculation basis.



Recurring net income of R\$203 million in 2021, **+255% vs. 2020** and +873% vs. 2019.



Dividends of R\$47.8 million were paid to shareholders in 2021, or 25% of accounting net income.

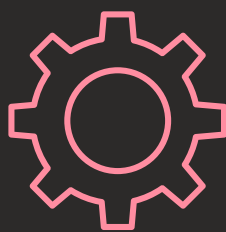


CAPEX of R\$57 million in 2021, mainly comprising mandatory investments in research and development, besides disbursements to ramp up production structure, adequacy and transfer of assembly lines, and new product development projects.

We sustain clear competitive advantages
over sector peers:



Unique footprint with nationwide presence across all states. We rely on **+12 thousand** retail outlets, **+4 thousand** resellers in the Commercial segment, and **+250** technical assistance **centers** to provide services throughout the country.



Robust capacity and engineering, both in **hardware** and **software**.



Scale that allows **direct partnerships** with industry **leaders**, such as *Intel*, *Microsoft*, and *Qualcomm*.



Solid and **reliable** brand in both Consumer and Commercial segments.



1.8 Recognitions in 2021



Great Place to Work

Positivo elected as one of the 20 best large companies to work for in the state of Paraná.



Innovation Ranking Estadão Empresas Mais

1st place in the category “Sector Innovation - IT and Electronics”. The newspaper *O Estado de São Paulo*, in partnership with Fundação Instituto de Administração (FIA), evaluated criteria such as revenue, profitability, size, and historical consistency, in addition to actions related to business innovation, corporate governance, and ESG practices.

<https://lnkd.in/ezSKjpCF>



Anuário Valor Inovação

One of the most innovative companies in Brazil in 2021, according to *Valor Econômico* newspaper.



Most admired brands by Rio de Janeiro citizens

Ranking organized by [O Globo](#) newspaper in partnership with [TroianoBranding](#), considering criteria such as quality, respect to the consumer, price, identity and evolution.

<https://lnkd.in/dYWNneJk>



Best Company in Innovation 2021

Regional Leaders Award, an initiative promoted by LIDE Paraná that highlighted companies that contribute to the development, innovation, and entrepreneurship in the state of Paraná.



Folha Top of Mind Award 2021

Positivo was one of the computer brands most remembered by Brazilian consumers in 2021.

<https://www.meupositivo.com.br/doseujeito/positivo/positivo-e-uma-das-marcas-mais-lembradas-no-folha-top-of-mind/>



2

CORPORATE GOVERNANCE

- 2.1 Board of Directors
- 2.2 Board of Executive Officers
- 2.3 Risk Management & Oversight
- 2.4 Integrity Program
- 2.5 Positivo ESG Journey
- 2.6 Public Commitments and Certifications

Chapter 2

Highlights

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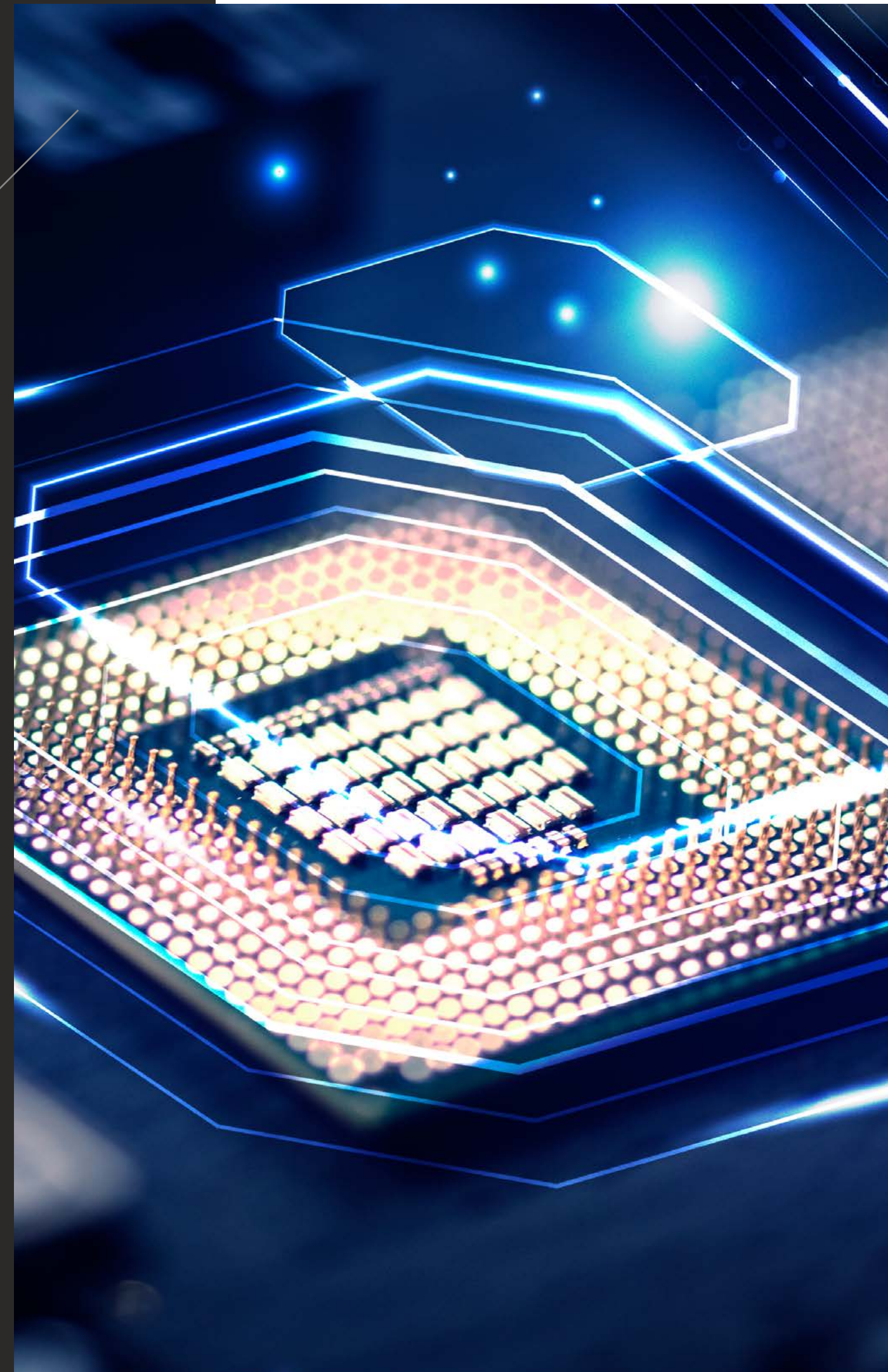
Company
listed on the
Novo Mercado.



Responsible
Business Alliance.



EcoVadis
bronze
medal.



Since going public in 2006, we have continuously improved the governance and integrity structure and processes of the Company, which is part of the Novo Mercado, the highest level of corporate governance in B3 – the Brazilian Stock Exchange.

2.1 Board of Directors

 GRI 2-12 | GRI 2-18

In 2021, we increased the number of members of the Board of Directors from seven to nine, adding two more independent positions, occupied by experienced professionals in the technology and consumer segments.

Currently, our Board of Directors has four independent members, one of whom is the Chairman, all elected by the Shareholders' Meeting for a unified mandate of one year, with reelection permitted.


Click on
the names
to see the **Bios**

** Independent*

In 2022, five Advisory Committees for the Board of Directors were created (Audit, Communication, Finance, People, and Educational Technology). In addition, the Company has adopted a formal performance evaluation process for the Board.



2.2 Board of Executive Officers

 GRI 2-13

Positivo’s Board of Directors is formed by executives with very diversified profiles. To broaden the focus on growth of the last two years, we hired a Vice-President of New Business.

Currently, the Board of Executive Officers is composed of 8 members, with specific functions designated by the Bylaws or assigned by the Board of Directors. The term of office of each director is two (2) years, reelection being permitted.



Board of Executive Officers is composed of **8 members**



The term of office of each director is **2 years**



Click on the names to see the **Bios**

** Statutory officers*

2.3 Risk Management & Oversight

 GRI 2-15 a GRI 2-17 | GRI 2-25 a GRI 2-27 | GRI 205 | GRI 207

Positivo has a Risk Management Policy, approved by its Board of Directors in 2022. In the same year, the Company’s Audit Committee was also established.

The Fiscal Council was installed at the Annual General Meetings of 2022, 2021, 2020, 2019 and 2018, with the purpose of monitoring the Management’s acts, in addition to the other attributions established by Law.



Company’s Audit Committee

was established in 2022

Below, members of the Fiscal Council:


Click on
the names
to see the **Bios**



2.4 Integrity Program

 GRI 405 a GRI 409

Positivo Tecnologia maintains a robust Integrity Program to ensure that its business is conducted in accordance with current legislation and the highest standards of ethical conduct.

Our Code of Ethics, approved by the Board of Directors, has been effective since 2009 and was last updated in 2022. The Code incorporates and translates Positivo's Purpose and Values.

We also rely on an independent Whistleblowing Channel, an Ethics & Compliance Committee, training sessions, policies, and processes that include contractual commitments from our business partners to observe the same ethical standards.

The Ethics and Compliance Committee, established in 2018, is composed of representatives from the financial, legal and government institutions services areas, reporting to the CEO and the Board of Directors. Its main responsibilities are (i)

We have particularly reinforced two areas that we believe are material to our reality: anti-corruption and data privacy and protection.

disseminating a Culture of Integrity through an in-house communication program and periodic training sessions; (ii) assessing anticorruption compliance risks; (iii) defining rules, policies, and instruments aiming at detecting and remedying frauds, irregularities and illegal acts practiced against public administration; and (iv) devising compliance internal audit mechanisms and continued monitoring.

Although our Integrity Program is comprehensive and aims to foster an ethical culture in the organization, we have particularly reinforced two areas that we consider material to our reality: anti-corruption and data privacy and protection.

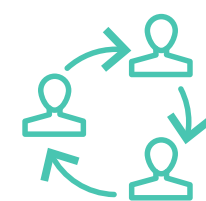
In addition to the Corporate Policy on Corruption Prevention, we conducted specific training on anti-corruption and relationships with public agents, including for top leadership, and inserted anti-corruption clauses in all contracts signed by the Company.

In 2021, 8 members of the Board of Directors and 3 members of the Fiscal Council took the training. Additionally, 115 integration events were held with training on the Code of Conduct, covering 777 new employees. Throughout the year, more than 2,400 people accessed the video trainings on “Employee Code of Conduct” and “Prevention of Corruption” available on the Knowledge Portal (portaldosaberpositivo.com.br).



115 events

integration events with training on the Code of Conduct Alignment



+2,400 people

accessed training on “Employee Code of Conduct” and “Corruption Prevention”

The Company’s positioning regarding Anti-Corruption is communicated to the supply chain through its Code of Conduct for Suppliers and Partners.

In 2021, we concluded adjustments to the Brazilian GPDR Law rules, known as LGPD. More than 200 processes, more than 150 internal and external websites, and dozens of supplier contracts were reviewed and adapted. Such work required a deep joint analysis of Positivo’s processes with its suppliers.

We have a Privacy and Data Protection Policy and specific privacy goals.

The Company also has a Privacy by Design process, which employs security controls from the entry of a product, system or process to its internal closure. This process is conducted by a team focused on privacy, in which the areas of Projects, Procurement, Legal, Information Security, Compliance and Business Areas participate.



2.5 Positivo ESG Journey

🌐 GRI 2-22 | GRI 2-29 | GRI 3-1 | GRI 3-2

In 2022, we started our ESG strategic planning process, under the leadership of the Executive Committee and supervision of the Board of Directors, with the support of a specialized consulting firm (Evolve Consultoria).

The process consisted of a diagnosis of the company's current maturity on the ESG agenda, identification of stakeholders, definition of the materiality matrix and discussion of the company's vision on governance and sustainability issues. These elements allowed us to define an aligned and consistent ESG Strategy, currently in the final stages of approval. In 2023, the Company will start implementing the ESG strategy, establishing action plans and targets, which will be monitored and disclosed.



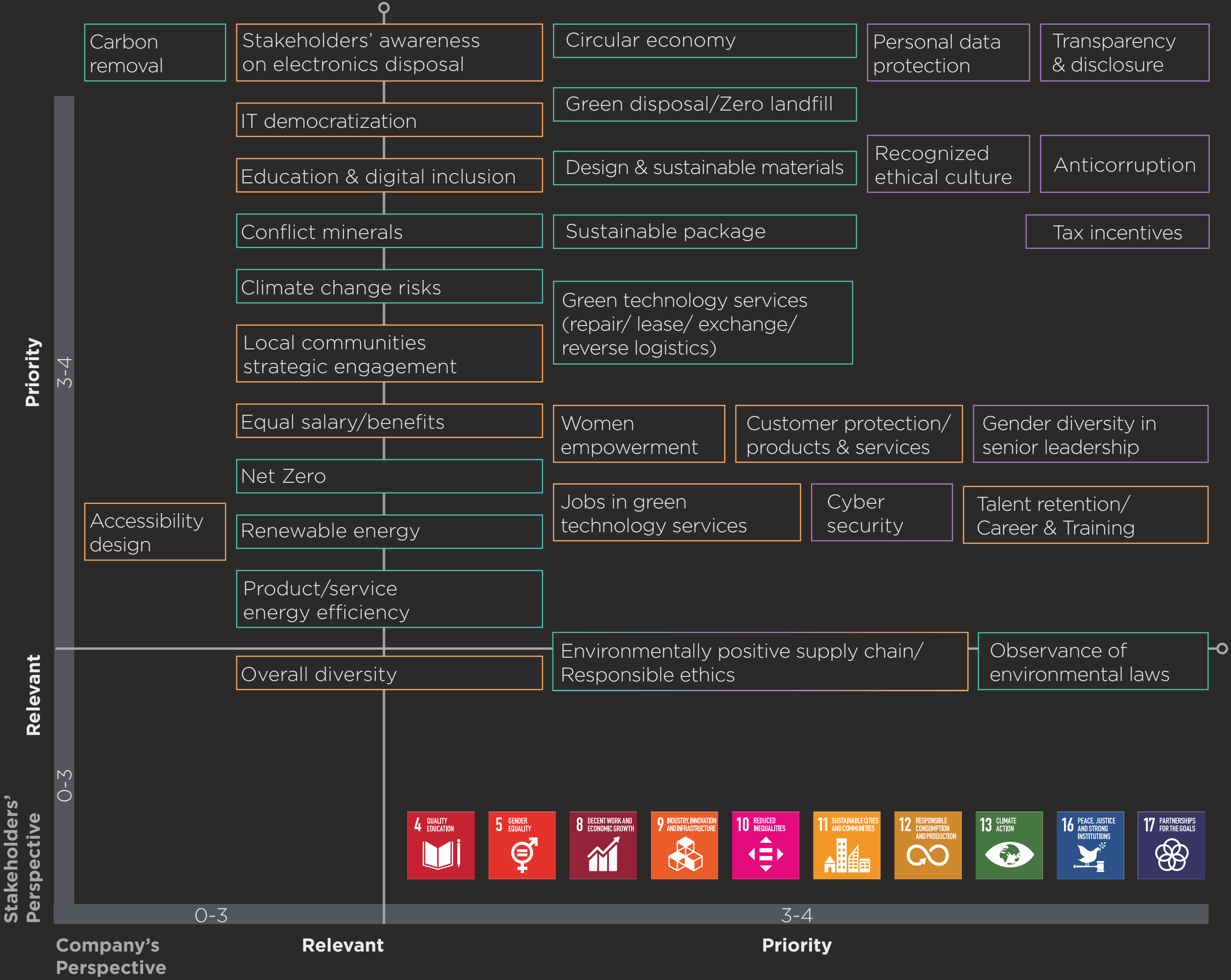
Materiality

GRI 3

The materiality was built from the Company’s perspective, guided by the GRI standards, in connection with the SDGs - UN Sustainable Development Goals, and also taking into account existing opinion polls with some stakeholders, such as employees and investors. Although this exercise was carried out in 2022, it pointed to some material themes that have already guided the preparation of this Report for the year 2021. They are the following:

Caption:

- Social Issues
- Environmental Issues
- Governance issues
- Environmental, Social and Governance issues



Communication with Stakeholders

 GRI 2-29

Throughout 2021, communication with stakeholders was carried out through surveys and perception analysis, in formal channels such as meetings, participation in associations, benchmarkings, customer satisfaction surveys, organizational climate survey among employees and a perception study with investors.

It is worth noting that, during 2022, stakeholder management went through an extensive review at Positivo, including a more detailed assessment of the stakeholders' list. Structured actions for regular contact with the main stakeholders are planned for 2023.



For 2023

are planned structured actions for regular contact with the main stakeholders



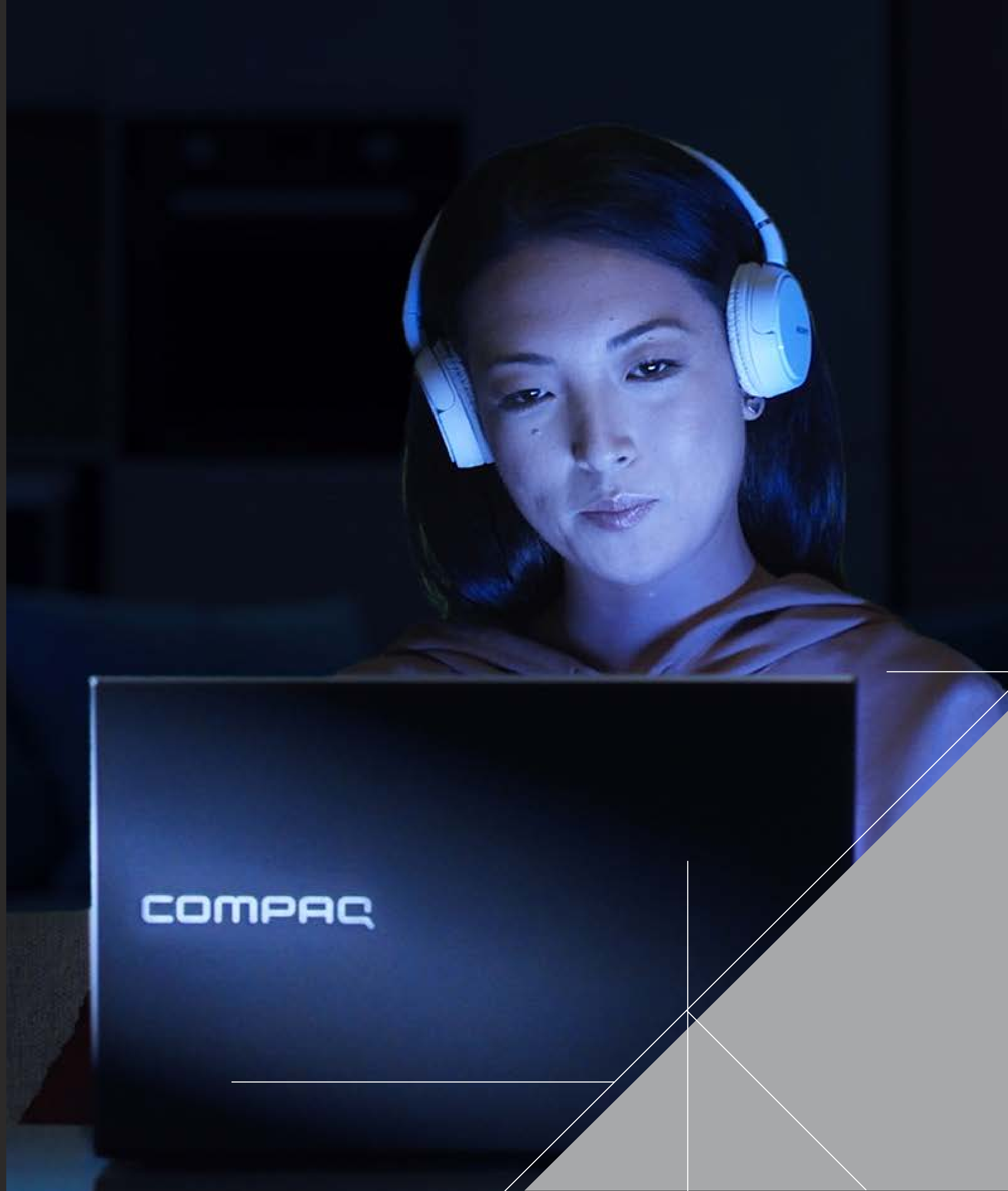
2.6 Public Commitments and Certifications

 GRI 2-23

We are a signatory of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. As members of the RBA, we declare our commitment to observe the human rights, labor, environmental and ethical standards set forth in its Code of Conduct, as well as require their observance by our suppliers.

Since 2018, Positivo Tecnologia has submitted itself to the evaluation of EcoVadis, one of the world's largest and most reliable providers of corporate sustainability ratings. The company evaluates Corporate Social Responsibility (CSR) from 21 criteria organized into four themes: environment, fair labor practices, ethics/fair business practices and supply chain.

Currently, Positivo is classified as Bronze, which means that it is among the 50% best companies rated by EcoVadis in sustainable practices worldwide.



3

HUMAN CAPITAL

- 3.1 Compensation & Benefits
- 3.2 Diversity & Inclusion
- 3.3 Health & Safety
- 3.4 Training & Development

Chapter 3 Highlights



Great Place to Work

(GPTW)

Positivo was **recognized** by GPTW as one of the **best** companies to work for in the state of Paraná in 2021.



Integral Health at Positivo

We provide **assistance** to the physical and emotional health of our **employees**, caring for their **well-being** and disease prevention. In addition to traditional health benefits, we offer **additional support** with our Casa da Saúde (Health Channel), the Canal de Apoio Positivo Positivo Support Channel) and health apps such as ZENKLUB and VIK.

Our Way: We want to retain and attract people who are able to perform transformations.

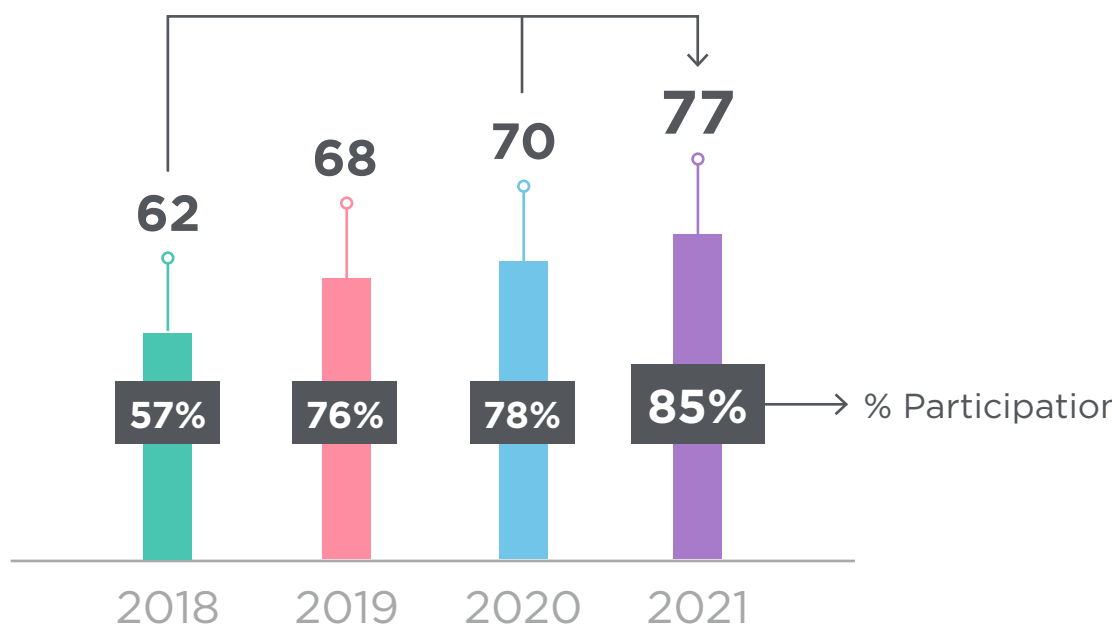
Positivo has sought to develop a culture that fosters a sense of belonging and employee autonomy. We work to encourage everyone, regardless of position or title, to achieve their best performance and get the best the company has to offer.

We strive to strengthen the relationship of trust and transparency between managers and employees, sharing relevant information about the company's strategy and philosophy firsthand with the leadership, so that they can unfold this information, build a dialogue and facilitate the understanding and engagement of the team.

In 2021, we implemented the Athena Project, a study for the progressive insertion of the hybrid work format, aiming at the employees' adaptation to this new culture. Developed in partnership with PwC Consulting, Athena was another great source of inspiration for managers on topics that directly influence their activity and that of their teams,

in order to seek better organizational results, motivation, and commitment.

As a result of this and all the recent efforts, Positivo's employee satisfaction index, according to the GPTW survey, has been evolving in recent years, showing an important advance in 2021, both in terms of score and participation:



We were recognized by GPTW among the best companies to work for in the state of Paraná. The ranking, which evaluates aspects such as trust, respect, fairness and merit impartiality, as well as pride and collaboration, is composed of 100 companies and is divided into three categories: small, medium and large size. Positivo Tecnologia is ranked among the 20 best in the large size category in the state.

3.1 Compensation & Benefits

🌐 GRI 2-19

Besides compensation in line with the market, we offer all full-time employees a series of benefits and facilities, including health and dental plans, private pension plan, and life insurance.

3.2 Diversity & Inclusion

🌐 GRI 405

Diversity is part of Positivo's culture, which seeks the inclusion of everyone, providing opportunities for women, men, different ethnic-racial groups, people with disabilities, LGBTQIA+ and any diversity and minority groups. Our commitment is to professionally develop everyone in the organization, respecting, protecting and valuing each one's uniqueness.



Currently, we have 42 professionals in top leadership (chief executive, board of executive officers and directors), being 76% male and 24% female. The vast majority (93% of the total) declare themselves white, with 2 people of mixed race and 1 black person.

As for the other employees, our team is made up of 3,796 people, 52% male and 48% female.

As a way of supporting women during pregnancy and the arrival of a child, we instituted the Mamãe & Bebê (Mother & Baby) Program, through which we make special monitoring available to employees during this period. We also offer the benefit of day-care assistance for children up to 1 year old.

POSITIVO
TECNOLOGIA

Finalist of

Globant Awards | **.Women**
that Build Edition

Mrs. **Marielva Andrade Silva Dias**, vice-president of our Business Unit for Public Institutions, is among those who received the most votes in the Brazil award category that recognizes women leaders in the technology industry.

3.3 Health & Safety

 GRI 403

The management of occupational health and safety, including all tools and procedures, is monitored by the Integrated Quality, Environment, Health and Safety Management System, based on the requirements of Standard NBR 45001:2018, by which Positivo is certified.



Our Integral Health program goes well beyond the legal requirements regarding workers' occupational health, contemplating pillars of mental health, wellness and disease prevention. These are some of our Integral Health initiatives:



ZENKLUB app - rebates for employees, extended to relatives, in online therapy



VIK app - physical health



Running group



PositivoSupportChannel - platform that offers active, supportive, and empathic listening through consultations with psychologists



Health Center (Casa da Saúde) - spaces dedicated to caring for employees, with doctors, an outpatient clinic, and wellness activities, where employees can make elective appointments through the Health Plan



In addition, we promote educational activities on the dates alluding to Health Campaigns following the Ministry of Health calendar, such as White January, Pink October, Blue November, and others.

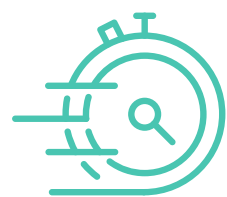
In 2021, we registered 24 work-related accidents, with no consequence of death or disability. We did not record the occurrence of occupational diseases among the Company's workers.

3.4 Training & Development

 GRI 404

Throughout 2021, Positivo employees took part in various training sessions, which totaled 9,577 hours, representing an average of almost 5 hours of training/year per employee, based on the year's headcount.

To improve technical and behavioral skills, Positivo develops the **Você+** program, which provides on-demand training to meet the specific needs of each employee, and the **Individual Development Plan (IDP)** for leaders and employees.



9,577 hours
of employee training



Você+
on-demand training to meet the specific needs of each employee





4

VALUE CHAIN

- 4.1 Environmental, Social, and Ethical Criteria in the Value Chain
- 4.2 Responsible Sourcing of Minerals
- 4.3 Trust & Collaboration

Chapter 4 Highlights



Code of Conduct for Suppliers and Partners

Environmental protection, use of conflict **minerals** in accordance with appropriate approvals, **combating** corruption and unfair competition, respect for **human rights** in labor relations.



Positivo Award

Best Service
Suppliers.



4.1 Environmental, social and ethical criteria in the value chain

 GRI 204 | GRI 308 | GRI 408 | GRI 407 | GRI 414

We value not only the integrity, but also the sustainability of our supply chain.

Our Code of Conduct for Suppliers and Partners outlines the minimum ethical, social and environmental commitments that third parties who have a relationship with Positivo must undertake.

The requirements provided for in the Code are checked in the approval process and in the annual evaluation of key suppliers, representing about 80% of the volume of purchases in the year, through evaluation questionnaires, self-assessment and interviews, in order to assess compliance with the commitments set out in the Code.

The data collected in the evaluations are posted on an interactive portal that allows the graphic monitoring of the suppliers' indexes and provides an integrated and comparative view of their performance.

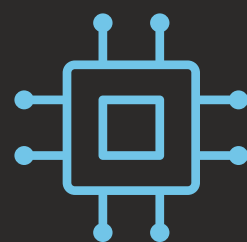
4.2 Responsible Sourcing of Minerals

 GRI 301

We are committed to not acquiring minerals from conflict areas, that is, geographical regions where there is armed conflict and a history of human rights violations, where the exploitation and trading of minerals can serve to finance weapons procurement.

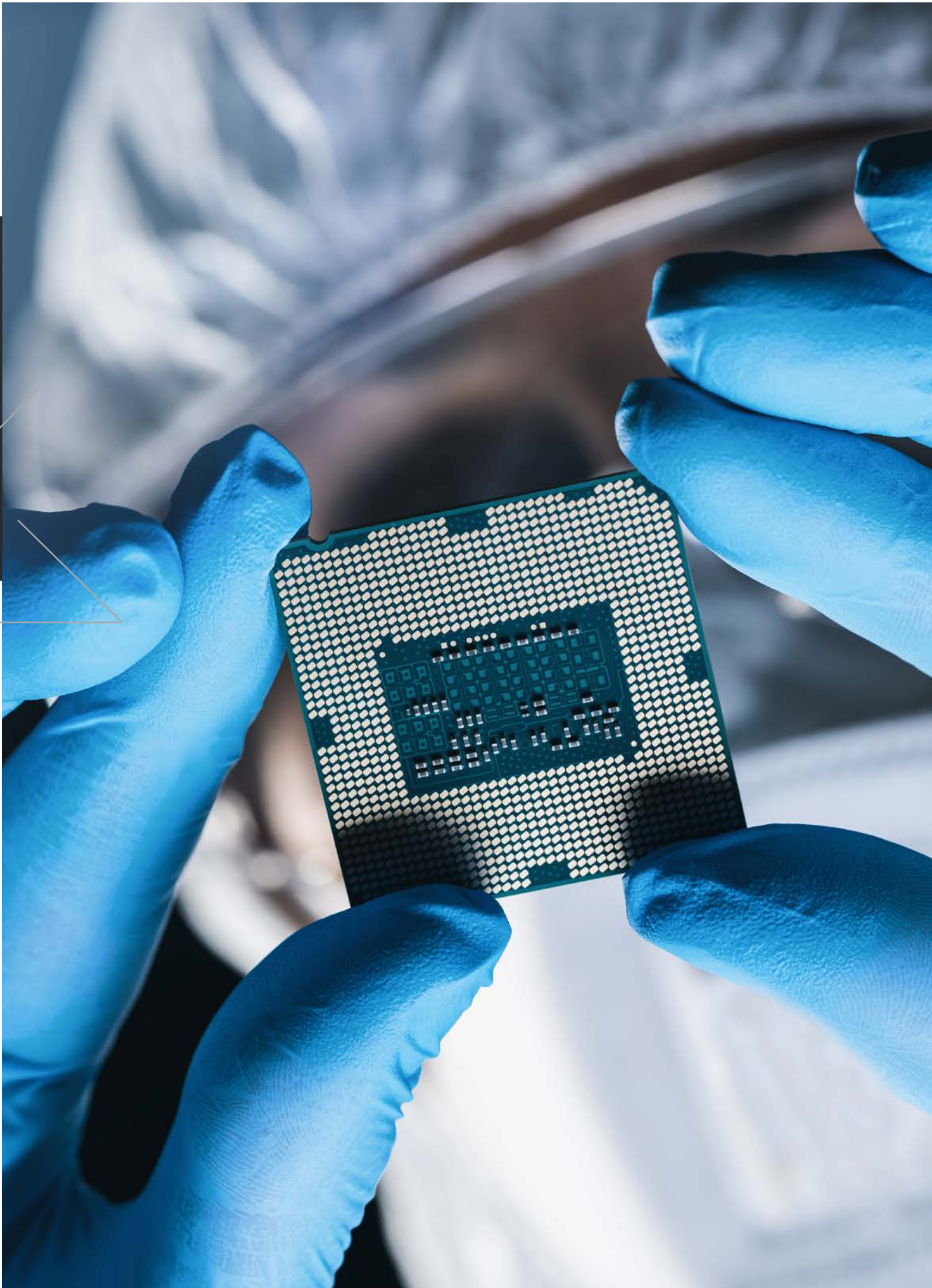
Tin, tantalum, tungsten, and gold mined in eastern Congo are considered conflict minerals. Although originating in the Congo, these minerals can be traded by neighboring countries such as the Republic of Central Africa, South Sudan, Zambia, Angola, Tanzania, Burundi, and Uganda.

These inputs go into the composition of practically all consumer electronics products, as well as countless products from other industries. Therefore, controlling the supply chain of computer equipment is as necessary as it is challenging.



Controlling the supply chain of computer equipment is as necessary as it is challenging

To ensure that no purchased product contains minerals from conflict areas, Positivo's Code of Conduct for Suppliers and Partners and the Policy on Minerals Deriving from Conflict-Affected Areas guide our suppliers to undertake the same commitment, whose compliance we verify through self-assessment and audits. If we find that a supplier has purchased conflict minerals, we reserve the right to replace the supplier.



4.3 Trust & Collaboration

🌐 GRI 2-6 | GRI 2-29

We invest in long-term relationships with our suppliers, based on trust and collaboration.

This form of relationship has facilitated the detection and addressing of points for improvement, resulting in gains for both parties. As examples, we can cite the partnerships signed between Positivo and its suppliers in carrying out studies to improve production processes and quality techniques and documentation of memory manufacturing; the availability of a testing laboratory for the launch of new product platforms; and cost reduction projects focusing on the acquisition of recycled and recyclable materials.



Partnerships

to improve production processes and quality and documentation techniques

2ND EDITION
POSITIVO AWARD
BEST SERVICES SUPPLIERS IN 2021

Hipertron Informática was awarded with the **1st Place** in the **ATP category** in the **Retail Segment**.

Congratulations to Hipertron and to all Positivo employees involved in the process!



CTP POSITIVO
TECH SERVICES

These initiatives give us the opportunity to contribute to the development of small and medium-sized companies, generating value to the production chain, while fostering the improvement of the service level to customers.

To further strengthen the partnership with the service provider network and recognize those who showed excellence in performance the previous year, we annually promote the Positivo Award: Best Service Providers. The recognition is part of a broader program of management and relationship with suppliers, in which we offer training, workshops and consulting to these partners. These initiatives give us the opportunity to contribute to the development of small and medium-sized companies, generating value to the production chain, while fostering the improvement of the service level to Positivo customers and other partner customers.



5

GOVERNMENT & ORGANIZED CIVIL SOCIETY

- 5.1 Relationship with Public Authorities
- 5.2 Associations

Chapter 5 Highlights



We are proud to be an **important supplier of Brazilian technology** to federal, state and municipal public institutions, including schools and hospitals.



In all interactions with public agents, we strive to **respect the law** and the highest standards of **ethics and transparency**.

5.1 Relationship with Public Authorities

GRI 2-23 | GRI 2-24 | GRI 2-27 | GRI 201-3 | GRI 201-4 | GRI 207

The nature of our activities requires that we maintain regular relationships with various bodies of the Public Administration, at the federal, state, and municipal levels, always guided by our ethical values and by compliance with legislation.

The Government is an important customer for our products and services. We regularly participate in bids from different public institutions.

In [our website](#), we seek to provide transparency about the technical and commercial information of products and services bid.

As taxpayers, considering the public interest in the development of the national technology industry, we benefit from certain tax incentives, including those of the Information Technology Law and the Manaus Free Trade Zone, being those of the Information Technology Law until December 2029 and those of the Manaus Free Trade Zone until 2073.



We seek to provide transparency about the technical and commercial information of products and services bid in our website

On a state level, we receive the following tax incentives:

- **Paraná:** reduction of the tax burden on IT products in sales within the state, as well as with ICMS (State VAT) deemed tax credit equivalent to the amount due on outflow, resulting in a tax burden of 0% for specific products sold by the Company.
- **Amazonas:** deferral of ICMS levied on imported raw materials and inputs destined for production, ICMS (State VAT) deemed tax credit in the acquisition of national raw materials and inputs, ICMS incentivized tax credit corresponding to the amount due on sales of IT goods, automation and mobile telephone terminals produced in Manaus Free Trade Zone.

— **Bahia:** deferral of ICMS levied on imported raw materials and inputs destined for production and ICMS (State VAT) deemed tax credit corresponding to the amount due on sales of IT goods, automation, and mobile telephone terminals produced at the Ilhéus industrial plant.

In our institutional interactions with different governmental bodies, we strive for a technical, transparent and ethical performance, aiming to contribute to the elaboration and improvement of laws and public policies that foster economic growth and social development through technology. The sustainable development of the Brazilian technology industry and digital inclusion have been gaining greater attention from the legislative and executive branches. And we are contributing to this awareness and collective action process.



5.2 Memberships

🌐 GRI 2-28

Positivo takes an active part in the following industry, commercial or technical associations:

- **Abinee** - Brazilian Association of Electrical and Electronic Industry - a non-profit civil society that represents the electric and electronic sectors throughout Brazil, being its board, with a four-year mandate, composed and elected by the members themselves.
- **APDM** - Associação Polo Digital de Manaus (Manaus Digital Hub Association) - a non-profit civil society organization, whose purpose is to bring representation and governance to the IT and communication ecosystem of Manaus in order to leverage it in an integrated and organized manner.
- **Eletros** - Associação Nacional de Fabricantes de Produtos Eletroeletrônicos (National Association of Manufacturers of Electrical and Electronic Products) - brings together and represents the largest and most important domestic manufacturers of electrical appliances and electronics in the country. A non-profit

organization, Eletros was founded in 1994, and today brings together 34 industries in the sector, spread throughout the country. It works to build ways to promote the sector's development and preserve its operability. In practice, Eletros' mission is to contribute to consolidate the national industry as a great generator of technological renewal, employment, income, and sustainability.

— **Green Eletron** - National association founded in 2016 by Abinee with the goal of implementing and managing a reverse logistics system for electrical and electronic products and their components, required by the National Solid Waste Policy.

— **IPD Eletron** - Instituto de Pesquisa e Desenvolvimento Tecnológico do Complexo Eletroeletrônico e Tecnologia da Informação (Institute for Research and Technological Development of the Electronic and Information Technology Complex) - an Industry Technology Entity, non-profit, created by Abinee, to promote development and technological innovation. IPD Eletron has as its main objective to contribute to public policies structured for the areas of science, technology and innovation; to stimulate and improve the management of innovation in companies; to increase investments in R&D; and

to support the raising of funds for innovation for sharing the technological risk.

— **P&D Brasil** - Association of Companies for National Technological Development and Innovation, which invests in R&D activities as a support to their business strategies. This association represents the member companies before the government, productive sectors, and opinion makers with the purpose of fomenting the construction of public policies to encourage the promotion of technological development and internationalization of companies, stimulating the production chain consolidation, value-added and wealth generation for the country.

— **DMFT** - We joined the board of the Distributed Management Task Force (DMTF), a non-profit institute that sets open standards for management and industrialization in the information technology (IT) sector. Positivo Tecnologia is the first Brazilian company to become a member of the Board alongside eight technology multinationals: *Cisco, Dell, HP, Lenovo, Intel, NetApp, Broadcom* and *Verizon*. By bringing together organizations with best practices in the management, development, manufacturing and validation of IT infrastructure solutions, DMTF is known for its excellence in collaboration and ability to drive advancement in the IT segment worldwide.



By bringing together organizations with best practices in the management, development, manufacturing and validation of IT infrastructure solutions, DMTF is known for its excellence in collaboration and ability to drive advancement in the IT segment worldwide.



6

COMMUNITIES

- 6.1 Donation of Equipment
- 6.2 Education
- 6.3 Initiatives during the Pandemic
- 6.4 Instituto Positivo

Chapter 6

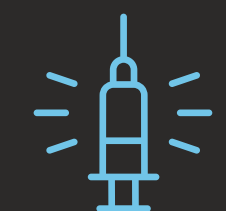
Highlights



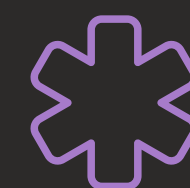
E-learning
technology at
public schools.



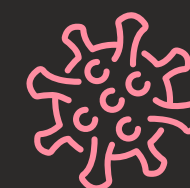
Production of
**pulmonary
ventilators.**



Adhesion to the
movement **“Unidos
pela Vacina”**
(the ‘United for
Vaccines Movement’).



Donation of
oxygen tanks
for Manaus
hospitals.



Production of
**Covid-19
tests.**



In 2021, our social initiative prioritized the fight against the Covid-19 pandemic. Positivo and its employees undertook initiatives to support local communities, especially those which significantly struggled with medical equipment, such as Manaus.

6.1 Donation of Equipment

 GRI 413

In March 2021, we donated Positivo desktops to Hospital São Vicente. Founded in Curitiba in 1939, the hospital expanded the number of ICU beds in the hospital unit in the neighborhood where one of the factories and Positivo Tecnologia’s headquarters are located. The donated computers are used in the ICU to monitor patient data and computerize administrative processes.

We also donate laptops to underprivileged communities from the results of sales of computer equipment during promotional campaigns on commemorative dates such as Mother’s and Father’s Days.

6.2 Education

 GRI 413

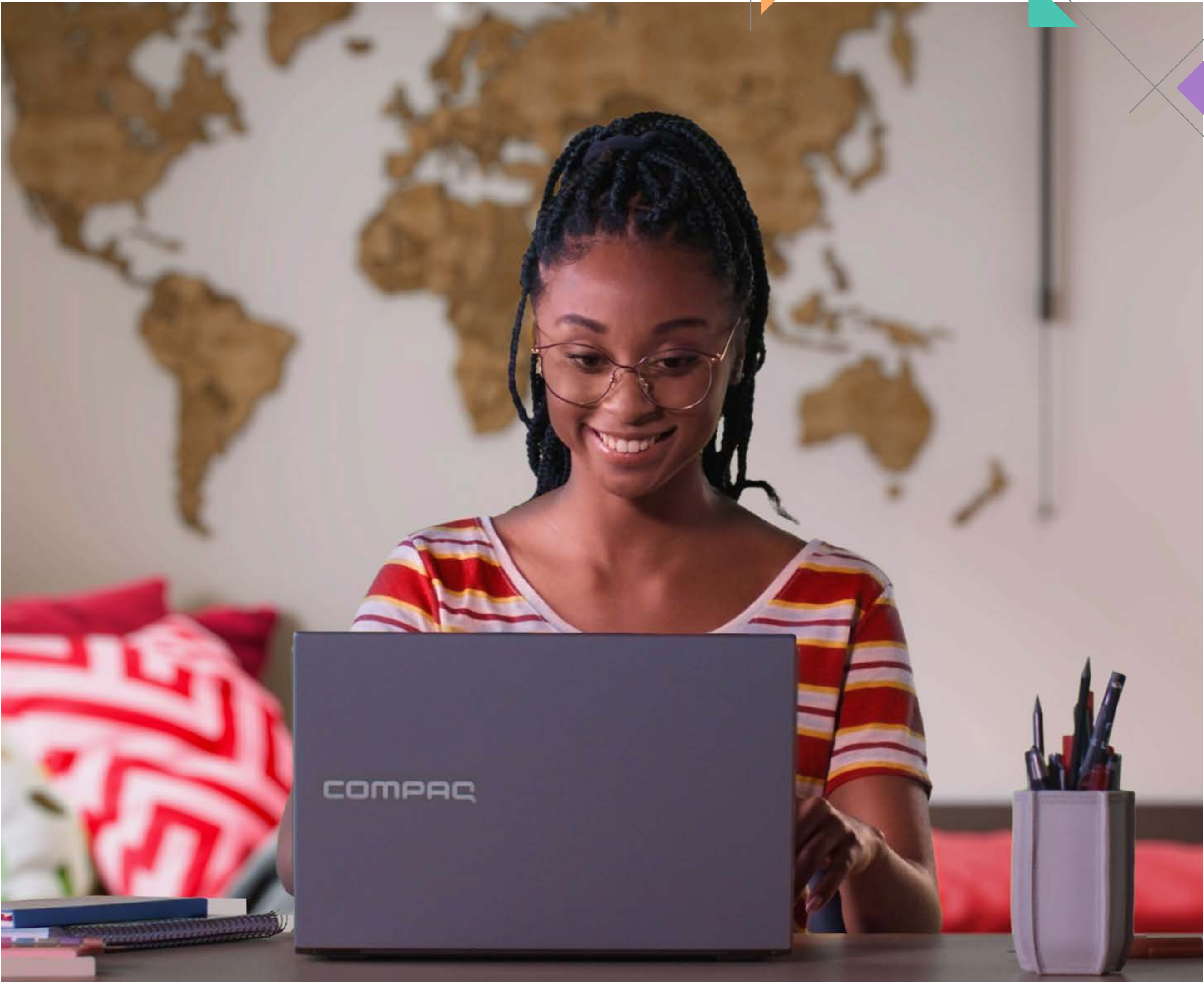
We entered into a partnership with the Municipal Government of Ilhéus, through the Municipal Department of Education, Sports and Leisure, to support the public elementary school network, providing students from 25 educational units with access to a Positivo netbook, equipped with the offline version of Aprimora, an adaptive and gamified platform that promotes the development of Mathematics and Portuguese Language learning.

The initiative is part of the Education 4.0 Project for low or no connectivity, which contributes to students having access to digital educational resources even in locations with no internet access. The program also provides for teacher training and a survey to measure the impact on learning generated from the use of these technologies.



Education 4.0

Project that contributes to students having access to digital educational resources even in places without internet access





6.3 Initiatives during the Pandemic

GRI 413

Project to increase *Magnamed's* pulmonary ventilators production capacity

Faced with an international shortage of ventilators due to high demand worldwide related to the Covid-19 pandemic, the Brazilian industry took action to meet the country's need. Our teams in Brazil, China and Taiwan mobilized task forces aimed at saving lives. Everyone worked hard to increase *Magnamed's* ventilators production capacity, a project that relied on the collaboration of companies such as *Suzano*, *Klabin*, *Flex*, *Fiat Chrysler*, *Embraer*, and *White Martins*. Positivo was responsible for seeking suppliers in Asia, qualifying components, developing the electronic board, and negotiating terms and prices. The project delivered 6,500 ventilators to the Ministry of Health in record time.

Adhesion to the Movement “Unidos pela Vacina” (the ‘United for Vaccines Movement’)

Positivo joined the “Unidos pela Vacina” Movement to support the project's goal to immunize the Brazilian population against Covid-19 until September 2021. We helped ease barriers in the vaccination process, such as the difficulty of municipal health departments to record data due to insufficient computer infrastructure.

Donation of oxygen tanks to hospitals in Manaus

We joined the society's efforts to minimize the effects of the Covid-19 pandemic in the state of Amazonas. In solidarity with patients and families with severe symptoms, we donated 60 oxygen tanks to public health institutions in Manaus, the capital of Amazonas. Three hospitals were benefited: the *Beneficente Português*, the *Universitário Getúlio Vargas*, both in Manaus, and the *General Hospital* in the city of Manacapuru. Each tank had 50 liters of oxygen.

**Technology for
e-learning access**

We have granted public and private schools free access to distance learning platforms to enable online learning of Portuguese and Mathematics during suspension of in-person classes during the pandemic.



**Technical assistance is
prioritized during the pandemic**

We prioritized handling repair requests on computer equipment at healthcare facilities during the social isolation period of the Covid-19 pandemic. Our technicians went to the front lines of the fight against the new coronavirus to ensure that computers, cell phones, and tablets in healthcare institutions worked properly. Our professionals were also committed to meeting the requests of corporate customers regarding the maintenance of technology devices. In addition, we loaned products as replacements when customers had difficulty delivering repaired or replaced equipment due to social distancing restrictions.



Free Access

to distance learning platforms
granted to public and private schools



20 million

Increase in monthly production
capacity of COVID-19 tests

**Product warranty is extended during
social distancing**

We extended the warranty period of our products and ensured technical assistance for health institutions, thus contributing to avoiding the non-essential commuting of customers during social distancing, in case they needed authorized stores services for the maintenance of computers and cell phones within the warranty period.

Increased production of Covid-19 tests

Investment in the restructuring of Hilab a company that performs digital tests to identify antibodies reagent to the new coronavirus, and one of the investees of our Corporate Venture Capital program. The collaboration allowed us to increase production capacity to 20 million tests per month.

6.4 Instituto Positivo

 GRI 413

The Instituto Positivo was created in 2012 to manage the social investment of Grupo Positivo, the conglomerate from which Positivo Tecnologia originated in 1989. To date, Positivo Tecnologia is one of the institute’s sponsors.

The Institute has Education as its main area of activity, focusing on the dissemination of the Collaboration Regime among municipalities and on encouraging the implementation of Education Development Arrangements as a way to improve the quality of public education in Brazil. To this end, it provides technical support to small municipalities so that they can organize ways to collaborate with each other to develop pedagogical, material, and logistical aspects of public education.

In parallel, the Institute develops other social and environmental initiatives.

During the pandemic, for example, the entity participated, alongside other institutions and civil society associations from Paraná, in the campaign

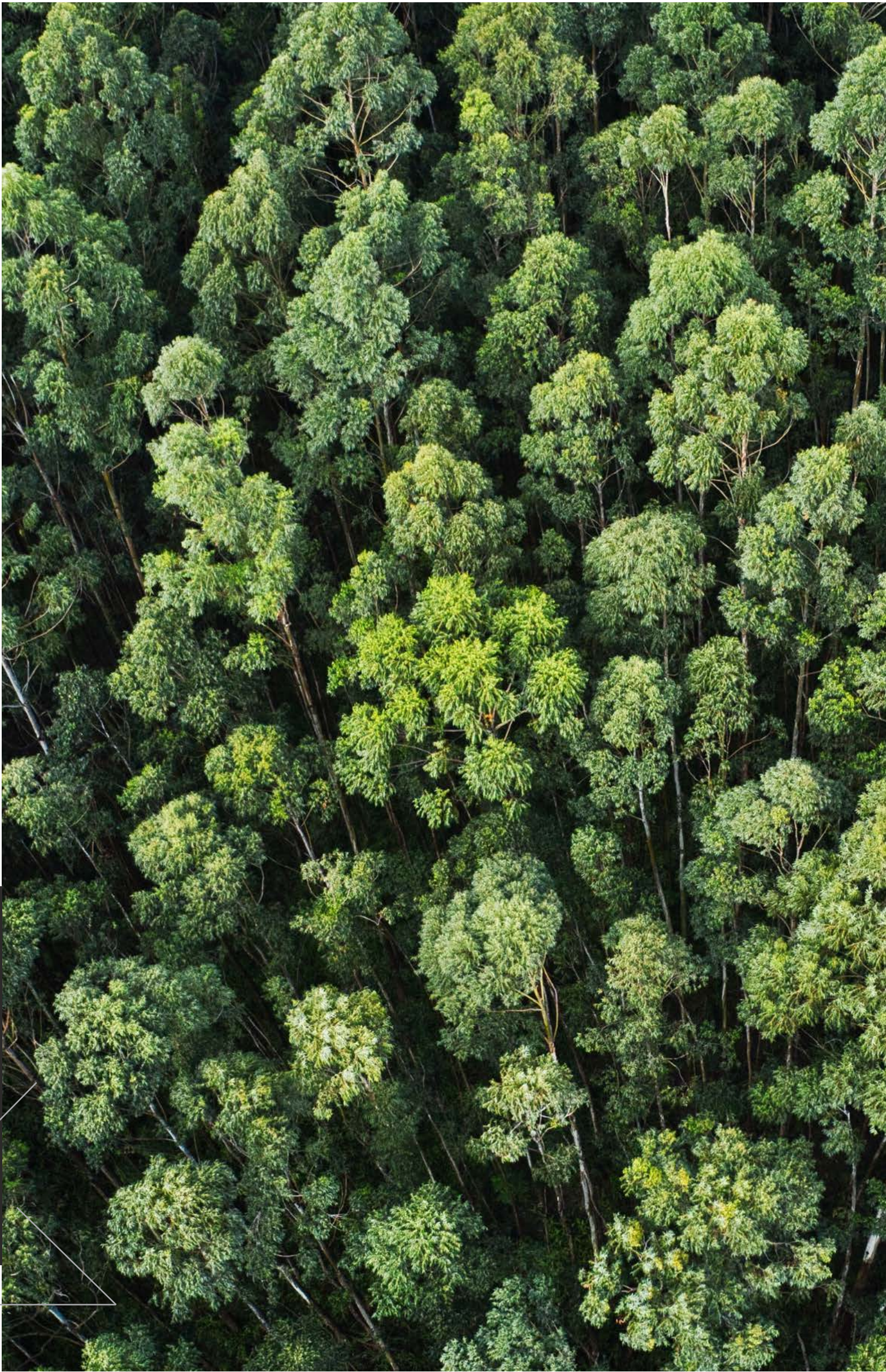
“O Amor Contagia” (Love Counts”), with the aim of raising funds for health and social assistance. The campaign collected a large volume of financial and material resources to support public and philanthropic hospitals that provide beds for the Unified Health System (SUS).

The Institute is also active in environmental preservation, maintaining a private reserve with an area of 128.67 hectares in Paraná - the Mata do Uru Reserve, which shelters remnants of the Araucária Forest and Natural Fields.



“Mata do Uru” Reserve

With an area of 128.67 hectares in the state of Paraná, the Institute maintains a private reserve that shelters remnants of the Araucária (Brazilian pine) Forest and Natural Fields





7

ENVIRONMENTAL

- 7.1 Integrated Management System
- 7.2 Hazardous Substances
- 7.3 Ecolabelling
- 7.4 Circular Economy
- 7.5 Environmental Awareness & Education
- 7.6 Emissions
- 7.7 Energy
- 7.8 Water
- 7.9 General Waste

Chapter 7 Highlights



Environmental, health, and occupational safety **integrated** management **system**.



Beginning of the **circular** economy journey.



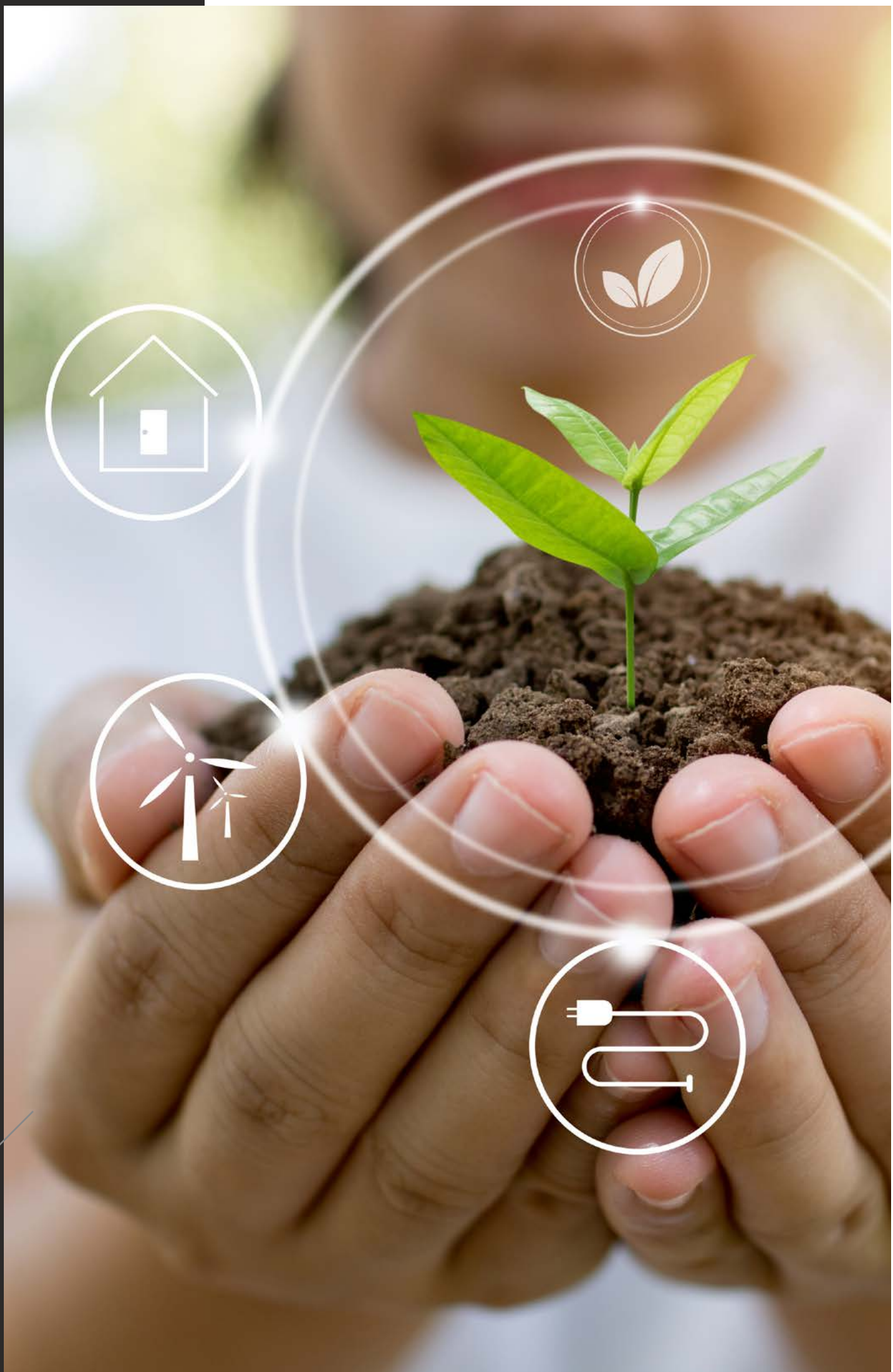
Active participation in **Green Eletron**.



90% of renewable energy in own operations.



Broad track record of **environmental monitoring** (since the '90s).



7.1 Integrated Management System

GRI 300

We have an Integrated Environmental and Occupational Health and Safety Management System, which follows the requirements of ISO 9001:2015 for quality management, ISO 14001:2015 for environmental management, and ISO 45001:2018 for occupational health and safety management (“OHSM”).

We keep our Curitiba, Manaus and Ilhéus units certified by ISO 14.001:2015, and monitor our performance in the topics of water, effluents, emissions, energy and waste.

ISO
9001:2015
quality management

ISO
14001:2015
environmental management

ISO
45001:2018
occupational health and safety management

7.2 Hazardous Substances

 GRI 301

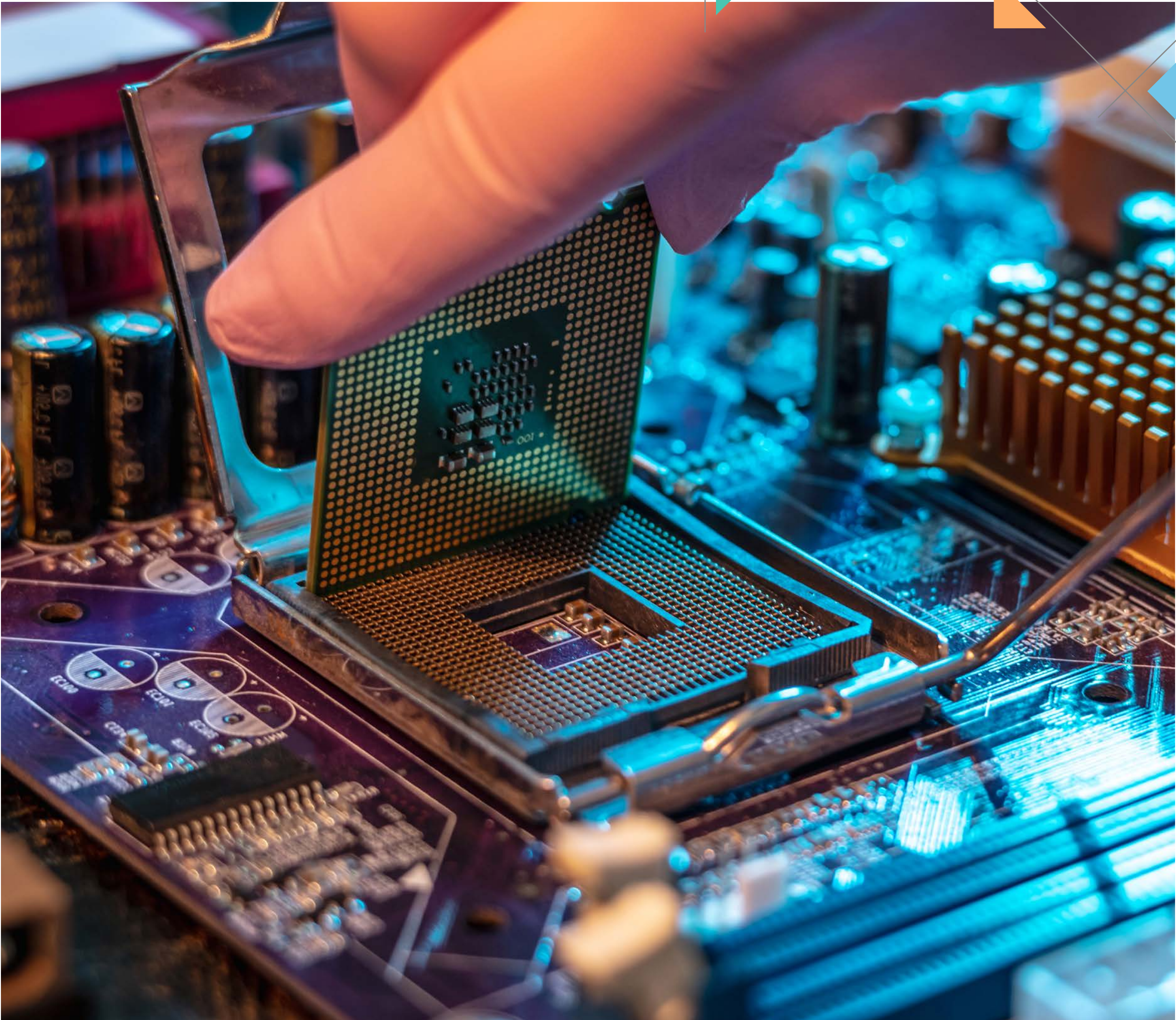
Since its foundation in 1989, the company has sought to produce equipment with less impact on the environment and on the communities around its units. Since 2008, Positivo Tecnologia has been “LEAD FREE”, i.e., it does not use lead in the manufacturing of electronic components.

We also adhere to the requirements of the RoHS Directive (Restriction of Hazardous Substances in Electrical and Electronic Equipment) of the European Union, which restricts the use of certain substances hazardous to health or the environment - such as mercury, cadmium, hexavalent chromium, polybrominated biphenyls, polybrominated diphenyl ethers and four different phthalates - in the manufacture of electrical and electronic equipment.



LEAD FREE

no use of lead in
electronics manufacturing



7.3 Ecolabelling

 GRI 417

In 2018, the company implemented the ABNT Environmental Labeling Program – a voluntary certification of products and services, developed in accordance with the ABNT NBR ISO 14020 and ABNT NBR ISO 14024 standards, which takes into account the life cycle of products, aiming to reduce negative impacts caused to the environment at all stages of these products’ life cycle: resource extraction, manufacturing, distribution, use and disposal.



ABNT Environmental Labeling Program

A voluntary certification of products and services, developed in accordance with the ABNT NBR ISO 14020 and ABNT NBR ISO 14024 standards



7.4 Circular Economy

 GRI 301

Reverse Logistics

Positivo’s reverse logistics system currently relies on the support of the technical assistance network throughout Brazil. The components are separated by type of material and forwarded to recyclers and suppliers, so that a final destination can be given. Customers receive guidance on how to return their equipment through the Positivo Relationship Center, available by e-mail recicle@positivo.com.br and by local telephone numbers 4002-6440 (in the cities of Curitiba, Belo Horizonte, São Paulo and Brasília) and 0800 644 7500 (for all other Brazilian cities).

Positivo maintains a contract with *GM&CLOG Logística* to manage the reverse logistics of its equipment.

In addition to these individual initiatives, we are members of Green Eletron, an industry association that develops alternatives for the collection and proper treatment of electro-electronics at their end of life in compliance with the Brazilian National Solid Waste Policy.

Green Eletron created a collective system to carry out the entire reverse logistics of its members' products, which involves everything from collection to sending the "electronic waste" to recyclers, who are responsible for transforming these products into raw material for the manufacture of new products by the industry.

Green Eletron also acts as an industry agent in the dialogue with the various stakeholders involved in the implementation of current legislation, including the government, providing scale, security, legal compliance and competitive advantage, with appropriate costs for its members.

The entity currently has dozens of member companies, manufacturers or importers of electronics and batteries.

Green Eletron created a collective system to carry out the entire reverse logistics of its members' products, which involves everything from collection to sending the "electronic waste" to recyclers.



Reusable package

We have innovated once again by giving another destination to laptop boxes, which instead of being discarded, can be used as support for the machines themselves. With a simple and creative attitude, we gave a new use to our laptop cases, reducing the environmental impact caused by the disposal of the material. From now on, all laptop packaging can be transformed into a practical support for the machine.



Design of environmentally responsible products

In 2022, Positivo started a study for the use of more sustainable materials and product design. Indicators regarding the recyclability of materials used are not available for the year 2021 and the company recognizes the need for their implementation for future reporting and improvement plans.



7.5 Environmental Awareness and Education

 GRI 413

We understand that an important way to contribute to reducing the environmental impacts of our activities is to raise awareness and educate our customers and other stakeholders. We use our various communication channels, including social networks, for this purpose.

We also maintain a portal called “TI Verde Positivo Tecnologia” (or Green IT Positivo Tecnologia), where we provide information about the use and disposal of our products.

The [website](#) presents guidelines on how consumers can use our products in a more sustainable way.



7.6 Emissions

 GRI 305

We monitor and measure annually all Scope 1 greenhouse gas emissions (GHG) and part of the Scope 2 emissions, following the GHG Protocol Program and ISO 14064-1 as methodological references.

In 2021, the Positivo Tecnologia Scope 1 GHG emissions were 85 tCO₂, considering the LPG consumption in the company's five manufacturing plants, excluding the commercial offices.

The values of indirect emissions (Scope 2) of GHG refer to emissions from the use of purchased energy. In 2021, Scope 2 emissions were 1,021 tCO₂.

Until 2021, the company had not carried out a complete mapping of its Scope 3 emissions and a prioritization of actions. This item will be developed in light of the ESG strategic plan under construction in 2022.



85 tCO₂

Scope 1
GHG emissions
in 2021



1,021 tCO₂

Scope 2
GHG emissions
in 2021



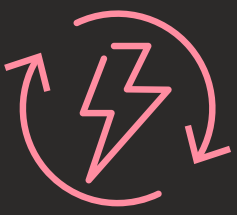


7.7 Energy

 GRI 302

Positivo manages the use of energy across its operations, based on electricity bills made available monthly by electricity distribution companies.

Currently, the electricity consumed is acquired at the Energy Free Market, certified by I-REC (Renewable Energy International Certificate). In 2021, +90% of the entire energy consumed within the organization stemmed from renewable sources.



Besides electricity, we use the energy generated by fuels for specific purposes: LPG fossil fuel used in dining halls, biodiesel biofuel (B100)



Certified by I-REC

Electricity consumed is acquired at the Energy Free Market



+90%

of the entire energy consumed within the organization stemmed from renewable sources

Besides electricity, we use the energy generated by fuels for specific purposes: LPG fossil fuel used in dining halls, biodiesel biofuel (B100) in energy generators, with consumption monitored by meter readers.

Until 2021, the energy consumed outside the organization (upstream e downstream) was not controlled by the Company. A conscious analysis of eventually reporting the products and services energy consumption is foreseen in the strategic plan under construction in 2022, to be implemented as of 2023.

7.8 Water

 GRI 303

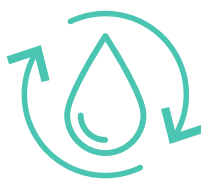
Positivo controls the total volume of water used, contributing to a better understanding of the global scale of the potential impacts and risks associated with its use.

All the water used in the Company's operations derives from sources such as artesian wells, and mainly by external local public supply. Broadly speaking, water consumption by the company is directly linked to the use of the resource for personal hygiene and cleaning of facilities, as well as for food.



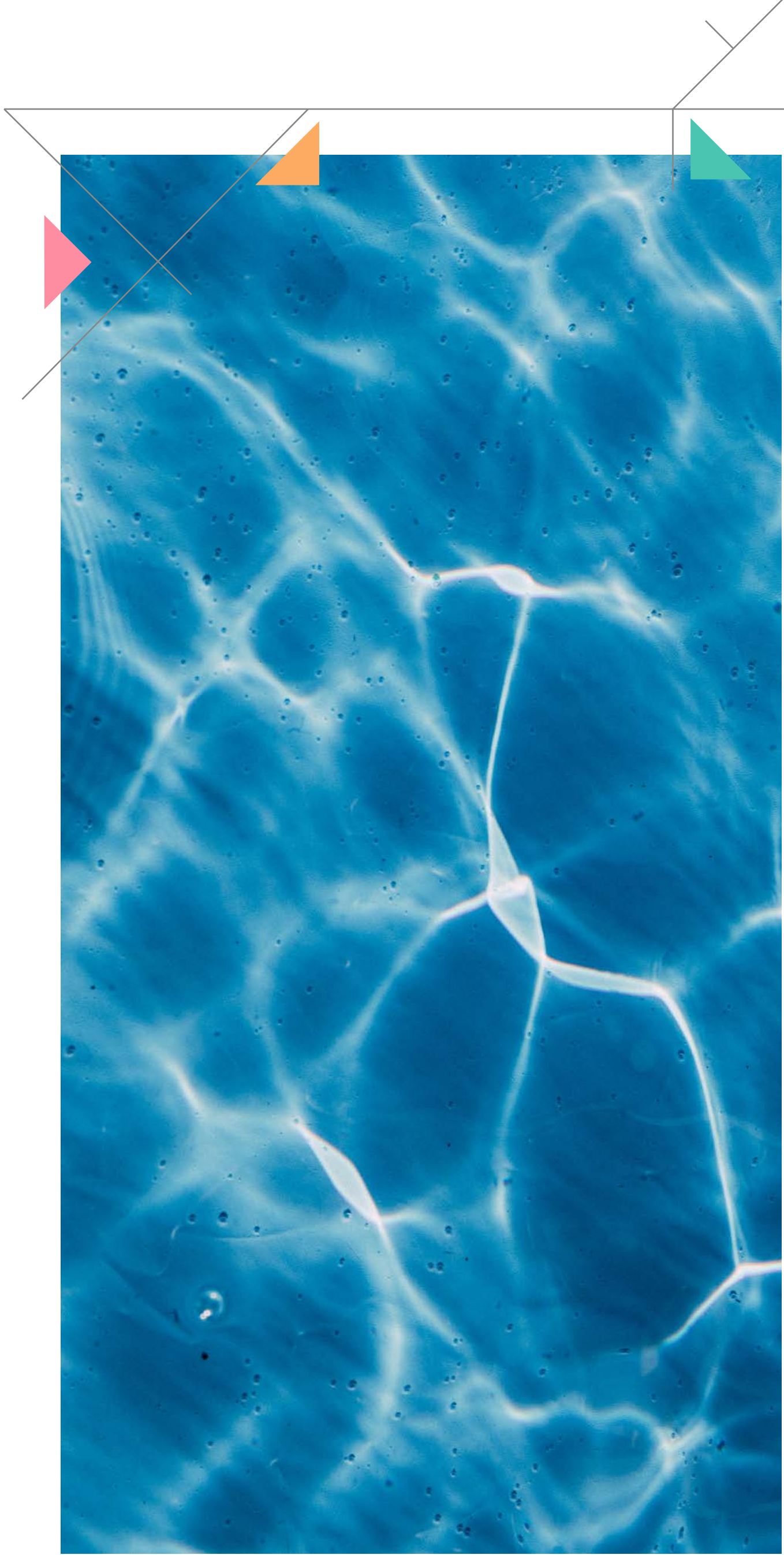
Effluents

at the Curitiba plant are collected by the public network receiving systems



Manaus and Ilhéus

plants have their own Sewage Treatment Stations



All the water used in the Company's operations derives from sources such as artesian wells, and mainly by external local public supply.

As far as effluents are concerned, at the Curitiba plant they are collected by the public network receiving systems. The Manaus and Ilhéus plants, on the other hand, have their own Sewage Treatment Stations (STS), with laboratory monitoring of discharge into bodies of water, in accordance with the environmental license conditions and pursuant to the applicable environmental legislation.

Although, compared to other elements, water is not a material topic for this report, all legal controls over its uptake, management and disposal were considered.

7.9 General Waste

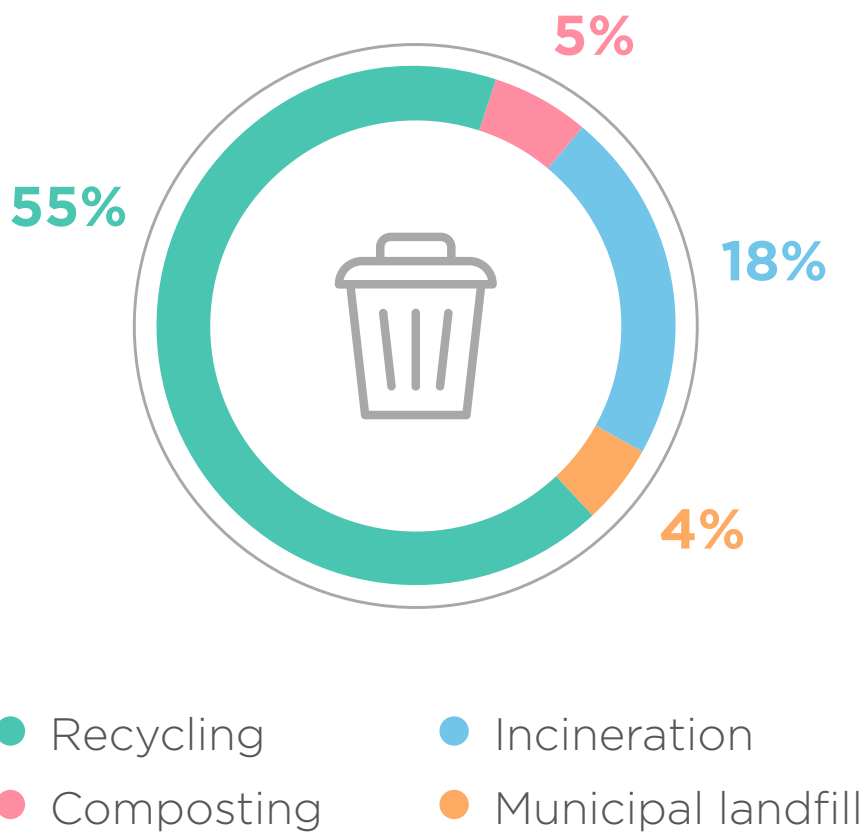
 GRI 306

Positivo has sustainability centers for the management of all the waste generated in the plant's manufacturing process, with its own operation, which carry out the classification, quantification and management of the collection. From these centers, the waste is sent to specialized companies, approved and licensed for treatment, collection management and transportation to its final destination, a process that includes continuous assessment and auditing of the recyclers. All the mitigation, preventive and corrective analysis measures are in accordance with the NBR ISO 14001:2015 standard.

In 2021, Positivo Tecnologia generated in its operation a total of 797ton of waste, the largest volume being cardboard (293t) representing 37% of total waste.

Of the total volume of waste generated by Positivo Tecnologia (797ton) in 2021, 55% was destined to the recycling process, 5% to the composting process, 18% was destined to the incineration process and 4% to the municipal landfill.

— Total volume of waste generated in 2021



Considerable improvements in the company's positive environmental performance are planned from 2023 onwards, following the ESG strategic planning currently being approved by the Company. A focus on supporting the reduction of customers' environmental impact through products and services is being considered, as well as internal environmental governance consistent with the demands of sustainable development and critical climate factors.



GRI Content Index

Statement of Use: Positivo Tecnologia reported the information cited in this GRI index for the period January 1 to December 31, 2021 with reference to the GRI Standard - version 2021.

GRI Standard	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
GENERAL CONTENT				
GRI 2: Conteúdos Gerais 2021	2-1 Organizational details	1.1 The Company	Material item reported in the GRI report	Page in GRI Report - 6
	2-2 Entities included in the organization's sustainability reporting	1.1 The Company / 1.3 Our Businesses / 1.4 Our Business Model	Material item reported in the GRI report	Page in GRI Report - 6
	2-3 Reporting period, frequency and contact point	About this Report	Material item reported in the GRI report	Page in GRI Report - 6
	2-4 Restatements of information	About this Report	Material item reported in the GRI report	Page in GRI Report - 7
	2-5 External assurance	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 7
	2-6 Activities, value chain and other business relationships	1.4 Our Business Model / 4.3 Trust & Collaboration	Material item reported in the GRI report	Page in GRI Report - 7
	2-7 Employees	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 8
	2-8 Workers who are not employees	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 9
	2-9 Governance structure and composition	2.1 Board of Directors	Material item reported in the GRI report	Page in GRI Report - 9
	2-10 Nomination and selection of the highest governance body	2.1 Board of Directors	Material item reported in the GRI report	Page in GRI Report - 9
	2-11 Chair of the highest governance body	2.1 Board of Directors	Material item reported in the GRI report	Page in GRI Report - 9

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	2-12 Role of the highest governance body in overseeing the management of impacts	2.1 Board of Directors	Material item reported in the GRI report	Page in GRI Report - 10
	2-13 Delegation of responsibility for managing impacts	2.2 Board of Executive Officers	Material item reported in the GRI report	Page in GRI Report - 10
	2-14 Role of the highest governance body in sustainability reporting	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 10
	2-15 Conflicts of interest	2.3 Risk Management & Oversight	Material item reported in the GRI report	Page in GRI Report - 11
	2-16 Communication of critical concerns	2.3 Risk Management & Oversight	Material item reported in the GRI report	Page in GRI Report - 11
	2-17 Collective knowledge of the highest governance body	2.3 Risk Management & Oversight	Material item reported in the GRI report	Page in GRI Report - 11
	2-18 Evaluation of the performance of the highest governance body	2.1 Board of Directors / 2.3 Risk Management & Oversight (Brief comment, information available in GRI Report)	Material item reported in the GRI report	Page in GRI Report - 11
	2-19 Remuneration policies	3.1 Compensation & Benefits	Material item reported in the GRI report	Page in GRI Report - 11
	2-20 Process to determine remuneration	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 12
	2-21 Annual total compensation ratio	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 12
	2-22 Statement on sustainable development strategy	2.5 Positivo ESG Journey	Material item reported in the GRI report	Page in GRI Report - 12

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	2-23 Policy commitments	2.6 Public Commitments and Certifications / 5.1 Relationship with Public Authorities	Material item reported in the GRI report	Page in GRI Report - 12
	2-24 Embedding policy commitments	5.1 Relationship with Public Authorities	Material item reported in the GRI report	Page in GRI Report - 12
	2-25 Processes to remediate negative impacts	2.3 Risk Management & Oversight	Material item reported in the GRI report	Page in GRI Report - 13
	2-26 Mechanisms for seeking advice and raising concerns	2.3 Risk Management & Oversight	Material item reported in the GRI report	Page in GRI Report - 13
	2-27 Compliance with laws and regulations	2.6 Public Commitments and Certifications / 5.1 Relationship with Public Authorities	Material item reported in the GRI report	Page in GRI Report - 13
	2-28 Membership associations	5.2 Associations	Material item reported in the GRI report	Page in GRI Report - 14
	2-29 Approach to stakeholder engagement	2.5 Positivo ESG Journey / 4.3 Trust & Collaboration	Material item reported in the GRI report	Page in GRI Report - 14
	2-30 Collective bargaining agreements	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 15
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.5 Positivo ESG Journey	Material item reported in the GRI report, but with data relative to 2022, i.e., after this reporting period	Page in GRI Report - 15
	3-2 List of material topics	2.5 Positivo ESG Journey	Material item reported in the GRI report, but with data relative to 2022, i.e., after this reporting period	Page in GRI Report - 17

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report																								
ECONOMIC CONTENTS																												
GRI 201: Economic Performance 2016	201 Management Approach to Economic Performance	1.7 Economic Performance, analysis highlighted in the Sustainability Report refers to data from Positivo Tecnologia SA or B3:POSI3 with adjustments for ICMS and PIS/Cofins taxes and other adjustments. Explanatory picture below	Material item reported in the GRI report. Data and tables in the GRI include Positivo Tecnologia SA, Parent Company and Subsidiaries as per accounting report prepared by KPMG Auditors and considers figures before ICMS and PIS/Cofins tax adjustments and other adjustments. Explanatory picture below	Page in GRI Report - 18																								
	NET INCOME RECURRING NET INCOME Amounts are in thousands of reais, except percentages. Consolidated Results <table><thead><tr><th></th><th>2021</th><th>2020</th><th>Change %</th></tr></thead><tbody><tr><td>Net Income</td><td>202,896</td><td>195,842</td><td>3.6%</td></tr><tr><td>Exclusion of ICMS from the calculation basis of PIS/COFINS</td><td>-</td><td>(218,501)</td><td>n/a</td></tr><tr><td>REFIC ISS Curitiba</td><td>-</td><td>18,227</td><td>n/a</td></tr><tr><td>Impairment of deferred taxes</td><td>-</td><td>61,540</td><td>n/a</td></tr><tr><td>RECURRING NET INCOME</td><td>202,896</td><td>57,108</td><td>255.3%</td></tr></tbody></table>					2021	2020	Change %	Net Income	202,896	195,842	3.6%	Exclusion of ICMS from the calculation basis of PIS/COFINS	-	(218,501)	n/a	REFIC ISS Curitiba	-	18,227	n/a	Impairment of deferred taxes	-	61,540	n/a	RECURRING NET INCOME	202,896	57,108	255.3%
		2021	2020	Change %																								
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Impairment of deferred taxes	-	61,540	n/a																									
RECURRING NET INCOME	202,896	57,108	255.3%																									
201-1 Direct economic value generated and distributed	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report, data and tables in the GRI include Positivo Tecnologia AS, Parent Company and Subsidiaries	Page in GRI Report - 21																									
201-2 Financial implications and other risks and opportunities due to climate change	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 23																									
201-3 Defined benefit plan obligations and other retirement plans	5.1 Relationship with Public Authorities, not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 23																									

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	201-4 Financial assistance received from government	1.6 Investments in Research and Development (R&D) and StartUps / 5.1 Relationship with Public Authorities	Material item reported in the GRI report	Page in GRI Report - 23
GRI 202: Market Presence 2016	202 Management Approach to Market Presence	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 25
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 25
	202-2 Proportion of senior management hired from the local community	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 25
GRI 203: Indirect Economic Impacts 2016	203 Management Approach to Indirect Economic Impacts	-	Indirect Economic Impacts were considered not material for reporting purposes in 2021, but the ESG strategic analysis done in 2022 suggests that this status be reviewed in the next report, analyzing the applicable materiality. For this definition, the maturity of the company was considered, as well as the analyses in 2021 that are not available for this item	Page in GRI Report - 26
	203-1 Infrastructure investments and services supported	-		Page in GRI Report - 26
	203-2 Significant indirect economic impacts	-		Page in GRI Report - 26
GRI 204: Procurement Practices 2016	204 Management Approach to Purchasing Practices	4.1 Environmental, social and ethical criteria in the value chain	Material item reported in the GRI report	Page in GRI Report - 26
	204-1 Proportion of spending on local suppliers	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 26
GRI 205: Anti-corruption 2016	205 Management Approach to Anti-Corruption	2.3 Risk Management & Oversight / 2.4 Integrity Program	Material item reported in the GRI report	Page in GRI Report - 27

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	205-1 Operations assessed for risks related to corruption	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 27
	205-2 Communication and training about anti-corruption policies and procedures	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 27
	205-3 Confirmed incidents of corruption and actions taken	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 27
GRI 206: Anti-competitive Behavior 2016	206 Management Approach to Unfair Competition	2.3 Risk Management & Oversight / 2.4 Integrity Program	Material item reported in the GRI report	Page in GRI Report - 28
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 28
GRI 207: Tax 2019	207 Management Approach to Taxes	2.3 Risk Management & Oversight / 5.1 Relations with Public Authorities	Material item reported in the GRI report	Page in GRI Report - 28
	207-1 Approach to tax	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 28
	207-2 Tax governance, control, and risk management	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 28
	207-3 Stakeholder engagement and management of concerns related to tax	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 28
	207-4 Country-by-country reporting	-	Item considered not material for the 2021 reporting	Page in GRI Report - 29

GRI Standard	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
ENVIRONMENTAL CONTENTS				
GRI 301: Materials 2016	301 Management Approach to Materials	4.2 Responsible Minerals Acquisition / 7.1 Integrated Management System / 7.4 Circular Economy	Material item reported in the GRI report	Page in GRI Report - 29
	301-1 Materials used by weight or volume	7.2 Hazardous Substances	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reports	Page in GRI Report - 29
	301-2 Recycled input materials used	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reporting	Page in GRI Report - 29
	301-3 Reclaimed products and their packaging materials	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reports	Page in GRI Report - 29
GRI 302: Energy 2016	302 Management Approach to Energy	7.1 Integrated Management System / 7.7 Energy	Material item reported in the GRI report	Page in GRI Report - 29
	302-1 Energy consumption within the organization	7.7 Energy	Material item reported in the GRI report	Page in GRI Report - 30

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	302-2 Energy consumption outside of the organization	7.7 Energy	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reports	Page in GRI Report - 30
	302-3 Energy intensity	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 30
	302-4 Reduction of energy consumption	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reports	Page in GRI Report - 31
	302-5 Reductions in energy requirements of products and services	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reports	Page in GRI Report - 31

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
GRI 303: Water and Effluents 2018	303 Management Approach to water and effluents	7.1 Integrated Management System / 7.8 Water	Material item reported in the GRI report	Page in GRI Report - 31
	303-1 Interactions with water as a shared resource	7.8 Water	These elements of water management are not monitored in detail by the company and no evidence of negative impacts was found. As there is a management process of water and effluents that proved to be adequate and there is management over the disposal of foreign elements to water, these elements were considered non-material for the 2021 reporting. It is suggested that the company review these aspects in future years, to confirm the low relevance of the item as a justification for not monitoring	Page in GRI Report - 31
	303-2 Management of water discharge-related impacts	7.8 Water		Page in GRI Report - 31
	303-3 Water withdrawal	7.8 Water		Page in GRI Report - 31
	303-4 Water discharge	7.8 Water		Page in GRI Report - 31
	303-5 Water consumption	7.8 Water	Material item reported in the GRI report	Page in GRI Report - 32

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
GRI 304: Biodiversity 2016	304 Management Approach to Biodiversity	-	For the moment, not considered material, but with reservations. Despite not having been considered of high materiality for the Company for the 2021 report, Positivo Tecnologia understands that because it has manufacturing units in areas near the Amazon and in the region of Ilheus, a work to deepen the understanding of its impact and the Company's responsibilities regarding biodiversity in these areas should be conducted. Greater materiality on this item is estimated to be reviewed between 2022 and 2025 by the Company following the ESG Strategic plan under construction in 2022. Special attention will be given to the analysis of biodiversity management and impacts by the Company in proximity to its plants, also considering the needs of the surrounding communities	Page in GRI Report - 32
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-		Page in GRI Report - 32
	304-2 Significant impacts of activities, products and services on biodiversity	-		Page in GRI Report - 32
	304-3 Habitats protected or restored	-		Page in GRI Report - 32
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-		Page in GRI Report - 33
GRI 305: Emissions 2016	305 Management Approach to Emissions	7.1 Integrated Management System / 7.6 Emissions	Material item reported in the GRI report	Page in GRI Report - 33
	305-1 Direct (Scope 1) GHG emissions	7.6 Emissions	Material item reported in GRI report, requiring improvement	Page in GRI Report - 33
	305-2 Energy indirect (Scope 2) GHG emissions	7.6 Emissions	Material item reported in GRI report, requiring improvement	Page in GRI Report - 34

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	305-3 Other indirect (Scope 3) GHG emissions	7.6 Emissions	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reporting	Page in GRI Report - 34
	305-4 GHG emissions intensity	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reporting	Page in GRI Report - 35
	305-5 Reduction of GHG emissions	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item, but GRI reporting is incomplete or with opportunities for improvement due to lack of complete monitoring data by the company in 2021. Item should be improved for future reporting	Page in GRI Report - 35
	305-6 Emissions of ozone-depleting substances (ODS)	-	Item considered not material because there is no evidence of impact on this point by the company's processes and products	Page in GRI Report - 35
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Item considered not material because there is no evidence of impact on this point by the company's processes and products	Page in GRI Report - 35
GRI 306: Waste 2020	306 Management Approach to Waste	7.1 Integrated Management System / 7.9 General Waste / 7.4 Circular Economy	Material item reported in the GRI report	Page in GRI Report - 36

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	306-1 Waste generation and significant waste-related impacts	7.9 General Waste / 7.4 Circular Economy	Material item reported in the GRI report	Page in GRI Report - 36
	306-2 Management of significant waste-related impacts	7.9 General Waste / 7.4 Circular Economy	Material item reported in the GRI report	Page in GRI Report - 36
	306-3 Waste generated	7.9 General Waste	Material item reported in the GRI report	Page in GRI Report - 37
	306-4 Waste diverted from disposal	7.9 General Waste	Material item reported in the GRI report	Page in GRI Report - 37
	306-5 Waste directed to disposal	7.9 General Waste	Material item reported in the GRI report	Page in GRI Report - 38
GRI 308: Supplier Environmental Assessment 2016	308 Management Approach to Supplier Environmental Assessment	4.1 Environmental, social and ethical criteria in the value chain / 4.2 Responsible sourcing of minerals / 4.3 Trust & Collaboration	Material item reported in the GRI report	Page in GRI Report - 38
	308-1 New suppliers that were screened using environmental criteria	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in GRI report, requiring improvement	Page in GRI Report - 39
	308-2 Negative environmental impacts in the supply chain and actions taken	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in GRI report, requiring improvement	Page in GRI Report - 39
SOCIAL CONTENTS				
GRI 401: Employment 2016	401 Management Approach to Employment	3. Human Capital	Material item reported in the GRI report	Page in GRI Report - 40
	401-1 New employee hires and employee turnover	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 40

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 41
	401-3 Parental leave	3.2 Diversity & Inclusion	Material item reported in GRI report, requiring improvement	Page in GRI Report - 42
GRI 402: Labor/Management Relations 2016	402 Management Approach to Labor/Management relations	3. Human Capital	Material item reported in the GRI report	Page in GRI Report - 42
	402-1 Minimum notice periods regarding operational changes	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 42
GRI 403: Occupational Health and Safety 2018	403 Management Approach to Occupational Health and Safety	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 43
	403-1 Occupational health and safety management system	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 43
	403-2 Hazard identification, risk assessment, and incident investigation	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 43
	403-3 Occupational health services	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 44
	403-4 Worker participation, consultation, and communication on occupational health and safety	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 44
	403-5 Worker training on occupational health and safety	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 44
	403-6 Promotion of worker health	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 44

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 44
	403-8 Workers covered by an occupational health and safety management system	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 45
	403-9 Work-related injuries	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 45
	403-10 Work-related ill health	3.3 Health & Safety	Material item reported in the GRI report	Page in GRI Report - 45
GRI 404: Training and Education 2016	404 Management Approach to Training and Education	3.4 Training & Development	Material item reported in the GRI report	Page in GRI Report - 45
	404-1 Average hours of training per year per employee	3.4 Training & Development	Material item reported in the GRI report	Page in GRI Report - 45
	404-2 Programs for upgrading employee skills and transition assistance programs	3.4 Training & Development	Material item reported in GRI report, requiring improvement	Page in GRI Report - 45
	404-3 Percentage of employees receiving regular performance and career development reviews	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in GRI report, requiring improvement	Page in GRI Report - 46
GRI 405: Diversity and Equal Opportunity 2016	405 Management Approach to Diversity and Equal Opportunity	3.2 Diversity & Inclusion / 2.4 Integrity Program	Material item reported in GRI report, requiring improvement	Page in GRI Report - 46
	405-1 Diversity of governance bodies and employees	3.2 Diversity & Inclusion	Material item reported in the GRI report	Page in GRI Report - 46
	405-2 Ratio of basic salary and remuneration of women to men	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 46

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
GRI 406: Non-discrimination 2016	406 Management Approach to Non-discrimination	2.4 Integrity Program	Material item reported in the GRI report	Page in GRI Report - 47
	406-1 Incidents of discrimination and corrective actions taken	2.4 Integrity Program	Material item reported in the GRI report	Page in GRI Report - 47
GRI 407: Freedom of Association and Collective Bargaining 2016	407 Management Approach to Freedom of Association and Collective Bargaining	2.4 Integrity Program	Material item reported in the GRI report	Page in GRI Report - 47
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.1 Environmental, social and ethical criteria in the value chain, not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 47
GRI 408: Child Labor 2016	408 Management Approach to Child Labor	2.4 Integrity Program / 4.1 Environmental, social and ethical criteria in the value chain	Material item reported in the GRI report	Page in GRI Report - 48
	408-1 Operations and suppliers at significant risk for incidents of child labor	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 48
GRI 409: Forced or Compulsory Labor 2016	409 Management Approach to Forced or compulsory labor	2.4 Integrity Program / 4.1 Environmental, social and ethical criteria in the value chain	Material item reported in the GRI report	Page in GRI Report - 48
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 48
GRI 410: Security Practices 2016	410 Management Approach to Security practices	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 48
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 48

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
GRI 411: Rights of Indigenous Peoples 2016	411 Management Approach to Rights of Indigenous peoples	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 49
	411-1 Incidents of violations involving rights of indigenous peoples	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in the GRI report	Page in GRI Report - 49
GRI 413:Local Communities 2016	413 Management Approach to Local communities	6.1 Donation of Equipment / 6.2 Education / 6.3 Initiatives during the pandemic / 6.4 Instituto Positivo / 7.5 Environmental Awareness & Education	Material item reported in the GRI report	Page in GRI Report - 49
	413-1 Operations with local community engagement, impact assessments, and development programs	6. Communities / 7.5 Environmental Awareness & Education	Material item reported in GRI report, requiring improvement	Page in GRI Report - 49
GRI 414: Supplier Social Assessment 2016	414 Management Approach to Supplier Social Assessment	4.1 Environmental, social and ethical criteria in the value chain / 4.2 Responsible Sourcing of Minerals / 4.3 Trust & Collaboration	Material item reported in the GRI report	Page in GRI Report - 49
	414-1 New suppliers that were screened using social criteria	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in GRI report, requiring improvement	Page in GRI Report - 50
	414-2 Negative social impacts in the supply chain and actions taken	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Material item reported in GRI report, requiring improvement	Page in GRI Report - 50
GRI 415: Public Policy 2016	415 Management Approach to Public Policies	5.1 Relationship with Public Authorities	Material item reported in the GRI report	Page in GRI Report - 50
	415-1 Political contributions	The company reports that it does not take part in political contributions	Material item reported in the GRI report	Page in GRI Report - 50

GRI Standard 	Content	Session in this Report	General Materiality Situation	Page in GRI Report Go to GRI Report
GRI 416: Customer Health and Safety 2016	416 Management Approach to Consumer health and safety	Not highlighted in the Sustainability Report 2021. Information available in the GRI Report	Relatively low materiality item reported in GRI report, requiring improvement	Page in GRI Report - 50
	416-1 Assessment of the health and safety impacts of product and service categories	7.2 Hazardous Substances / 7.3 Ecolabelling	Material item reported in GRI report, requiring improvement	Page in GRI Report - 51
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	The company reports that there are no cases of this type	Material item reported in the GRI report	Page in GRI Report - 51
GRI 417: Marketing and Labeling 2016	417 Management Approach to Marketing and labeling	7.3 Ecolabelling	Material item reported in the GRI report	Page in GRI Report - 51
	417-1 Requirements for product and service information and labeling	7.3 Ecolabelling	Material item reported in the GRI report	Page in GRI Report - 51
	417-2 Incidents of non-compliance concerning product and service information and labeling	The company reports that there are no cases of this type	Material item reported in the GRI report	Page in GRI Report - 51
	417-3 Incidents of non- compliance concerning marketing communications	The company reports that there are no cases of this type	Material item reported in the GRI report	Page in GRI Report - 52
GRI 418: Customer Privacy 2016	418 Management Approach to Customer	2.4 Integrity Program	Material item reported in the GRI report	Page in GRI Report - 52
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	The company reports that there are no cases of this type	Material item reported in the GRI report	Page in GRI Report - 52

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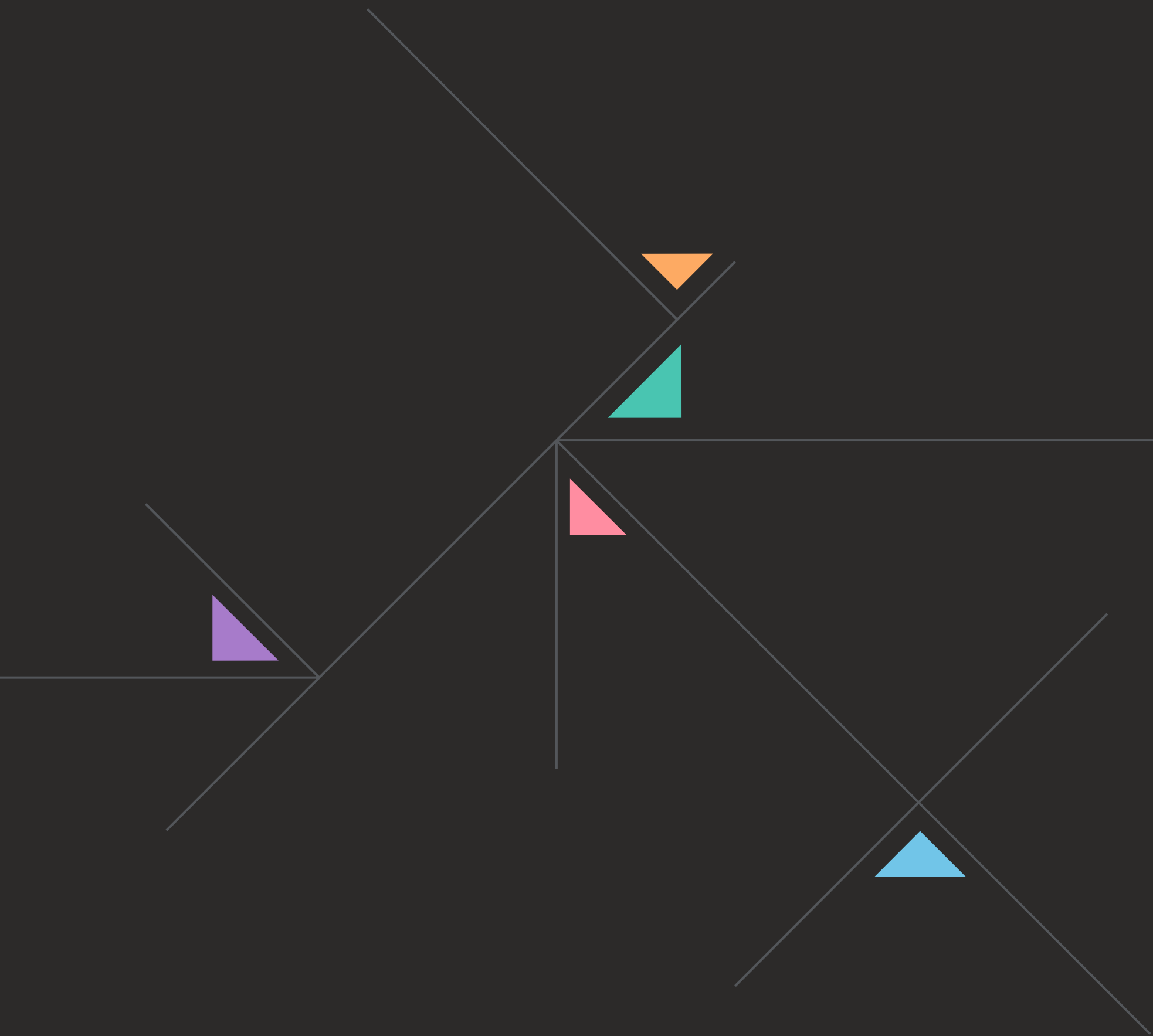
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