

Sustainability | 2024 — Report 2023 base year



Falconi

Introduction

Introduction	3
Message from the CEO	4

Table of contents

Falconi Essence

About Falconi	6
Falconi's identity, culture and values	7
Business	8
Governance and organizational structure	9
Falconi team	12

Sustainable Agenda

Falconi's strategic materiality	14
Materiality into practice	17
People development and knowledge generation	17
Inclusion, diversity and equal opportunities	20
Well-being and mental health	22
Ethics, integrity and compliance	24
Data protection and information security	27
Commitment to reduce social inequality	28
Climate change	30
Customers' ESG&P impact	31

Consultancy for Impact

Consultancy for impact	34
ESG projects	
1 - Marvelous city with quality education	35
2 - Mining for sustainable outcomes	38
3 - Social responsibility from mine to port	40
4 - ESG agenda reaches new levels	42
Pro bono projects	
1 - Amazon social protection	44
2 - Education: a keystone for a sustainable future	46
3 - Action against slave labor	48
4 - The power of incentive	50
5 - More knowledge, less inequality	52
Low bono projects	
1 - Pathway to excellence in education	54
2 - Union for sustainable development	56

Vision for the Future

Vision for the future	59
	61

Introduction GRI 2-3

Falconi's 2024 Sustainability Report showcases its projects and their impact on both people and companies. Leveraging its expertise in management, innovation, and efficiency, the consultancy has accelerated the creation of sustainable value for customers and, by extension, for society

Now in its fourth edition, **Falconi's Sustainability Report** highlights successful projects that demonstrate the positive impact of our consultancy's work. By focusing on our core mission – helping Customers achieve efficiency as a driver of value creation – we contribute to the long-term success of businesses and the lasting, positive legacy they leave on society. This section highlights key topics relevant to the consultancy's stakeholders, emphasizing the alignment of economic outcomes with positive impacts in social, environmental, and governance areas. It underscores the company's performance in line with global sustainability commitments, reflecting its responsibility toward the prioritized Sustainable Development Goals (SDGs).

The results presented here reflect work driven by our core beliefs and values (see

page 7 for more details). They illustrate how expertise in business and people management can have a transformative impact on organizations. Aligned with the Global Reporting Initiative (GRI) 2021 standards, this report highlights how Falconi's material topics reinforce and amplify the consultancy's strategic direction (refer to chapter 2, starting on page 14, for more information).

Our 2024 Sustainability Report, spanning **January 1 to December 31, 2023**, offers a comprehensive view of our internal data alongside a detailed account of our external initiatives. These efforts highlight the measurable positive impact of our projects (see Chapter 3). The progress and actions outlined reinforce our commitment to a sustainable future and our vision of building a better world.



Mensagem do CEO

GRI 2-22

Falconi's Sustainability Report is an opportunity for us to disclose the impact of our projects, emphasizing our commitment to the sustainability of our customers' businesses and their positive effect on people and communities. We strive for efficiency in our work to assure robust and sustainable results for companies, driving positive and long-lasting change for society.

As we celebrate our 40th anniversary, this is also a moment to reflect on our journey, the transformative power of quality management in organizations, and the far-reaching impact of knowledge – particularly the knowledge we impart to the companies we serve. Our past fills us with pride, but it also deepens our commitment to shaping a future we can be even prouder of. After all, the future, which will bear the consequences of today's decisions, is being shaped right now.

Today's reality makes a green economy mandatory, with economically viable changes that do not further strain our already fragile environmental balance. The need for climate adaptation affects everyone, whether through prolonged droughts or historic floods. Now more than ever, knowledge and efficiency in managing



“Efficiency across processes and resource utilization – whether natural, human, financial, or technological – ensures sustainability that fosters long-term success for companies”

Alexandre Ribas | **CEO Falconi**

natural, human, financial, and technological resources are critical to mitigating – or even reversing – the most negative prospects.

I'm not speaking from mere optimism; history provides clear examples, such as the fall of Malthusian theory. In 1798, economist Thomas Robert Malthus predicted that food supply would fail to meet the demands of a growing population. Yet human ingenuity has driven scientific and technological advancements, greatly enhancing efficiency and productivity, allowing food production to surpass global demand today. Despite this progress, hunger persists. Technology alone cannot solve this issue; without a collective commitment to change and social

well-being, even the most advanced innovations can't work miracles.

Hunger is the most extreme, but not the only, manifestation of inequality. To address these disparities at a societal level, businesses must prioritize greater diversity and inclusion. In a world with fluid boundaries, companies must also play a co-leadership role in developing talent from the ground up. From education to efficient resource management, from governance to inclusion, the interconnectedness of these issues highlights that this isn't just an ESG agenda – it's the agenda of humanity. We must act decisively, not only for the present but to secure a sustainable future.



Falconi Essence



About Falconi GRI 2-1

Leveraging management expertise to shape the future

Established in 1984, Falconi is now 40 years strong and stands as the largest business and people management consultancy in Latin America. Over the years, Falconi has successfully executed more than 10,000 projects across 50+ sectors of the economy and in 42 countries. The outcomes they have delivered highlight the consultancy's extensive reach and significance in driving organizational transformation. Through these efforts, Falconi has also contributed to a broader societal impact, working towards building a better world.

Committed to supporting and enhancing the sustainability of each customer's management practices through an ambidextrous vision, Falconi enables them to achieve pragmatic results today while building a durable and continually relevant future in the market. This dedication is reflected in Falconi's collaboration with three out of every four companies recognized as Brazil's "Maiores & Melhores" (Biggest & Best), according to Exame magazine's most recent 2023 ranking.

The consultancy's projects within these organizations showcase its proven

expertise in solving complex problems and executing programs at strategic, tactical, and operational levels. This extensive and varied experience continuously contributes to a comprehensive knowledge base, empowering the firm to address the sector-specific challenges encountered by companies across a wide range of markets.

Throughout the execution of projects, Falconi's consultants transfer their deep expertise in management skills to customers. Beyond the daily collaboration between the companies' teams and Falconi, knowledge is further shared through training sessions, courses, and lectures delivered by the consultancy. Through these avenues, as well as through project work, over 500,000 leaders have been impacted over the past four decades.

Through Falconi's commitment to knowledge transfer, a core value of the organization, companies achieve greater efficiency by enhancing the management skills of their executives. As organizations create a more sustainable future, their legacy leaves an indelible impact on society.

1 - According to the ranking made by Exame magazine, in 2023, of the largest and best companies in Brazil.



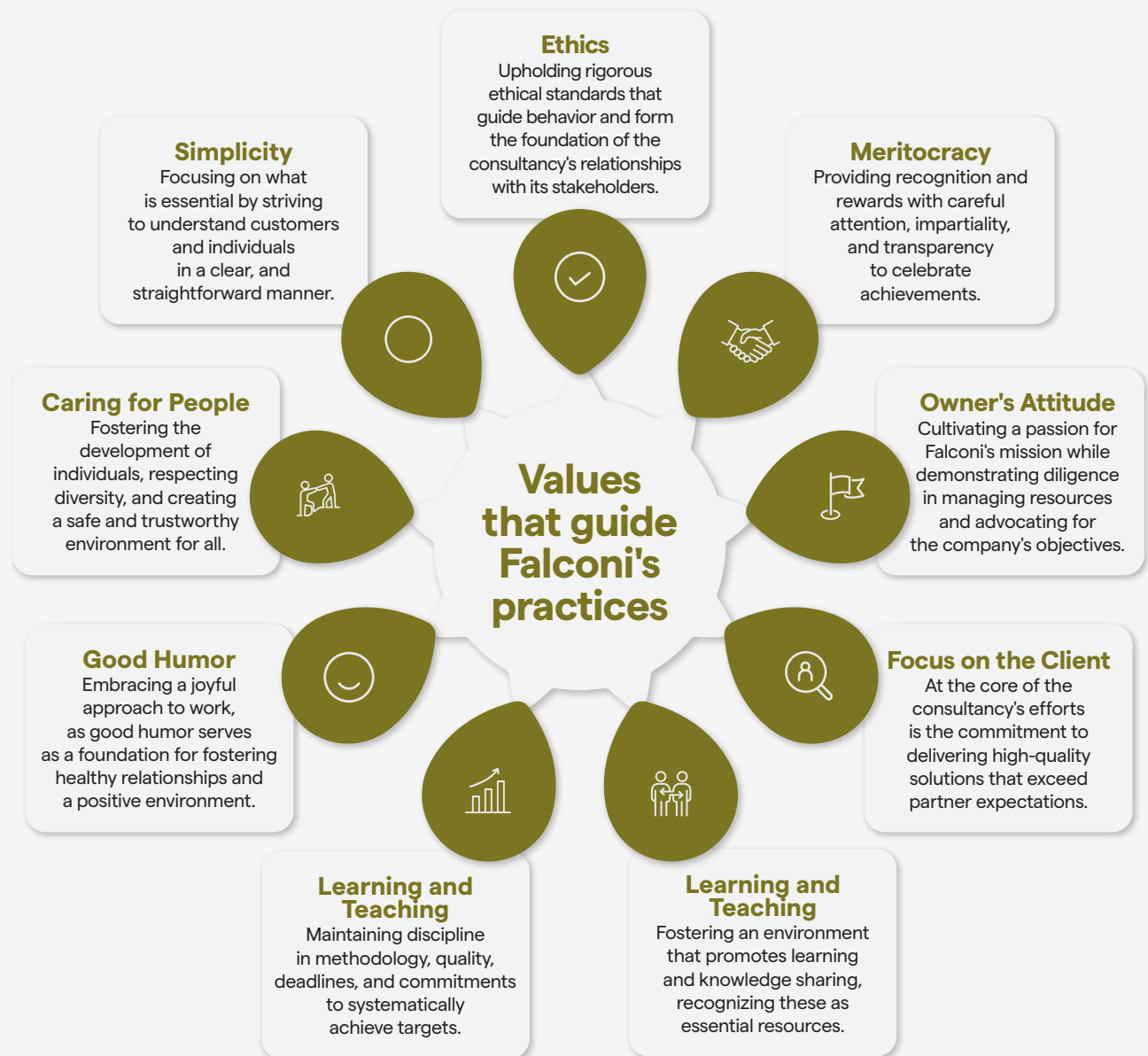
Falconi's identity, culture and values GRI 2-12

Falconi's culture and values are ingrained in the way its team operates, much like a fingerprint.

Deeply respected within the company, these foundational pillars and beliefs serve as guiding principles for daily actions and decisions across various project environments.

Established by Falconi's Strategy Committee, composed of top leadership, and approved by the Board of Directors, the consultancy's vision, mission, and values are consistently communicated and reinforced. From the initial onboarding of new employees to ongoing training sessions and team-wide meetings, these cultural pillars are continuously revisited. Through this ongoing engagement, they become deeply ingrained in the company's daily operations and mindset.

The conviction in these values as foundational pillars of the consultancy is deeply embedded in the dynamics of each project, creating a clear path toward generating tangible results. Ultimately, the impact extends beyond the primary stakeholders – employees and customers – to indirectly benefit society, the environment, and the broader ecosystem, resulting in gains for all.



Business GRI 2-6

At the core of Falconi's business is its commitment to helping organizations implement improvements that deliver tangible results, thereby creating sustainable value for society. By addressing organizational challenges across private, public, and third-sector companies, Falconi provides management solutions that drive growth for its customers and, in turn, contribute to the progress of the nation.

Falconi's methodology is designed to help companies overcome the problems that affect them at strategic, tactical and operational levels

Falconi's methodology is crafted to help companies navigate their strategic, tactical, and operational challenges. The projects are designed to drive the efficiency necessary to elevate customers' performance and results to new levels. This is achieved with exclusive, personalized attention to each customer's unique business and tailored solutions specific to their needs.

Leveraging globally recognized management methods, along with innovative, proprietary technology tools and solutions,

the consultancy empowers companies to make informed decisions and implement action plans to achieve their established targets and objectives. Serving organizations across the public sector, industry, retail, and services—primarily in Brazil and the United States, its largest markets—the consultancy offers customizable products tailored to meet each organization's specific needs.

See below some of the segments in which the company operates:

Operating segments

- » Public administration
- » Agribusiness
- » Consumer goods
- » Construction
- » Base industry and infrastructure
- » Food and beverage industry
- » Pharmaceutical industry and trade
- » Logistics
- » Metals
- » Mobility and road safety
- » Oil & gas
- » Pulp & paper
- » Plant and animal production
- » Sanitation
- » Education services
- » Financial services
- » Health services
- » Sugar-energy sector
- » Telecommunications

To ensure its solutions are applicable across various sectors, Falconi leverages 40 years of expertise to develop services tailored to each customer's unique business model. Achieving this requires efficient project management focused on process improvement, strategy implementation, and the effective management of resources and people. Throughout this process, key elements such as performance indicators, targets, results, business models, and agility are continually reassessed and refined.

Perfected over time, these solutions are enhanced by cutting-edge technology and supported by artificial intelligence. In parallel, Falconi's consultants continually update their expertise, further building on the experience they've gained from working with companies facing a wide range of challenges. For each of these challenges, the consultancy offers a tailored solution.

Learn about some of them:

- » Strategy and sustainability: Development and management of targets and objectives
- » Operational excellence
- » Finance & budget management
- » People & culture
- » Project management
- » Digital transformation & data science
- » Sales & growth

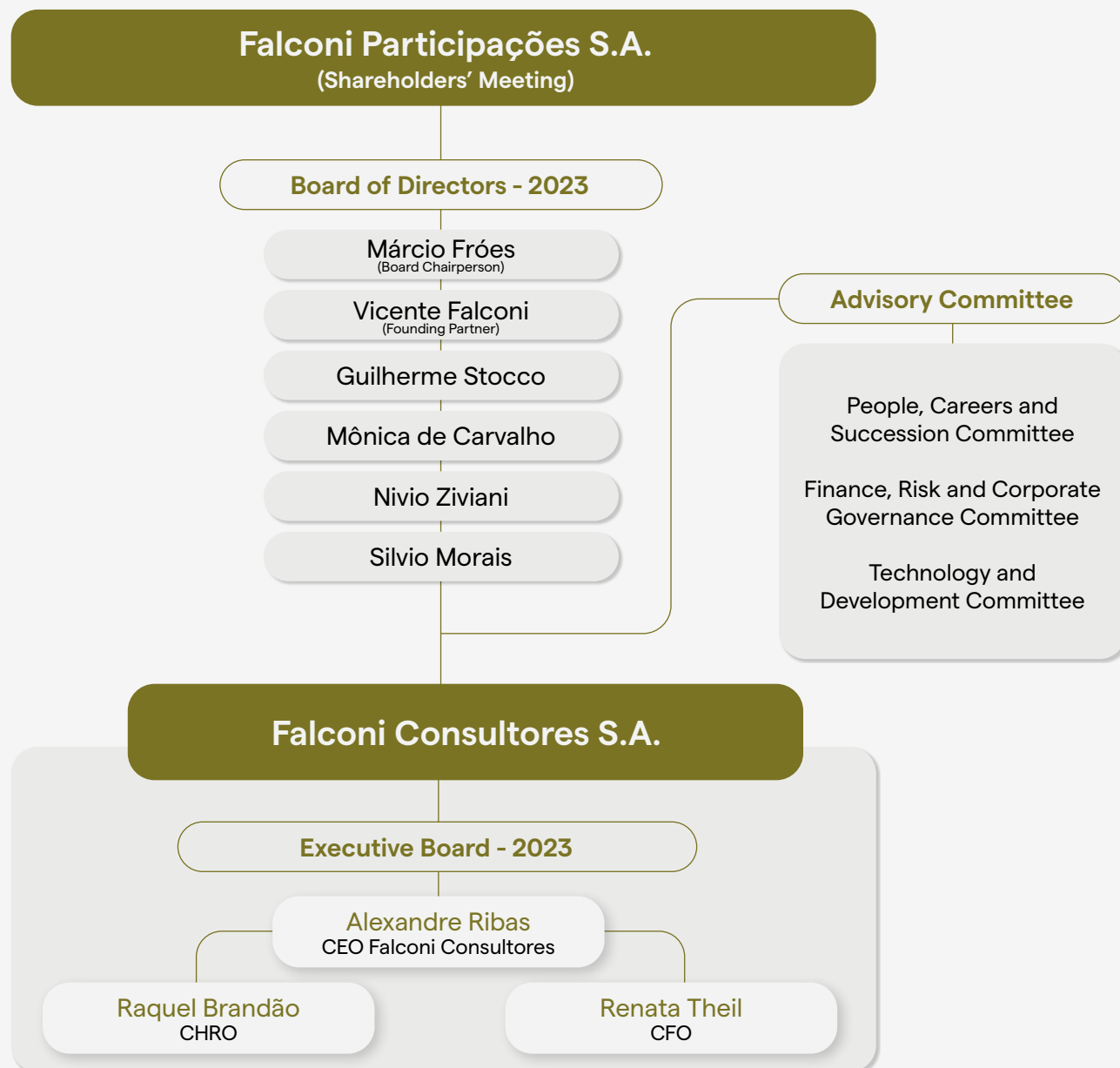
Governance and organizational structure GRI 2-2 | 2-9 | 2-10 | 2-11 | 2-12 | 2-15 | 2-16

Falconi's organizational culture is rooted in the belief that both structural and behavioral governance are crucial for ensuring business continuity. For the company to maintain fluidity, consistency, and relevance over the past 40 years and in the years ahead, it requires governance that is both harmonious and efficient. To achieve this, Falconi not only upholds a strong structural governance framework but also depends on the commitment of all stakeholders to fully understand their roles and adhere to the established statutes.

Falconi's governance system establishes the organizational basis for the company's operations, valuing ethics, transparency and responsibility

With Falconi Participações S.A.¹ as its controlling shareholder, the consultancy's governance and management structure follows the Partnership Rotativa model. Its guiding principles are outlined in a Shareholders' Agreement and Bylaws, which define procedures and conduct on matters such as succession, renewal, and leadership organization.

1 – Falconi Participações S.A. is the controlling entity of Falconi Consultores S.A. and, as such, sets the strategic direction for the company's decisions.



Administration and governance bodies

The Shareholders' Meeting is the highest decision-making authority and operates actively through its parent company, Falconi Participações S.A. This entity is governed by a Board of Directors and an Executive Board, both responsible for ensuring compliance with the Bylaws, the Shareholders' Agreement, and applicable business legislation. During the annual meeting, or on an extraordinary basis when necessary, shareholders vote on key matters, including the approval of financial statements, allocation of results, profit distribution, and other essential issues crucial to the organization's full functioning.

Comprised of five to seven members elected by shareholders every two years and eligible for re-election, the Board of

Board of Directors

Term of office: 2023

Márcio Fróes	Chairperson
Vicente Falconi	Board member and founding partner
Guilherme Stocco	Independent Board Member
Mônica de Carvalho	Independent Director
Nivio Ziviani	Independent Director
Silvio Morais	Independent Director

Directors serves as the cornerstone of the consultancy's strong governance. It upholds the company's principles, vision, values, and mission. Each board member adheres to good governance practices, acting with integrity and transparency. As guardians of Falconi's Code of Conduct, they are selected for their expertise and skills, which are deemed strategic to the consultancy's success.

Executive Board - 2023

Alexandre Ribas	CEO
Raquel Brandão	Executive Director
Renata Theil	Executive Director

The Board is supported by three Committees, each focused on their specific areas of expertise, responsible for recommending measures, actions, and solutions to address internal challenges. These recommendations are discussed during bimonthly or extraordinary meetings, ensuring the ongoing monitoring of established targets and plans.

The Committees' recommendations are submitted to the Board of Directors for evaluation. The Executive Board is then responsible for planning and implementing these guidelines in the consultancy's day-to-day management, steering operations to achieve the company's strategic targets.

With a comprehensive focus on financial, social, operational, and governance matters, the organization is structured with vice presidents who are responsible for executing the strategy and managing business operations.

2023 committee composition

People, Careers and Succession Committee

Vicente Falconi	Committee Chairperson
Lauro Chacon	Permanent member
Neuza Chaves	Permanent member
Alexandre Ribas	Guest member
Raquel Brandão	Guest member

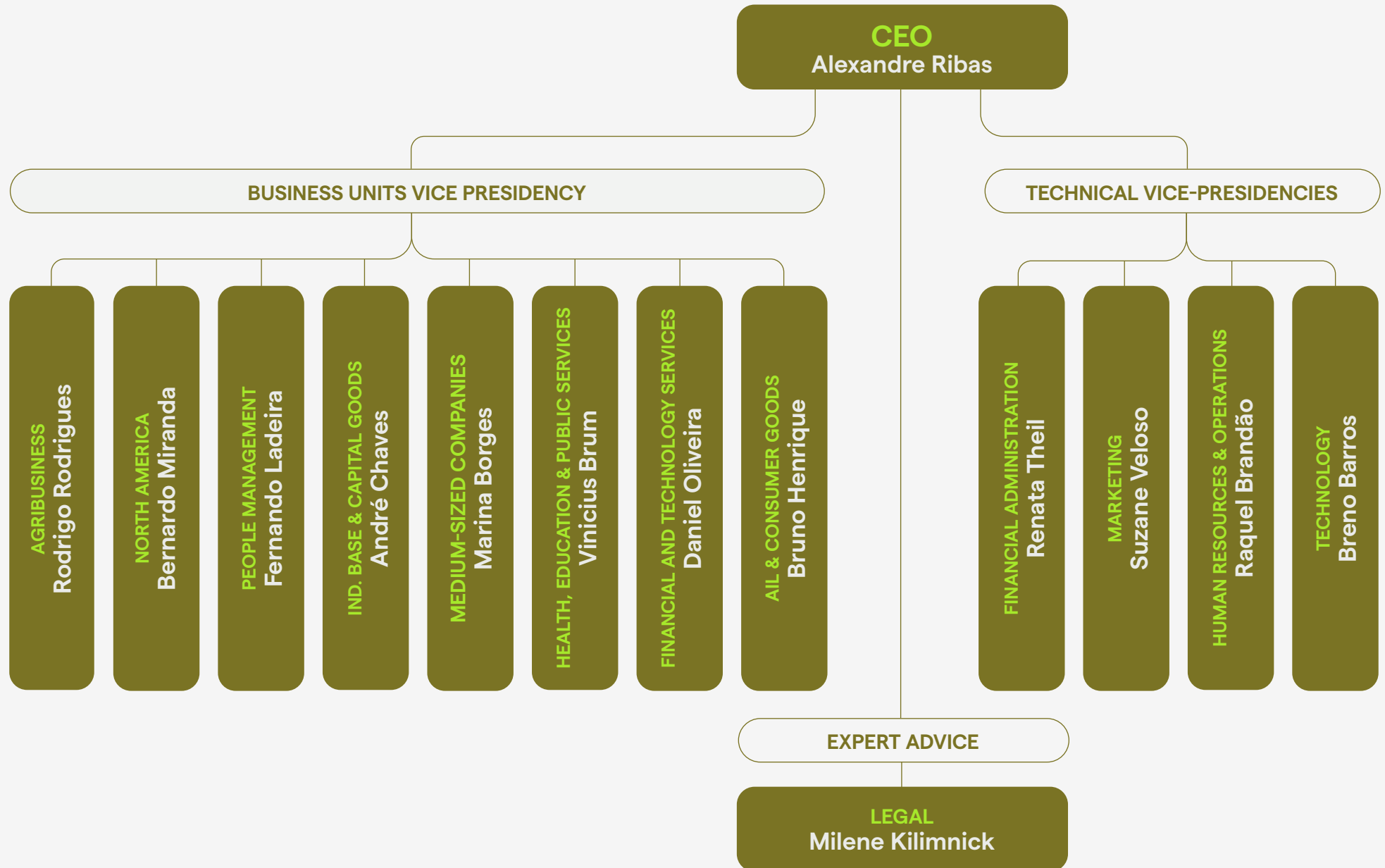
Finance, Risk and Governance Committee

Silvio Morais	Committee Chairperson
Lúcia Casasanta	Permanent member
Alexandre Ribas	Guest member
Renata Theil	Guest member

Finance, Risk and Governance Committee

Breno Barros	Committee Chairperson
Guilherme Stocco	Permanent member
Nivio Ziviani	Permanent member
Vicente Falconi	Permanent member
Alexandre Ribas	Guest member

Falconi's leadership structure - 2023



Falconi team

Falconi's greatest asset is its employees. The company's commitment to developing and training each team member is driven by the belief that everyone has significant growth potential.

The consultants working directly with customers, who are key to project success, along with those in support roles, form a diverse, cohesive, and well-allocated team, all deeply aligned with the company's culture.

This alignment fosters the efficiency required to ensure the sustainability and longevity of both the consultancy and the companies it serves.

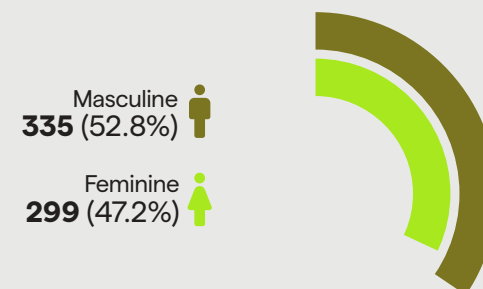
Team composition in 2023

764	Employees
594	Fixed-term employees
115	Legal Persons
40	Interns and trainees
9	Expatriates
6	Board members

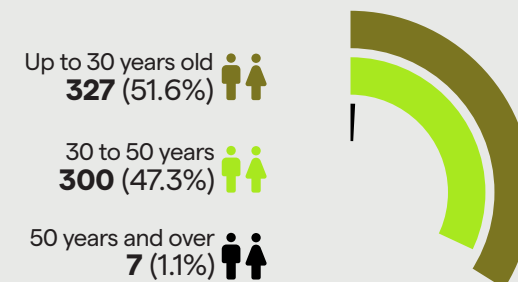
Composition by position*

135	CEO, vice-presidents, business unit directors, managers, team leaders and associates
22	Coordinators and experts
398	Analysts, business analysts, consultants and senior consultants
79	Interns, assistants and trainees

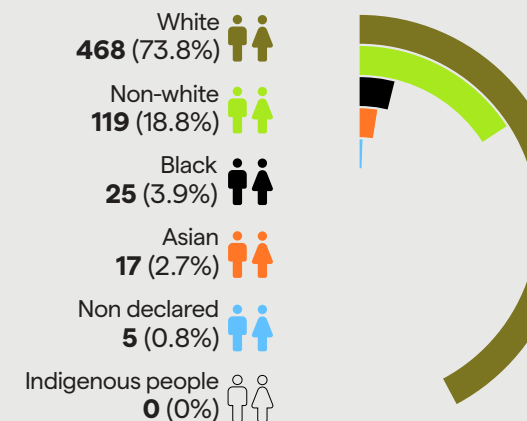
Composition by gender*



Composition by age*



Composition by race*

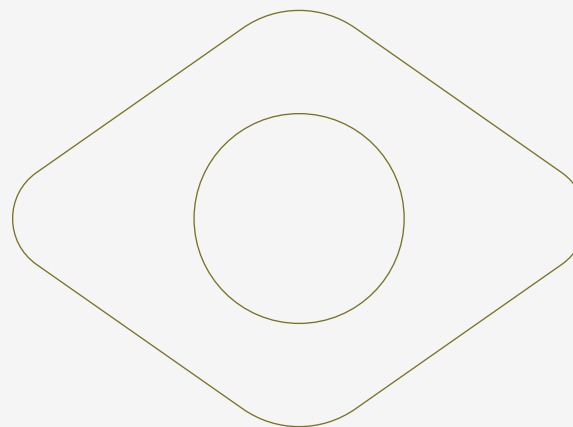


*Values calculated on the basis of the total of permanent employees, trainees, apprentices and the Chair (634 employees)





Sustainable Agenda



Falconi's strategic materiality

GRI 2-29 | 3-1 | 3-2 | 3-3

The establishment and execution of targets lie at the core of Falconi's work. For any objective to be successfully met by a company, these targets consistently serve as guiding principles for the consultancy teams. This approach extends to sustainability as well. Considering factors with economic, social, and environmental impacts, Falconi's leadership defined the company's materiality for 2022.

Of the 17 Sustainable Development Goals set by the United Nations General Assembly, the consultancy directly impacts ten through its activities and key material priorities (see opposite). These priorities align the consultancy's efforts with its commitment to sustainability from a social, environmental, economic, and governance standpoint, benefiting both its customers and the planet.

Falconi strategically adheres to the principles of the United Nations Global Compact, offering practical guidance for the team's conduct both within and beyond the company. This commitment is reflected in the advancement of the internal sustainability agenda and the positive outcomes of projects that not only benefit customers but also have a broader impact on society.



Priority sustainable development goals

As a member of the **Global Compact in Brazil**, Falconi prioritizes the Sustainable Development Goals (SDGs) as key guidelines in its commitment to the 2030 Agenda, a UN-established sustainable development program. This agenda represents a collaborative effort among countries, companies, institutions, and civil society, with the aim of safeguarding human rights, combating poverty and social inequalities, and promoting climate balance.

To establish its priorities, four SDGs were elevated to the highest level of importance. Featured on the right side of this page, these priority Development Goals serve as the driving forces behind Falconi's

Sustainable Development Program, as they are directly connected to all areas in which the consultancy operates.

Aligned with its core values and its most valuable asset – the workforce – Falconi views these objectives as a tangible opportunity to drive progress in rural areas by improving education, addressing social and gender inequalities, fostering environments for decent work and economic growth, and contributing to the creation of a more equitable, just society and a better world.



@peoplecreations | FREEPK

The 17 SDGs in Brazil

- 1 - Eradication of Poverty
- 2 - Zero Hunger and Sustainable Agriculture
- 3 - Health and Well-Being
- 4 - Quality Education
- 5 - Gender Equality
- 6 - Clean Water and Sanitation
- 7 - Affordable and Clean Energy
- 8 - Decent Work and Economic Growth
- 9 - Industry, Innovation, and Infrastructure
- 10 - Reduced Inequalities
- 11 - Sustainable Cities and Communities
- 12 - Responsible Consumption and Production
- 13 - Climate Action
- 14 - Life Below Water
- 15 - Life on Land
- 16 - Peace, Justice, and Strong Institutions
- 17 - Partnerships for the Goals

Falconi's top four priorities





Decent work and economic growth

Fully aligned with Falconi's business model, SDG 8 reflects the consultancy's mission to drive economic growth for companies and Brazil. Falconi believes that performing work under decent conditions is a key factor in fostering prosperity and progress for society.



Quality education

Falconi believes that quality education is the foundation of sustainable development and a key to creating more opportunities in a fairer society. The company places great importance on continuous training and skill development for its team and recognizes its role in spreading knowledge and management practices. For this reason, it aligns with SDG 4, seeing it as a synergy with its mission to positively impact society through initiatives that enhance the quality of education in the country.



Gender equality

Falconi is committed to promoting diversity and advancing gender equality, aligning with the UN's SDG 5. Addressing inequality is a key priority for the consultancy and one of its core objectives. Notably, one of its goals – to have 30% of senior leadership roles held

by women by 2025 – was achieved two years early in 2023, with 37% of leadership positions now occupied by women.



Reducing Inequalities

Falconi promotes economic growth for both organizations and the country, creating more opportunities for everyone. Aligned with SDG 10, the consultancy's initiatives support improved income distribution and the fight against inequality, whether through customer engagements or pro bono projects that benefit diverse social groups.

In addition to prioritizing Sustainable Development Goals, the consultancy, as a signatory of the UN Global Compact, is deeply committed to upholding the Universal Principles regarding human rights, labor standards, environmental protection, and the fight against corruption at all levels. This commitment begins internally and is evident in the integration of these principles into the daily operations of the organization and in all projects undertaken with customers both domestically and internationally.

* Source: UN Global Compact Network Brazil. These principles are based on the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption.

The ten principles of the Global Compact*



Human Rights

- 01 - Companies must support and respect the protection of internationally recognized human rights.
- 02 - Ensure that they are not complicit in human rights abuses.



Labor

- 03 - Companies must support the freedom of association and the effective recognition of the right to collective bargaining.
- 04 - Eliminate all forms of forced or compulsory labor.
- 05 - Abolish child labor in all its forms.
- 06 - Eliminate discrimination in employment.



Environment

- 07 - Companies must support a precautionary approach to environmental challenges.
- 08 - Develop initiatives to promote greater environmental responsibility.
- 09 - Encourage the development and diffusion of environmentally friendly technologies.



Anti-Corruption

- 10 - Companies must work against corruption in all its forms, including extortion and bribery.

Materiality into action

Great journeys start with the first steps. Likewise, the genuine actions of an individual supporting a cause have the power to inspire and attract others to follow. With this perspective, and in the interest of promoting sustainable practices

across professional, social, and environmental spheres, Falconi ensures that its leadership and material topics align a dedicated team with the organization's culture and core pillars. Discover how the consultancy integrates materiality within its internal operations.

1 People development and knowledge generation

Material Topics	SDGs	UN Global Compact Principles	GRI
 <p>People Development and Knowledge Generation</p>	  	<p>Human Rights: 01 e 02</p> <p>Labor: 06</p>	<p>3-3 2-20 2-21 2-25 404-1 404-2 404-3</p>

If Falconi's greatest asset is its people, what enables them to reach their full potential is the knowledge they possess and their ability to learn. With knowledge generation and sharing at its core, this goal is achieved through dynamic individuals who continuously evolve and have the power to transform organizations and every layer of society.

This is why continuous training is intrinsic to Falconi's operations. Each day, employees

engage in learning and share their expertise with peers, reflecting one of the company's key pillars: learning and teaching.

In 2023, the company increased its efforts to engage the team in training programs, encouraging employees to actively utilize the available platforms for continuous learning, skill development, and professional growth. This journey, known as Falconi's culture development process, begins the moment an employee joins the organization.



Management Schools: more people trained, more efficient projects

Classes held in 2023 **37**
(85 increase*)

Reducing the training gap between consultants

31%

*Compared to 2022.

The consultancy journey begins with a comprehensive onboarding process, where experienced consultants actively participate by leading classes and courses. During this phase, newcomers are introduced to the company's organizational culture and core values. It is here that the ethical foundations and the essence of the business are

Employee attendance on the Flix network*

823
active users on Flix
↑ **5%**

33.604
viewed courses
↑ **80%**

21.336
courses completed
↑ **25%**

183
materials shared
↑ **335%**

*Data for 2023 compared to the previous year.

thoroughly communicated, ensuring alignment from the outset.

During onboarding, new employees are also introduced to Falconi University, which supports their development through Learning Tracks – courses aligned with the consultancy's key solutions and themes. Even before officially starting their role, employees begin absorbing Falconi's knowledge and tools through these tracks, which will continue to guide their growth throughout their career, enhancing both hard, technical, and soft skills.

The training tracks are organized into distinct modules within the Schools of Management, Business, Technology, and Leadership & Skills. These subjects are accessible through a personalized learning network on the educational platform (see below for some of the training courses available). The continuous acquisition of knowledge leads to significant outcomes, as evidenced by both customer feedback and the professional's own progress in advancing their career at Falconi.

In measurable terms, the University's efforts are reflected in the growth of training programs and the reduction of knowledge gaps. In 2023, 37 management courses were offered – an 85% increase from the previous year – resulting in a 31% decrease in the training gap identified within the School of Management for consultants.

Falconi University learning pathways

- » **Leadership:** knowledge related to leader behavior and organizational culture
- » **Management:** in-depth study of methods, finance, communication, analysis, and management practices
- » **Technology:** topics related to innovation, proprietary technologies, and data science.
- » **Business:** enhancement of sales skills and specialization in Falconi's operational segments

Employees advance continuously in their journey of professional development and personal growth, while their performance is consistently monitored by the company. Falconi manages careers using tools like Culture Rocks and Pulses.

Through regular evaluations, continuous training, skills mapping for succession, and periodic feedback, Falconi fosters a transparent environment where employees can assess their growth and career progression within the company. This data-driven approach enables individuals to identify areas for improvement and determine the next steps in their development journey.

Performance evaluation GRI 404-3

The performance evaluation process at Falconi is ongoing and deeply embedded in the consultancy's career development culture. Through regular feedback provided in a supportive and constructive environment, the process ensures continuous individual improvement while aligning team members with the company's strategic targets and the expectations of each professional.

At the conclusion of each project, the team's leaders and consultants engage in a self-assessment of both their shared and specialized technical skills. This process, known as Just in Time, was completed by 80% of Falconi's professionals in 2023. Just in Time is one of the company's key initiatives for monitoring employee performance and enhancing the continuous development of the team.

As in previous years, the Skills Assessment Cycle remained an integral part of the employee due diligence process in 2023. Designed to assess the team's alignment with and development of the skills and behaviors expected by the company, the consistent implementation of this process further reinforces and perpetuates Falconi's organizational culture.

Last year, the consultancy's employees dedicated four months to completing this evaluation cycle. Through self-assessment,

combined with feedback from direct managers, subordinates, and peers, professionals ensured a comprehensive and straightforward analysis of their performance and development throughout the review period.

Upon completion of all stages, Falconi's platform consolidates the evaluation reports into a single document, providing a comprehensive, holistic view. This marks the beginning of the feedback cycle, during which individual feedback meetings are held with employees to discuss their performance.

Following a thorough self-assessment, along with evaluations from leaders, team members, and peers, and constructive

feedback, an Individual Development Plan (IDP) is created. This plan serves as a roadmap for continuous improvement, professional growth, and the development of new skills.

The data gathered throughout the evaluation process serves as a foundation for the work of the People, Careers, and Succession Committee. This information is critical in making key decisions not only about employee career development but also the company's long-term direction. Focused on fostering both individual and collective growth, these efforts help cultivate a positive working environment while driving results that have a meaningful impact on society and the nation.



2 Inclusion, diversity and equal opportunities

Material Topics	SDGs	UN Global Compact Principles	GRI
 Inclusion, Diversity and Equal Opportunities	   	Human Rights: 01 e 02 Labor: 06	3-3 401-2

To drive meaningful progress in reducing inequality in professional opportunities and the workplace, Falconi implements policies and develops initiatives focused on diversity and inclusion. These efforts, alongside the promotion of the company's cultural pillars and support for affinity groups, aim to enrich decision-making processes and enhance the effectiveness of the consultancy's solutions.

Aligned with the organization's core values, these actions bring to life the vision of a diverse team—representing a range of experiences, religions, origins, races, ages, genders, and orientations. In a safe and inclusive environment, this diversity of thought becomes a critical driver for accelerating progress toward achieving desired results.

The commitment to inclusion, diversity, and racial and gender equity broadens the company's vision, enhances performance, and strengthens prospects. By fostering an open, creative environment that

encourages collaboration and idea exchange, employee engagement and performance are elevated, leading to greater efficiency in projects, more innovative solutions, and improved results.

Diversity and inclusion management at Falconi is overseen by the consultancy's Diversity & Inclusion (D&I) Committee. Through regular surveys and in-depth data analysis with

employees, the company uncovers patterns and nuances in its workforce composition, identifying areas for improvement. This approach enables Falconi to design and implement new initiatives, fostering a continuous cycle of positive change.

Just as the consultancy approaches its projects and internal management, targets and metrics are established to monitor progress in Diversity & Inclusion (D&I). These benchmarks provide a solid foundation for the committee to make informed decisions and plan the next steps. This ensures robust governance of D&I initiatives while promoting fairness in every aspect of building and maintaining a diverse team.



Falconi affinity groups

Falconi's strategic initiatives on diversity, equity, and inclusion are anchored by five affinity groups that serve as their core support. Comprising employees, specialists, and leaders, each group focuses on its own specific agenda, holding regular meetings to discuss and implement activities related to their respective themes. These groups work in collaboration with the D&I Committee to foster self-awareness, encourage reflection, and identify potential biased behaviors.

Ethnic-racial diversity

With a focus on racial diversity, the internally recognized affinity group, Cór, tackles the issue of racism to promote meaningful racial inclusion at Falconi. Its agenda includes addressing topics such as privilege and fostering anti-racist education.

Diversity of sexual orientation, gender identity, and gender expression

Focused on fostering a welcoming and safe environment for all employees, the internal affinity group, B.You, is dedicated to addressing matters related to sexual orientation, gender identity, and gender expression.

Neurodiversity and people with disabilities

With a focus on raising awareness about neurodivergent individuals and people with disabilities, the internal affinity group, Sem Limites (No Limits), is dedicated to highlighting the challenges they encounter, with the goal of enhancing their inclusion within the company.

Gender equity

With a focus on advancing gender equity, the internal affinity group E-equal is dedicated to supporting the development of women, promoting inclusive parenting, and encouraging men to serve as allies in the pursuit of true equity.

Inclusive culture

Dedicated to addressing all forms of discrimination – whether based on race, religion, politics, gender, age, physical ability, social standing, or profession – the internal affinity group, Talento Sem Fronteiras (Talent Without Borders), aims to enrich the experiences of individuals from diverse social, cultural, geographical, economic, religious, and academic backgrounds. The group's mission is to support and strengthen Falconi's inclusive culture.

Parental policy GRI 401-2

Falconi's men and women are supported by the consultancy's inclusive parenting policy, both during their leave and upon their return. Beyond compliance with current legislation, Falconi extends benefits to all employees starting a family – regardless of gender, sexual orientation, or whether the children are biological or adopted. The policy fosters a supportive environment that promotes parenthood while maintaining employee engagement. The goal is for both mothers and fathers to develop their careers in harmony with their family roles and responsibilities.

Benefits for Falconi parents

- » Maternity leave for mothers and 20 days for fathers
- » Childcare Assistance guaranteed until the child reaches 11 years old in cases of disability or neurodiversity
- » Prioritization of non-travel assignments for pregnant employees and remote work options for mothers of children up to six years old
- » Participation in the Mãe e Pai Mentor programs, a voluntary initiative by the E-equal affinity group, where employees support one another based on their parenting experiences

3 Well-being and mental health

Material Topics	SDGs	UN Global Compact Principles	GRI
 Well-being and Mental Health	 	Human Rights : 01 e 02	3-3 401-2 403-1 403-2 403-3 403-4 403-6 403-7

Caring for the well-being and mental health of individuals is closely tied to their quality of life and directly influences their productivity and interactions. For this reason, preserving the vitality of the team is a key aspect of Falconi's priorities. Initiatives that promote physical activity, healthy eating, and opportunities for relaxation help foster a balanced lifestyle for employees, resulting in a positive impact on both efficiency and the success of customer projects.

To drive continuous improvement in this area, a dedicated well-being committee oversees decisions related to promoting employee health and safety. Comprised of members from the Diversity and Well-being teams, which are part of the People & Operations department, along with leaders from various company sectors, the committee meets bi-monthly to address and manage key issues.

Benefits GRI 401-2 | 403-6

To prioritize the well-being of its employees, Falconi offers a range of benefits focused on nutrition, health, and leisure. These initiatives provide team members with greater opportunities to invest in their overall wellness. Some of the key benefits include life insurance, health and dental plans, and access to an online psychotherapy platform. Explore additional benefits provided by the consultancy:

Employee well-being

- » Ergonomic Assistance
- » Birthday Day Off
- » Discounts on Products and Services from Swile Shop
- » Meal and Grocery Vouchers
- » Access to TotalPass Gym Platform

To help employees fully leverage their benefits, the company has made the Falconi Health Support Guide accessible through its internal communication platform, My Workplace. This initiative provides valuable information and guidance on both mental and physical health, equipping individuals to practice self-care and support their colleagues. In doing so, the consultancy reinforces its core value of "Caring for People" while promoting key cultural pillars such as a Growth Mentality, Collaboration, and Agility.



Time Management Policies

The flexible working hours offered to employees hired under Brazil's Consolidation of Labor Laws (CLT in Portuguese acronym) and statutory employees is yet another distinctive Falconi initiative. Currently, with the option for fully remote or hybrid work, the consultancy prioritizes employees' quality of life, attracting talent from across the country and even internationally.

The company has established its own regulations for remote work, providing all the necessary tools and support to effectively conduct business activities away from its physical premises. In a fully remote setup, employees are not required to be present at Falconi's offices or at client locations. In hybrid mode, attendance at the company, partner sites, or project locations for consultants is determined by their respective leaders.

Occupational safety

Falconi employees' professional activities, whether performed remotely, in a hybrid model, at home, in offices, or at customer sites, are considered low risk. Therefore, they do not necessitate formal procedures or specialized occupational safety policies beyond the guidelines outlined in the organization's Code of Conduct.

A work environment that prioritizes health and well-being is essential to ensuring the safety and physical and mental integrity of employees

As part of its guidelines for preserving physical integrity, the Code outlines potentially hazardous situations, such as standing on chairs, neglecting to use handrails on stairs, or traveling

in vehicles without proper safety equipment. Employees are encouraged to proactively prevent accidents by avoiding risky behaviors and reporting any potentially dangerous conditions to the company. For professionals working on customer projects, strict adherence to the customer's health, safety, and personal protective equipment (PPE) requirements is mandatory.

These measures for safe work, along with the initiatives for promoting physical and mental health, are designed to ensure employee well-being and create the conditions necessary for balanced and efficient professional performance. Falconi's occupational health and safety management is conducted in partnership with two specialized companies. One partner is responsible for assessing occupational risks and conducting admission, periodic, and termination medical examinations, as well as preparing regular reports for the Risk Management (PGR in Portuguese acronym) and Occupational Health Medical Control (PCMSO in Portuguese acronym) programs. The other partner company oversees the administration of the medical plan and manages claims.

Measures to ensure safe working conditions, along with benefits and initiatives aimed at supporting the physical and mental health of employees, are designed to promote the overall well-being of the team. In a healthy work environment, individuals are provided with the essential conditions for balanced, efficient, and high-performing results.



4 Ethics, integrity and compliance

Material Topics	SDGs	UN Global Compact Principles	GRI
 Ethics, Integrity and Compliance	 	Human Rights: 01 e 02 Labor: 06 Anti-corruption: 10	3-3 2-23 2-24 2-25 2-26 2-27 205-2 205-3

Ethics and integrity have been core values and material topics at Falconi since its inception. Ethical conduct is inherently tied to making sustainable decisions. For the greater good, everyone's actions must be deliberate and rational, grounded in the company's Code of Conduct and driven by a strong sense of accountability for the consequences.

The continuous commitment to ethics and integrity safeguards companies, communities, customers, and consumers, and can even shield entire cities or countries from negative consequences. At Falconi, this commitment is evident from the recruitment stage, where a candidate's alignment with the company's culture is thoroughly assessed. Once hired, employees are immersed in these non-negotiable values, consistently adhering to the highest standards of integrity, ethics, respect, and transparency that define the consultancy.

Coherence, honesty, and a strong sense of justice must inform the actions of all

employees, with leaders expected to lead by example through their conduct. Falconi has also established formal mechanisms and structures to uphold and address matters related to moral principles and integrity within the organization. For clear guidance, the company provides access to its [Code of Conduct](#) and [Compliance Policy](#) through the Compliance Channel and its internal communication platform.

Given the critical importance of these values, regular initiatives are undertaken to reinforce employees' understanding, including the need to safeguard the confidentiality and privacy of all company and customer information. Key principles highlighted in the [Compliance Channel](#) include the refusal of significant gifts or actions that could imply personal favoritism, impartiality in decision-making without allowing personal interests to interfere, and the acknowledgment of errors, coupled with a commitment to avoid repeating them.

Compliance Guidelines

Given the critical importance of this topic, the consultancy implemented the Compliance Program, which is guided by principles designed to help identify and prevent conduct that may not comply with legal requirements, as well as Falconi's and customers' regulations, standards, and procedures. Employees are expected to be fully familiar with corporate policies to recognize potential risks and take appropriate actions to reinforce and uphold the company's culture.

The Compliance Program outlines the organization's legal and ethical guidelines to mitigate risks to Falconi's integrity, which could result in financial losses, reputational harm, or legal and regulatory sanctions.

Compliance Program Guidelines

- 1 - Distribution of the Code of Conduct principles and guidelines through integrity standards and ethical values.**
- 2 - Protection of Reputation safeguarding the consultancy's reputation to maintain the trust of all stakeholders and society at large.**
- 3 - Dedicated Structure establishing an independent, autonomous, and empowered structure to manage the program, ensuring that actions are unbiased and impartial.**

Compliance Program

GRI 2-27 | 205-2 | 205-3

In addition to the Code of Conduct and the Compliance Policy, the Compliance Program includes anti-corruption practices detailed in the Anti-Corruption and Public Relations Policy. Through this program, employees are guided by clear directives for interactions with colleagues within the company, as well as with external parties such as service providers, public officials, and stakeholders.

When entering any contractual relationship with Falconi, customers, suppliers, and partners agree to the terms and conditions regarding anti-corruption measures. Likewise, employees, upon joining the organization, are informed of the essential rules and guidelines to ensure their activities are conducted with ethics, transparency, professionalism, and integrity.

Ombudsperson Channel

GRI 2-25 | 2-26 | 2-27

Falconi's Compliance Channel includes a section for reporting any unethical or illegal behaviors, open to employees, customers, suppliers, partners, and the general public, with the option for reports to be made anonymously or not. In 2023, 25 reports were received, all addressed by the Compliance Committee and reported to the Board

of Directors. The anonymity of the whistleblower and the confidentiality of the case are guaranteed in accordance with the law.

Guidance policies

GRI 2-23 | 2-24 | 2-26 | 205-2

The documents referenced thus far, including Falconi's Code of Conduct and various policies, serve as essential resources that offer guidance and assurance for employees. Within these official documents, the team can find the expected conduct when interacting with suppliers, partners, customers, and public authorities. The rules established by the consultancy's Legal Department comply with current legal standards and align with the company's values and ethical principles.

Throughout 2023, the channel did not receive any reports of incidents or complaints pertaining to corruption

This content is regularly updated and communicated to all employees.

During onboarding, new employees are introduced to the Code of Conduct, existing policies, the anti-corruption stance, and the Compliance Program. This information is further emphasized during meetings, in the weekly newsletter, and through internal communication channels. While aimed directly at employees, Falconi's policies are also accessible to all external audiences via its digital platforms.



Code of Conduct

This document provides guidance and clarification on the expected conduct and attitudes of employees and partners. The established standards and guidelines are designed to prevent, detect, and address any potentially harmful actions against Falconi and all individuals involved in its operations.

Compliance Policy

It establishes compliance principles, guidelines, and functions applicable at all levels of Falconi. The goal is to ensure adherence to legislation, as well as to external and internal regulations, standards, and procedures, while upholding corporate principles aligned with best practices in market and corporate governance.

Gifts and Entertainment Policy

This document outlines the guidelines for the giving, offering, promising, and receiving of gifts, entertainment, and other benefits by Falconi employees.

Hiring Policy for Suppliers and Partners

This policy outlines the guidelines and procedures for assessing potential suppliers, partners, and third parties. It empowers Falconi employees to evaluate contracts effectively, minimizing exposure to identifiable risks that can be mitigated in advance.

Anti-Corruption and Public Relations Policy

This document outlines Falconi's anti-corruption rules and establishes guidelines for relationships, interactions, and external communications among employees, ranging from

interns to senior management. Additionally, it addresses the actions of service providers, subcontractors, consultants, and partners engaging with public officials.

Privacy and Data Protection Policy

This document outlines the consultancy's practices regarding the processing of personal data, in compliance with current legislation and its policies designed to ensure the privacy and security of the information entrusted to it.



5 Data protection and information security

Material Topics	SDGs	UN Global Compact Principles	GRI
 Data Protection and Information Security		Human Rights: 01 e 02 Anti-corruption: 10	3-3 2-27 418-1

With the advancement of artificial intelligence, ensuring the appropriate use, protection, and security of data has become increasingly urgent. Since Falconi's projects utilize customer information as a basis for analysis, it is vital to safeguard all processes related to data transfer.

Even prior to the implementation of the General Data Protection Law (LGPD), Falconi has consistently prioritized the handling of employee, partner, and supplier information within a reliable and secure environment, recognizing the significance of preserving both internal and external materials.

The consultancy's cybersecurity team takes a proactive approach to identify and mitigate risks while safeguarding all data flowing within the organization. Additionally, regular training and guidance on best security practices are provided continuously to all employees.

Security measures and information storage

Falconi is committed to ensuring data privacy. Employees tasked with managing the information assets that support personal data are required to sign a confidentiality and responsibility agreement. Likewise, suppliers

are also obligated to implement measures to prevent any violations of privacy. In the event of a breach, prompt and effective procedures are established to detect, respond to, and rectify the incident.

All personal data processed by Falconi is stored in three distinct environments, based on the type and sensitivity of the information:

- » **In-house data processing center**
- » **Outsourced data processing center aligned with security best practices**
- » **High-security standard clouds with certified trust providers**

Security incidents GRI 2-27 | 418-1

In 2023, Falconi did not report any incidents involving the personal data of customers or external individuals. All reported cases were internal and resolved without any impact beyond the company. For reporting breaches or addressing inquiries, the Cyber Security team offers channels such as email and the Help Desk, along with additional platforms to ensure prompt assistance.



6 Commitment to reduce social inequality

Material Topics	SDGs	UN Global Compact Principles	GRI
 <p>Commitment to reduce social inequality</p>	  	<p>Human Rights: 01 e 02</p> <p>Labor: 06</p>	<p>3-3 413-1</p>

With a compassionate perspective on the country's social challenges, coupled with the pragmatic vision necessary for meaningful change, Falconi actively addresses the reduction of inequality in Brazil by advancing inclusion, diversity, and equitable treatment for equal opportunities (see page 20).

The consultancy also plays a pivotal role in developing talent and generating knowledge (see page 17), fostering continuous learning and collaborative environments. In doing so, Falconi contributes to the growth and prosperity not only of the organization itself but also of society.

However, the company's initiatives extend beyond internal operations. Through incentivized and pro bono projects, Falconi is able to support the most vulnerable segments of the population. By leveraging incentives created by federal, state, and municipal laws, and collaborating with reputable institutions dedicated to social

advancement, the consultancy aims to cultivate a virtuous cycle of prosperity in the fight against inequality, thereby broadening the horizons for a better future.

Grounded in its values and supported by the full commitment of its employees, Falconi strives to create a better world through its customer projects across more than 50 sectors of the economy, as well as through its social initiatives.

Falconi's Sustainable Development Program (see page 31) serves as the framework guiding various pro bono projects (chapter 3, starting on page 44) and ensures support for initiatives encouraged by tax incentive laws at the federal, state, and municipal levels.

With these government incentives, the consultancy seeks to allocate resources to socially focused organizations and promote diversity, culture, sports, equal opportunities, professional training, and quality education, with the goal of making a significant impact on reducing inequality.

Project: Arte que Transforma e Salva

Partner:

Instituto Ikigai - Jaraguá region, São Paulo (SP)

Target Audience:

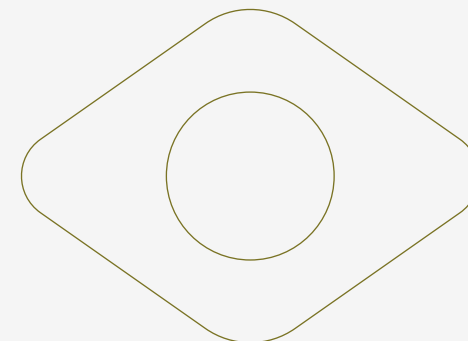
500 children and adolescents, aged 4 to 17 years

Allocated Funds: **BRL 499,252.50**

The project offers cultural activities through workshops in dance, theater, music, capoeira, literary gatherings, culinary arts, and horticulture. These initiatives aim to promote well-being, knowledge, racial empowerment, and youth leadership for children and adolescents in situations of vulnerability and risk. In this way, the project contributes to achieving autonomy, citizenship, and strengthening bonds to enhance quality of life.

Goals:

- To stimulate the reintegration and retention of children and adolescents in the educational system.
- To disseminate information about rights and the importance of everyone's participation in exercising citizenship.
- To facilitate the development of intergenerational activities for the exchange of experiences and insights, fostering respect, solidarity, and family and community ties.



Falconi allocated BRL 1,023,264.26 to incentivized projects in 2023

Project: Patrulha do Futuro

Partner:

Clarear Produções Artísticas - Itabuna (BA)

Target Audience:

50,000 children aged up to 12 years from the Unified Educational Centers of São Rafael, Butantã, Pêra Marmelo, Navegantes, and Rosa da China in São Paulo (SP)

Allocated Funds: **BRL 354,600.00**

Clarear Produções is responsible for producing the 2D animated series “Patrulha do Futuro” for pre-school-aged children. In the 2023 season, the child characters are dedicated to ensuring that the goals for 2030 are met. A total of 17 five-minute episodes have been created, each related to one of the UN Sustainable Development Goals (SDGs). The production aims to raise awareness about actions that can be taken now to secure a better future. The animated series is provided free of charge to public and private television channels. Digital copies are distributed to public institutions such as schools, libraries, and cultural centers for educational purposes.

Goals:

- To address values such as respect, friendship, honesty, and the appreciation of talent in a playful, humorous manner within an adventurous setting.
- To produce all episodes using Brazilian Sign Language (Libras) and include audio description.
- To screen the series in Unified Educational Centers (CEUs) and, through workshops, provide children with the opportunity to interact with a group of scouts.

Project: Lab Quilombola

Partner:

Tiago Pereira from Maranha, a film production company focused on relevant and urgent themes for Brazil

Target Audience:

200,000 individuals, including movements centered on identity and resilience of Black culture, as well as the general public, especially youth, at the following institutions: Casa de Cultura Itaim Paulista, A Banca - Negócios de Impacto, Associação Comunitária Monte Azul, and Casa de Cultura Parelheiros in São Paulo (SP)

Allocated Funds: **BRL 166,147.50**

Through audiovisual content that engages people on sociocultural topics, Maranha aims to highlight narratives that can improve the quality of life for Brazilians. The Lab Quilombola project specifically focuses on celebrating the rich complexity of cultural and identity aspects of the African diaspora. The production brings together masters of Afro-Brazilian ancestral culture with artists and activists in the digital culture sphere. The goal is to create a futuristic laboratory that blends African knowledge from the past with new technologies to produce visual art pieces in multiple formats.

Goals:

- To produce video art that facilitates encounters showcasing cultural expressions of ancestral peoples.
- To organize an exhibition that remixes photographs and audio collected during the visit to the Sacred Well, constructed by enslaved Africans in the quilombo of Santa Rosa dos Pretos, in Maranhão
- To host seminars and roundtable discussions on afrofuturism and diaspora cultures, as well as to create a digital content platform for Lab Quilombola, featuring 360° films and virtual reality experiences.

Project: Carioca sobre Rodas

Partner:

Marcelo Martins Dance Academy

Target Audience:

597 individuals with disabilities

Allocated Funds: **BRL 3,264.26**

Through free dance classes for children, youth, and adults in wheelchairs aged 7 to 65 years, the academy promotes inclusion and social interaction.

Goals:

- To integrate individuals in wheelchairs into public spaces
- To strengthen students' self-esteem and awareness of citizenship.
- To host an inclusive dance ball featuring performances by students in wheelchairs.

Falconi impact fund

The company established the Falconi Impact Fund to provide resources for implementing socio-environmental impact initiatives related to education, diversity, and decent work for all. With unused resources remaining, its activities will be guided by a Private Social Investment Policy currently being developed by the Sustainable Development Committee, set to be implemented in 2024.

The Fund includes an additional 0.30% in the pricing structure of the projects negotiated by the consultancy to support institutions and communities in vulnerable situations through donations, partnerships, and the distribution of scholarships, among other initiatives.

7 Climate change

Material Topics	SDGs	UN Global Compact Principles	GRI
 Climate Change		Environment: 07	3-3 305-1 305-2 305-3 305-4

Until recently, climate issues were perceived as a distant concern. However, global warming is now manifesting in tragic ways across various regions of the

Internal actions for the environment

Despite having a low-impact operation on the environment, Falconi took its first step towards a sustainable environmental agenda in 2022. For the first time, the consultancy conducted a Greenhouse Gas (GHG) Emissions Inventory. This document assessed all direct emissions from the company and identified the main indirect emissions, classified according to Scope 1, 2, and 3 of the GHG Protocol (Greenhouse Gas Control*). For details on the results, please refer to [Falconi's 2023 Sustainability Report](#).

* The GHG Protocol methodology was developed by the World Resources Institute (WRI) and adapted to the Brazilian context by the Getúlio Vargas Foundation (FGV).

planet. With projections indicating a deteriorating situation, the urgency for climate adaptation has become paramount. This issue is now at the forefront of global discussions, necessitating emergency measures to alleviate the suffering of those affected by increasingly frequent and severe phenomena such as droughts and floods.

Falconi primarily operates through intellectual capital, resulting in a low environmental impact. Nevertheless, recognizing the severity of the environmental damage caused by human activities over the centuries, the consultancy responds to environmental challenges by offering customers alternatives that promote the intelligent and sustainable use of natural resources.

In the organizations it serves, Falconi emphasizes the importance of revising management models to explore all possible avenues for reducing greenhouse gas emissions. Customers whose operations directly or indirectly impact the environment are

encouraged to implement strategic measures that support a low-carbon economy.

Through viable alternatives aimed at preserving the planet, the consultancy strives to guide companies, markets, and governments in building a sustainable and secure future for all.



8 Customer's ESG&P impact

Material Topics	SDGs	UN Global Compact Principles	GRI
 Customer ESG&P Impact	  	Human Rights: 01 e 02 Labor: 06 Environment: 07, 08 e 09 Anti-corruption: 10	3-3

Each project presents an opportunity to expand Falconi's purpose and positively impact both organizations and society. The consultancy leverages its problem-solving expertise and results-oriented approach to impart knowledge and methodologies that will guide its customers toward

a prosperous trajectory. The growth of resilient, future-ready companies is achievable only through sustainable development. This commitment informs Falconi's comprehensive 360° perspective on management. To achieve tangible outcomes in a lasting market presence, it is essential to integrate social,



environmental, and governance responsibilities into their commitments.

Reflecting this broad perspective, the consultancy has expanded the traditional ESG acronym to ESG&P, which includes the "prosperity" pillar alongside environmental, social, and governance. This addition underscores that true prosperity means achieving success in one's endeavors. In this context, Falconi strives to ensure that its customers' businesses are economically viable, fostering value and longevity for organizations. With over 200 partnerships focused on ESG initiatives, the company evaluates the impact of its legacy based on the prosperity it creates for both customers and communities. To effectively manage incentivized or pro bono projects, the consultancy utilizes Falconi's Sustainable Development Program.

The three dimensions of Falconi's sustainable development program

- 1** Strengthening sustainability practices
- 2** Planning and coordination of initiatives and projects
- 3** Initiatives with an impact on the priority SDGs

The work of the Sustainable Development Program includes:

Structured initiatives for the sustainability agenda

SDG-related projects and strategic partnerships

Sustainability Management GRI 2-13

The Sustainable Development Program represents Falconi's strategic and operational management of the impacts arising from its consultancy activities. Directly connected to top management, with periodic reports submitted to the board of directors and the president, the program encompasses all sectors of the company in a cross-functional manner. The responsible team defines materiality, reviews priority SDGs, and establishes goals across all organizational levels.

Falconi ESG platform leaps toward a sustainable future

- » Engagement of employees with the ESG agenda
- » Integration of ESG themes into the company's strategy
- » Effective management of material business risks
- » Establishment of ESG guidelines and commitments
- » Clear goal setting for ESG themes
- » Aligned action to achieve objectives
- » Implementation of best governance practices
- » Development of initiatives that create value for the business



Falconi's ESG&P strategy objectives align with the UN's 2030 Agenda for Sustainable Development, ensuring that the consultancy's program includes essential guidelines for initiatives, projects, and investments. Additionally, it consistently seeks to link its sustainability agenda with ongoing projects that correspond to the SDGs, identifying opportunities for advancement.

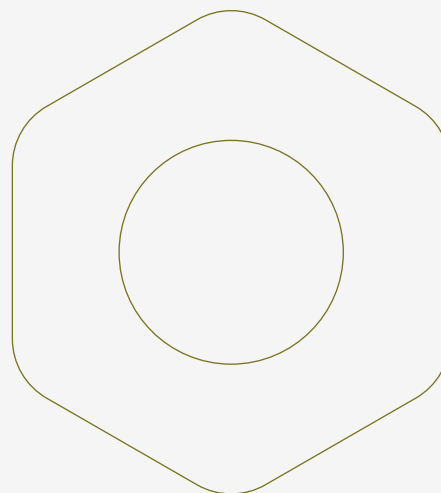
At the customer level, this focus is managed through Falconi's ESG platform, a solution designed to assist organizations in developing a sustainability strategy and

implementing impactful actions across environmental, social, and governance pillars.

The platform aims to advance companies' ESG agendas by identifying current and future demands while detecting risks and opportunities for both the environment and society. Based on these insights, Falconi provides customers with targeted guidance, fostering value creation for their businesses. This journey is tailored and modularized according to each customer's management maturity and unique characteristics.



Consultancy for impact



Consultancy for impact

Over the past 40 years, Falconi has been shaped by its employees, initiatives, and values. Every culture, policy, and priority has

played a crucial role in the consultancy process, with each employee contributing at various hierarchical levels and functions. They have witnessed how organizational cycles,

economic shifts, and emerging trends have influenced Falconi's business and leadership decisions.

These factors necessitate a sensitivity and discernment in making enduring and successful choices. It is not solely about financial health; it also encompasses the vitality of people, environmental balance, and the strength of initiatives aimed at the common good. This commitment to sustainability is at the core of Falconi's mission.

Consequently, Falconi's sustainable agenda primarily focuses on internal actions, as detailed in the preceding chapters. With a commitment to coherence and maximum effectiveness, the consultancy is dedicated to reinforcing this agenda. Additionally, its commitment to the core values and materiality of the organization is evident in the daily projects undertaken with customers.

The following pages will highlight the impact of the partnerships formed between Falconi and organizations across various sectors.

Follow the projects in descending alphabetical order.

ESG Projects

1 – Municipal Secretary of Education of Rio de Janeiro (RJ)	35
2 – Ibram	38
3 – BAMIN	40
4 – AeC	42

Pro Bono Projects

1 – Rede Mondó	44
2 – João and Maria Backheuser Institute	46
3 – InPACTO	48
4 – Incentiv	50
5 – Ensina Brasil	52

Low Bono Projects

1 – Secretary of Education, Youth, and Innovation of Angra dos Reis (RJ)	54
2 – UN Global Compact	56

1 **ESG project** **Municipal Secretary of Education of Rio de Janeiro (RJ)**

Marvellous city with quality education

With the goal of establishing itself as a national benchmark for quality public education, the city of Rio de Janeiro collaborated with Falconi to develop a plan that elevated the performance of its municipal schools to the highest level ever recorded in the Basic Education Development Index (IDEB in Portuguese acronym)

Quality education relies not only on funding but also on effective planning and strategic vision. The municipality of Rio de Janeiro exemplifies

this principle. Despite facing economic and social challenges, the city has prioritized reducing social disparities through well-managed public education. From

2022 to 2023, the Municipal Secretary of Education of Rio de Janeiro (SME-RJ in Portuguese acronym)) established a partnership with Falconi to address the educational challenges faced by the municipality, which is the second most populous metropolis in the country, each with its unique specificities and challenges. Launched in April 2022, the 19-month Management for Learning Performance (GRA in Portuguese acronym)) project aims to enhance local education regarding learning performance by the end of the current administration, under the leadership of Mayor Eduardo Paes and Education Secretary Renan Ferreirinha.



The Management for Learning Performance (GRA) project was initiated with the objective of markedly enhancing the quality of education in Rio de Janeiro

In 2022, the Basic Education Development Index (IDEB), a national indicator that makes it possible to monitor the quality of teaching in public schools, showed the capital of Rio de Janeiro in last place among the capitals of the Southeast with an index of 5.3. São Paulo (SP) came in with 6.1, Belo Horizonte (MG) with 5.9, and Vitória (ES) with 5.8. Together with Falconi, SME-RJ's goal of placing the city among the best capitals in the country, making significant progress in the historical indexes, was achieved.

Goals of the strategic planning of SME-RJ

- 1 - To rank among the seven capitals with the highest IDEB scores in the initial and final years by 2024**
- 2 - To reduce inequality in learning among schools in the network by 25% during the same period**
- 3 - To increase the literacy rate of students by the end of the 1st grade to over 90% by 2024.**

This year, Rio de Janeiro ranked second in the initial years of elementary school and first in the final years. In the overall national ranking, the municipality advanced from 14th to 8th place in the initial years and from 11th to 5th place in the final years. These scores represent the highest achievements in the city's history, marking a significant milestone that demonstrates the effectiveness of management within the public school system.

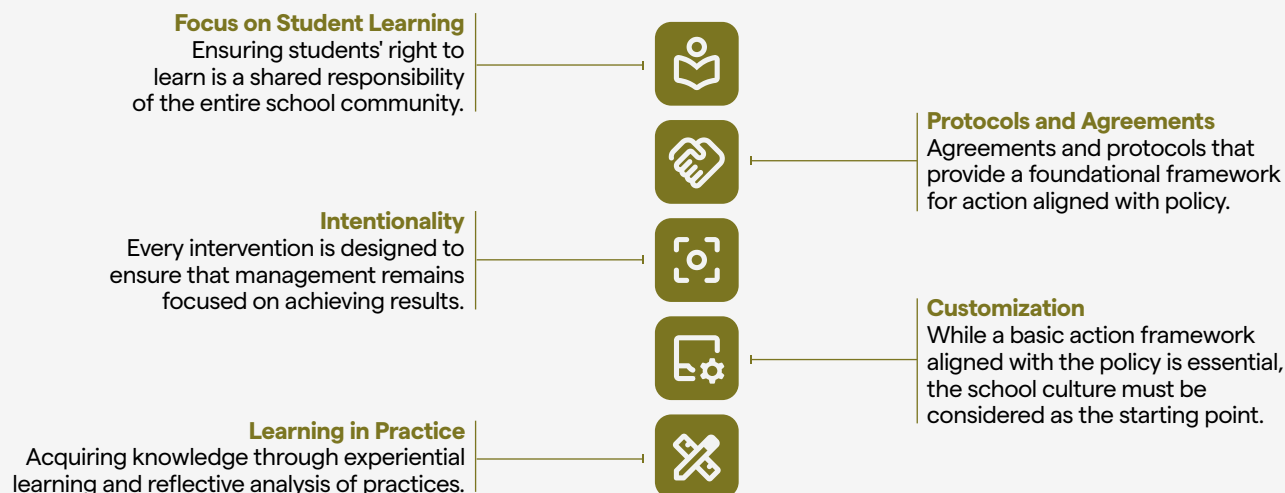
To realize this purpose, the municipal network of Rio de Janeiro, which consists of over 1,550 school units, implemented a systematic approach that included training and guidance for GRA agents responsible for applying the management methodology in schools. Additionally, Falconi consultants worked directly in 130 prioritized schools during 2022 and 2023,

selected based on their potential impact on the municipality's educational outcomes.

Goals

The primary goal of the GRA project was to formulate a public education policy centered on effective management, incorporating a systematic planning program to monitor targets and indicators established at the central, regional, and school levels. The initiative aimed to empower and support school management teams in enhancing learning performance and ensuring equity in education. This was achieved through a model designed to address complex problems, leveraging the analysis of personalized educational data for each student within the network.

Foundations of management for learning performance



Qualifying people and governance for better outcomes

Establishing the pillars of the project required the training of professionals within the network. Key participants involved in the implementation of the GRA engaged in training initiatives to achieve both theoretical and practical mastery of the method and model defined for SME-RJ. The work routine included monitoring multiplier agents, featuring active participation from Falconi consultants in the application of the methodology across 130 priority schools, in governance committees, and during results monitoring meetings at all levels.

GRA operational dynamics

Governance – Structure for planning, implementing, and monitoring the project within SME-RJ

Method – The PDCA method (an acronym for Plan, Do, Check, Act) tailored to the municipal education network

Training – Professional development aimed at achieving both theoretical and practical mastery of the defined method and model

System – Implementation of management software to track targets, process indicators, and action plans

In these monitoring activities, customized management software tailored to the Secretariat's specific needs was implemented to track targets, process indicators, and action plans across all schools, extension units, municipal libraries, regional coordinators, and the central level. This system enhanced efficiency and agility in generating reports, monitoring progress, creating dashboards, and developing support materials, while also integrating existing pedagogical data within

Consolidated results

Goals exceeded during the 19-month project at SME-RJ

2022

83% of students literate in 1st grade (target of 71%)

6,0 in the Standardized Score of 4th grade students in the Rio Test (target of 5.8)

5,0 in the Standardized Score of 8th grade students in the Rio Test (target of 4.7)

2023

87% of students literate in 1st grade (target of 85%)

The impact of managing for learning performance on education in Rio de Janeiro

+1550
school units

+621.000
students in the network

+53.000
workers

+1800
people trained and in touch with new technologies

+28.000
hours of training in the GRA methodology

+480
governance committees at central level and regional coordinating bodies

+46.000
local school committees

+76.000
initiatives created

the network with management tools.

The partnership between SME-RJ and Falconi represents a crucial step towards addressing the educational outcomes that Rio de Janeiro's leaders have struggled to achieve. With ambitious goals and a focus on managing for results—approaches internalized by the network's employees and institutionalized through the establishment of the Coordination of Management for Learning Results—the municipality lays a solid foundation for the recovery and significant improvement of education quality in the coming years.

Mining sustainable outcomes

For nearly three years, Falconi and the Brazilian Mining Association (IBRAM) have been working together on the country's largest ESG project

Few sectors of the Brazilian economy have experienced as many ups and downs in recent years as mining. Incidents such as the mining dam collapses in 2015 and 2019 - with their consequent social and environmental impacts - have awakened in companies the need to create industry commitments to prevent these problems. That's why, at the invitation of the Brazilian Mining Association (IBRAM), Falconi has been supporting the area's strategies to implement and strengthen ESG practices since 2021.

Goals

Faced with the need to promote sustainability in the mining sector, IBRAM began collaborating with Falconi to broaden the debate on the ESG journey in the country. In 2019, the association launched what is now known as the Brazil ESG Mining Program. The goal of the initiative is to transform the industry based on 12 priority themes for sustainable and safe practices

in the sector. Each theme was assigned a working group (see table below).

- ▶ Operational safety;
- ▶ Dams and waste disposal structures;
- ▶ Occupational health and safety;
- ▶ Environmental impact mitigation;
- ▶ Diversity and inclusion;
- ▶ Community engagement;
- ▶ Local development and future of territories;
- ▶ Communication and reputation;
- ▶ Innovation;
- ▶ Water;
- ▶ Energy;
- ▶ Waste management.

Two years later, when the consultancy joined the project, the goals were broken down into specific targets for each theme, a strategic initiative to ensure that the results

were achieved. In 2021, there were 16 targets set in nine working groups. By 2023, 26 targets were established across all groups, reflecting an increase of 62.5%. Additionally, during this period, there was an 88% increase in the engagement of companies in the sector in implementing the Program.

The joint efforts of Falconi's specialists and more than 800 professionals and executives from IBRAM's member companies focus on collecting and analyzing data, setting targets, and developing and implementing action plans to achieve these targets. This movement goes beyond indicators, emphasizing proactivity in initiatives and transparency in the dissemination of data and progress made.

Relevant new targets were set last year. In the energy group, the changes aligned with discussions on the evolution of the energy matrix toward renewable sources. In the waste group, a 30% increase in the recycling rate over the total generation of non-mineral waste by 2026 was established.



Between 2022 and 2023, the results were surprising, with consistent progress in 54% of the monitored indicators. Highlights included a 30.8% increase in investments in Research & Development (R&D) relative to gross revenue, a 26.5% rise in renewable energy consumption, a 23.1% increase in companies with actions to promote the adoption of the SDGs with local agents, and a 20.6% rise in the execution of satisfaction surveys in communities.



Strategic partnership

The partnership combines the technical expertise of the consultancy with IBRAM's and the mining companies' extensive knowledge of the mining industry. "The ESG Mining in Brazil Program, in which we participate by leading its governance alongside IBRAM, represents a significant step toward transforming mining activities in the country," stated André Chaves, vice president of Falconi's business unit focused on the Basic Industry and Capital Goods segments. "By integrating environmental sustainability, social responsibility, and corporate governance practices, the program not only addresses society's current demand for more responsible operations but also prepares the sector for a future in which sustainability will be a crucial condition for success."

Thus, the collaboration between IBRAM

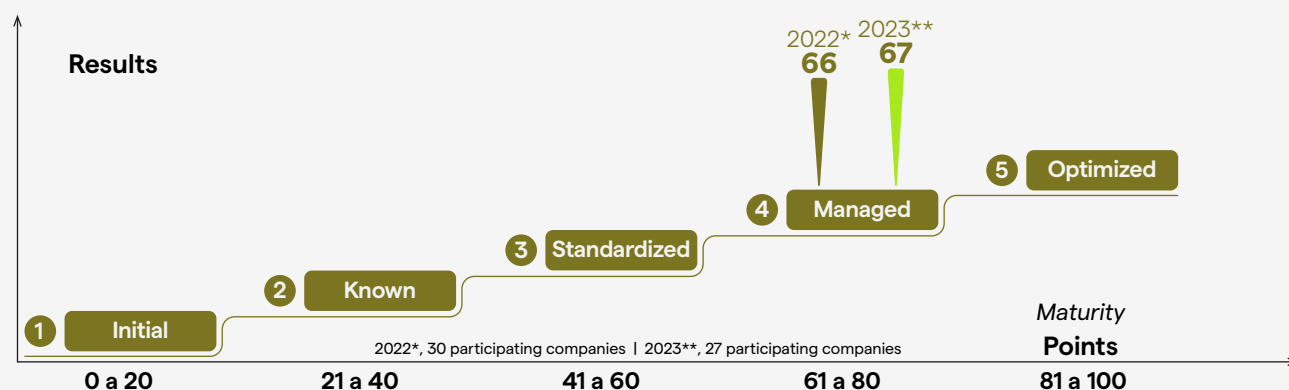
and Falconi strengthens this initiative, providing the essential support for Brazilian mining companies to lead by example and positively contribute to the country's sustainable development.



ESG management maturity

Among Falconi's initiatives with IBRAM is the ESG Assessment, which evaluates the management maturity of mining companies across the social, environmental, and governance pillars. The data collected enables Falconi to assess and illustrate the level of development within the mining sector concerning the sustainability agenda.

Although last year's results may appear modest, they are positive and demonstrate that companies have established standards for managing their sustainability efforts. Conversely, the "Managed" level on the maturity scale indicates that the sector still has opportunities for improvement.



The advance of mining companies in Brazil

Increase(%)	Indicator
10,9%	Women in leadership positions
30,8%	Investments in Research & Development (R&D)
26,5%	Consumption of renewable energy
23,1%	Companies with initiatives aligned to the SDGs alongside local agents
20,6%	Conducting satisfaction surveys in communities
7,7%	Companies with prioritized and disclosed SDGs
14,8%	Recycling relative to total non-mineral waste generation

From 2022 to 2023, the area demonstrating the highest growth rate was the integration of ESG targets into organizations' variable remuneration plans. The pillar that continues to offer the most significant opportunities for improvement is the implementation and creation of sustainable and shared value.

Social responsibility from mine to port

Falconi's comprehensive study of the region where BAMIN operates has enhanced the company's understanding of its social contributions to the area's development

In the mining sector, understanding both the underground and above-ground environments is equally essential. This is precisely why BAMIN (Bahia Mineração), a subsidiary of the Kazakhstani group Eurasian Resources Group (ERG), engaged Falconi consultancy to conduct comprehensive studies of the company's operational areas in Bahia. This assessment encompasses the Pedra de Ferro Mining Complex in the Caetité region, the Port of Ilhéus for raw material export, and the 19 municipalities along the railroad designated for transporting the company's iron ore.



Goal

The partnership with Falconi was established to enhance the governance and management of the ESG theme, support the development of sustainable policies,

and strengthen this crucial strategic pillar of Private Social Investment for BAMIN. Recognizing the need for socio-economic progress in the regions where it operates, the mining company aims to leverage local potential to generate positive outcomes.

The collaboration with the consultancy focused on identifying the Social Vulnerability Index (IVS) for each area, aiming to create strategies aligned with the mining company's materiality. The objective was to develop a strategy that would contribute to improving living conditions in the communities, leaving a legacy of development that enables individuals to thrive and exercise their citizenship. During the four-month project in the first half of 2023, Falconi provided valuable insights translated into comprehensive information on where BAMIN could effectively promote the development of local society based on its specific characteristics.



Overview of the region

The survey results were surprising. Analyzing the three operations—mine, railroad, and port—Falconi discovered that BAMIN directly or indirectly influences a population of nearly 1.2 million residents across more than 30 municipalities in Bahia.

All mapped areas exhibit high or very high vulnerability concerning low income and unemployment. According to the survey, 40.6% of the localities are underdeveloped in terms of formal employment, income generation, and the wage bill in the labor market. An even more concerning indicator regarding human capital reveals that 93.8% of the population is highly vulnerable in terms of young mothers (aged between ten and 17), infant mortality, children out of school, and illiteracy.

The data indicates that BAMIN has the potential to achieve its goal of contributing to the development of surrounding communities. Based on the consultancy's study, which included a strategic map aligned with the UN's Sustainable Development Goals (SDGs), the mining company possesses adequate insights to implement social, environmental, and cultural initiatives. "The results found in this study deepen our strategic pillar and BAMIN's prior knowledge," stated Lucas Araújo, the mining company's Head of Strategy, Management, and Integrated Planning. "This work provides us with a detailed overview of how the company can foster development in the region where we operate, leveraging the communities' inherent potential."

For the long-term success of this initiative, the company must maintain open



and transparent dialogue with local communities, continue investing in sustainable technologies, and ensure that the benefits of mining are shared fairly and equitably. "All of this forms the foundation for creating a social responsibility strategy that will yield results and leave a legacy for Bahia," added Araújo.

The route of BAMIN

1,2 million
inhabitants are within the mining
company's area of influence

35 municipalities comprise the route
between the mine, railway, and port

ESG agenda reaches new levels

Despite its high level of maturity in ESG practices, AeC from Minas Gerais is committed to ongoing improvement in its indicators through Falconi's diagnosis and project

Adhering to the law and aligning with best corporate practices are essential for the success and prosperity of companies. It is no coincidence that, in matters of compliance and ESG, external parties seek to engage while internal stakeholders strive for improvement. This is exemplified by AeC, a company based in Minas Gerais specializing in customer relations and the development of customized projects in customer service and technology.

Despite achieving a high level of maturity in its ESG agenda (78.97%, according to Falconi's assessment), the company initiated a project with the consultancy to establish a comprehensive ESG strategy and a private social investment agenda. After all, there is always room for improvement.

In the governance pillar, AeC attained a score of 96%, surpassing the scores for social (66%) and environmental (64%) themes. "These indicators demonstrate that the company already possessed a very high level of competence," stated Izabela Murici, partner

and manager of Falconi's Sustainable Development Program. "However, we identified several areas that could be enhanced."

Goal

AeC's partnership with Falconi, which spanned approximately five months during the first half of 2023, was specifically aimed at enhancing the pillars that support the company's ESG agenda. The initial phase of the project focused on aligning the company's ESG goals with its corporate strategy. This required an assessment of AeC's current situation through interviews with key personnel. Four steps were undertaken during this phase: identifying internal and external stakeholders, conducting structured interviews based on a defined script, analyzing the interviews for convergent, divergent, and noteworthy insights, and formulating conclusions based on the findings.

After conducting interviews with ten individuals and compiling the gathered



To advance its ESG initiatives, AeC partnered with Falconi to develop a sustainability strategy and a private social investment agenda

information, the consultancy assisted the company in defining its materiality, a task that had not been accomplished previously. To facilitate this process, Falconi conducted a comprehensive benchmarking study, which enabled the identification of key ESG trends relevant to both the Business Process Outsourcing (BPO) sector and the broader corporate landscape.

The steps taken by Falconi to strengthen AeC's ESG journey

1. Conducting interviews with senior leadership, suppliers, and customers regarding the current state and future of ESG at AeC.
2. Assessing the maturity of ESG practices through a questionnaire covering 247 relevant aspects for generating impact
3. Developing AeC's materiality and defining nine priority material topics based on what is relevant to stakeholders
4. Gathering sector benchmarks and examples from other segments in Brazil and around the world to inspire the development of AeC's ESG journey

Following the path of progress

Twenty-two areas with potential for improvement were identified. Interviewees emphasized the necessity of standardizing ESG goals, clarifying the role of each executive in this agenda, and outlining specific targets and initiatives. Consequently, Falconi provided AeC with valuable insights to inform the guidelines most aligned with the company's strategy.

The AeC indicators demonstrated a high level of competence in ESG matters. However, Falconi's assessment identified several areas for improvement to facilitate even greater progress

This diagnosis is essential for defining AeC's strategies in the coming years within a rapidly expanding market. According to Forbes, the global BPO sector has

generated \$92.5 billion. Companies have a direct influence on the sustainable development agenda, as their operations play a significant role in the success of "B to C" relationships and in enhancing the customer success journey. By integrating ESG principles into their strategies, BPO companies aim to mitigate risks, enhance their reputation, attract socially responsible customers, and contribute to sustainable development efforts.

Company Pillar	Current Level of Maturity	Impacted Areas
Environmental	64%	<ul style="list-style-type: none"> - Water and biodiversity - Emissions - Energy - Materials - Waste
Social	66%	<ul style="list-style-type: none"> - Customers - Employees - Communities - Suppliers
Governance	96%	<ul style="list-style-type: none"> - Anti-corruption - Procedures and policies - Risk management - Transparency

Source: <https://www.forbes.com/sites/forbesbusinesscouncil/2023/02/06/how-the-outsourcing-industry-can-help-in-the-push-for-sustainable-development/>

Amazon social protection

In 2023, the Mondó Network strengthened its partnership with Falconi to enhance initiatives aimed at supporting vulnerable communities on Marajó Island and establish new goals for 2026

Using the municipality of Breves in the Marajó Archipelago (PA) as a pilot city, the Mondó Network emerged from an initiative by the National Association of Private Universities (ANUP). It unites companies and civil society organizations

in collaboration with the public sector to reinforce schools as platforms for addressing the challenges faced by the Amazonian population. The network develops projects, actions, and initiatives in the areas of education, health, economic development, and infrastructure (housing, energy, and water).

Since 2021, Rede Mondó and Falconi have collaborated on formulating strategies and action plans for the Marajoara region, which includes 14 cities with the lowest Human Development Indexes (HDI) in Brazil. The partnership, which was renewed in 2023, commenced with the documentation of the stages of the organization's work methodology, known as the "Legacy of the Program."

Mondó Network Assumptions

- ▶ Participation and collaboration
- ▶ Connection between local and external partners
- ▶ Empowering the territory by amplifying local voices
- ▶ Immersion in the territory
- ▶ Funding from private resources and philanthropic capital
- ▶ Respect for human relationships
- ▶ Valuing ancestral knowledge



Goal

In 2023, Falconi presented the Mondó Network with an updated plan founded on three ESG pillars. This plan involved a review of the existing strategy and enhancements to governance instruments to establish new objectives for the 2024-2026 three-year period, with an emphasis on expanding the scope of action and geographical reach. By setting clear criteria for expansion, the intention is not only to benefit Breves but also to extend the project to neighboring towns.

The effective implementation of strategic administration between the management and governance bodies is essential for the Mondó Network to achieve favorable results

In this new phase, Falconi defined the ESG solution strategy and evaluated institutional tools such as statutes, videos, and printed materials, illustrating the Network's impact and market positioning. Additionally, the consultancy assessed the proposal flow for companies, analyzing the added value the Network provides.

On the internal management side, Falconi revisited the current governance of the Mondó Network, identifying necessary changes and evaluating the system

and flow of guidelines and information to ensure team alignment and synergy. A schedule of meetings was then established to facilitate this process.

This dynamic work approach has enabled the social organization to strengthen its organizational structure, enhance its positive market impact, and maintain strategic alignment with best governance practices. Comprising various units responsible for specific areas, the Network's structure ensures efficient and focused management.

The effective strategic administration between the management and governance bodies is critical for the Network's success. This involves updating plans to reflect achieved results, changes in the environment, and global guidelines. Falconi's support for the Mondó Network facilitates the management of initiative results and targets.

As a result, the social organization has established a structure that ensures efficient,



In the first pillar of the project in 2023, Falconi defined the ESG solution strategy and evaluated institutional tools such as presentations, statutes, videos, and printed materials, showcasing the Network's impact and market positioning

results-oriented management. Clear goals and well-defined strategies, combined with robust governance and a commitment to the development of Marajoara communities, position the Mondó Network as a catalyst for social, economic, environmental, and cultural transformation in the Marajo Archipelago. The continuity of the work in 2023 has solidified the positive impact that the Mondó Network brings to the communities it serves.

Scope of the Strategy

- 1 - Review the strategic planning process to establish goals for the organization for 2024/2026.**
- 2 - Reassess the project portfolio for the upcoming year, 2024.**
- 3 - Evaluate and develop a process for territorial expansion, establishing criteria for this progression.**
- 4 - Define and implement a strategic management framework across management and governance levels.**

2 Pro bono project João and Maria Backheuser Institute

Education: a keystone for a sustainable future

Falconi, in collaboration with the João e Maria Backheuser Institute (IJMB), developed a project aimed at enhancing the organization's management efficiency, ultimately leading to an improvement in the quality of education in public schools throughout Rio de Janeiro

Classroom, chalk, blackboard, and management. In 2023, over 3,000 public school students in the Rio de Janeiro municipalities of Casimiro de Abreu (2,212 students) and Conceição de Macabu (920 students), supported by the João e Maria Backheuser Institute (IJMB), were positively impacted by an ambitious

project aimed at transforming the quality of education through the implementation of a literacy policy and the training of managers and educators.

Falconi's project, developed between April and August of the previous year, sought to enhance the IJMB's internal management and governance processes,

focusing on improving performance and closing the existing quality gap between schools in the state of Rio de Janeiro. The overall target of the IJMB is to achieve, by 2028, a minimum literacy rate of 70% or an increase of 20 percentage points in the rate of literate children by the end of the 2nd year of elementary school in the municipalities where it operates. This initiative aims to reduce inequality among schools.

Goal

Falconi aimed to support IJMB in strategically reformulating the entity, defining its organizational structure, and enhancing its management to ensure the sustainability of activities and the continuous evolution of results. To improve performance externally, Falconi tasked IJMB with aligning its internal processes.

The consultancy developed a list of 47 indicators and, in collaboration with six members of the institute, identified priority needs and presented a strategic planning project. Key components included aligning the Backheuser family's objectives for the institute's future, defining a long-term vision and overarching goal, structuring a succession plan for the executive board, establishing a long-term culture for organizational sustainability, expanding activities, and adjusting operations to align with IJMB's strategy.



Strategy – In periodic meetings, the Backheuser family, IJMB employees, and the Falconi team collaborated to establish the institute's strategic planning, aimed at enhancing the effectiveness of its initiatives and ensuring the organization's sustainability

The project's initiatives aimed at enhancing the quality indicators of the municipalities involved were designed to bolster the positive results that IJMB had already achieved over the past few years. In 2023, comparing the beginning and end of the school year, the number of students reaching adequate or advanced levels in Portuguese Language increased by 43 percentage points. Similarly, Mathematics showed an improvement of 35 percentage points based on the same assessment criteria.

Keeping Strategic Planning on Track



Approved results

The results of the partnership with Falconi will be evaluated in 2024. Nevertheless, throughout the project, the organization has already experienced a notable increase in efficiency. "The work has been extremely valuable. The implementations are underway, and we've achieved significant results in monitoring our strategic planning," stated IJMB President Anna Backheuser. "Our outcomes are remarkable and reinforce our belief in the value of this initiative. On behalf of my family and the entire institute team, I would like to express our gratitude for the outstanding work Falconi has accomplished with us," she added.

To ensure the sustainability of this success, the consultancy conducted a thorough analysis of the best practices in public education across the country. Several benchmarks were identified, including collaborations with third-sector organizations that support public education throughout Brazil, such as the successful model developed in Sobral, Ceará. In addition to strong benchmarks, effective management and thorough preparation can significantly impact education in the municipalities served by the institute. "The work has been crucial for IJMB! The implementations are progressing, and we've seen excellent results," celebrated Operations and Institutional Relations Coordinator Sheila Monteiro.

Strategic goals and indicators



Action against slave labor

The partnership between InPACTO and Falconi was established to enhance the institute's initiatives and outcomes aimed at eradicating activities related to slavery-like conditions

Brazil has made significant strides in combating slave labor and similar practices in recent years, particularly in major urban centers. However, it continues



to face considerable challenges in remote regions of the country, particularly in sectors such as agriculture, livestock, construction, and mining. Efforts to eradicate child labor and practices akin to servitude nationwide were bolstered in 2013 with the establishment of the non-profit organization InPACTO. The National Pact Institute for the Eradication of Slave Labor is dedicated to eliminating these practices in Brazil, actively involving member companies, civil society organizations, governments, and international institutions. Currently, InPACTO is supported by approximately 40 companies, which contribute varying amounts through donations.

Goal

Between July and December 2023, the InPACTO Institute benefited from pro bono support provided by Falconi to redesign its operational structure and enhance its activities. Falconi developed a plan to increase the institute's revenue, incorporating



Mapping and Optimization of Monitoring Processes to effectively manage the execution of initiatives and their outcomes, allowing for the identification of potential course corrections when necessary.



Pricing of the InPACTO Vulnerability Index (IVI), a tool developed to monitor the vulnerability of cities in terms of factors such as education, access to clean water and sanitation, and elements that may contribute to the increase of slave labor.

initiatives such as crowdfunding, solidarity contributions, merchandise sales, donating airline miles, voluntary contributions, and project proposals.

The institute also offers legal and institutional support to victims of slave labor, facilitating access to justice and conflict resolution. This initiative relies on the voluntary collaboration of law firms and legal sector entities that work together to strengthen the defense of human rights. Concurrently, InPACTO supports the development of public policies by collaborating with government agencies and legislators to combat worker exploitation and raise awareness among companies about the importance of adhering to labor legislation.

✓ Aligned purpose

The mission of InPACTO aligns with SDG 8 (a priority for Falconi, focusing on Decent Work and Economic Growth) and complements the consultancy's efforts to ensure the sustainability of businesses. To effectively eradicate slave labor, the project's leadership has directed the institute to establish strategic partnerships.

The institute's ongoing and vigilant actions are crucial to preventing any regression in the country's labor advancements. Slave

and child labor are frequently overlooked by society due to the mistaken belief that these issues belong to the past. "It is not uncommon for allegations to arise involving large companies and their supply chains," states Izabela. "This underscores the vital role InPACTO plays within the community by exposing and highlighting these problems."

Overview

2023

The rescue of workers in conditions analogous to slavery reached the highest level in 14 years

3,4 mil

reports registered, reflecting a 61% increase compared to 2022

3190

workers rescued by the Ministry of Labor and Employment

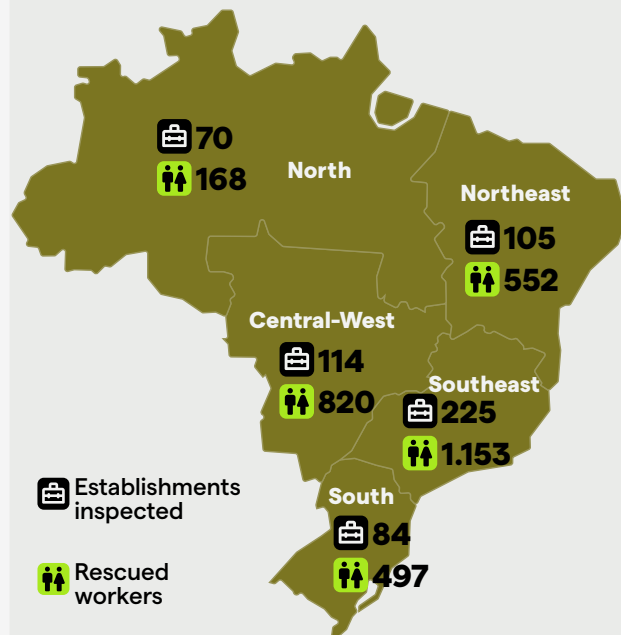
698

urban and rural establishments inspected throughout Brazil

R\$ 12,8

million in payments for salaries and severance benefits

Concentration of slave labor



“The collaboration between the institute, companies across various sectors, non-governmental organizations, academic institutions, and government entities is essential for the exchange of knowledge, resources, and experiences, creating a support network that strengthens InPACTO's initiatives”

Izabela Murici, partner and manager of Falconi's Sustainable Development Program

Phases of the Falconi Project at the InPACTO Institute

100%

Completed deliverables

▶ Design of InPACTO's financial sustainability model

▶ Strengthening the current process of monitoring, supervision and technical advice

▶ IVI business model structure, InPACTO vulnerability index

The power of incentive

Falconi's collaboration with Incentiv centered on organizing the startup's projects and human resources to enhance efficiency in its mission of linking companies to social projects

Amid the growing importance of ESG practices in the corporate sector, many companies are increasingly interested in investing in social projects and



initiatives in the country. However, they often postpone their decisions due to uncertainty about how to proceed or where to begin. Fortunately, the Santa Catarina startup Incentiv aims to alleviate this challenge. The company provides guidance on how to invest in, launch, and develop tailored social projects that align with the specific needs of each organization.

In addition, the startup facilitates fundraising strategies to finance social initiatives and offers a comprehensive step-by-step guide for donating companies to take advantage of tax and fiscal incentives.

Goal

The company that encourages others also requires support. This is where Falconi steps in. Between July and October 2023, the consultancy undertook another pro bono project, developing two strategic plans for Incentiv.



**Enhancement
of project
management**



**Implementation
of a performance
evaluation system**

The project, titled Ecosystem, involved conducting interviews and organizing existing information to facilitate the execution of the plans and the achievement of objectives. After gathering all relevant data, deadlines, phases, responsible parties, deliverables, and priorities were established. Through weekly monitoring, each step in the project management improvement process was closely tracked by all involved areas.

With Falconi's assistance, the implementation plan for the performance evaluation system enabled Incentiv to identify its own strengths and weaknesses, thereby enhancing its people management practices. When delivering the Performance Management model, the consultancy outlined the necessary cycles for implementing the performance evaluation, including stages, general rules, scales, and concepts to be utilized, as well as a review of organizational competencies aligned with Incentiv's values.

Team management for the success of purpose

Today, the startup employs approximately 100 individuals, all dedicated to securing funding for impact projects and assisting partner companies in transforming taxes—through tax incentive laws—into avenues for social and technological innovation. To achieve this, it is essential to foster an environment that maximizes the team's individual and collective skills.

Performance management plays a strategic role in enhancing Incentiv's capacity to connect its customers with social projects

The Performance Management model developed by Falconi at Incentiv enables the identification of talents, engages the team, and cultivates a climate conducive to professional growth. "With a direct impact on individual performance and the company's overall goals, the evaluation process strengthens the startup's ability to align its customers with social projects that resonate with their values and missions," explains Izabela Murici, partner and manager of Falconi's Sustainable Development Program.

Since 2016, Incentiv has facilitated over 900 social projects across 26 Brazilian

Overview

Incentiv's Numbers

907
projects successfully funded

BRL 380
million raised

over
2360
projects registered in the ecosystem

more than
200
companies have sponsored projects

2,3 million
lives impacted

states, mobilizing more than BRL 300 million to promote education, inclusion, and health through initiatives led by major companies in the country, such as B3, Nubank, Electrolux, Isa Cteep, SulAmérica, CPFL Energia, and many others.



The strength and success of Incentiv within its sector underscore the necessity for companies to contribute to initiatives that generate a positive societal impact 🌱

Izabela Murici, partner and manager of Falconi's Sustainable Development Program

Falconi deliverables for strengthening the performance management culture at Incentiv

- » **Proposal for the Competency Communication Plan** - A document that establishes transparent and emphatic communication, highlighting the importance of values and competencies in the daily operations of Incentiv.
- » **Performance Management Manual** - A guide for the Culture & People area of the startup. This manual helps managers and employees clearly and simply understand the guidelines related to Performance Management.
- » **Frequently Asked Questions Report** - A compilation of common and recurring questions related to Performance Management. This allows all employees to have their most common queries answered promptly and transparently.

More knowledge, less inequality

Ensina Brasil sought Falconi's expertise to identify the profiles of potential leaders in education and to equip young individuals with the skills needed to enhance the quality of public schools

One of the most significant challenges facing education in the country is the disparity in quality between public and private education – except in higher education or certain centers of excellence in Brazil. The pandemic has exacerbated this situation, making it increasingly urgent for leaders to concentrate their efforts on the critical aspects of the education system to foster a future characterized by a qualified,

intellectual, egalitarian, diverse, and inclusive society. Additionally, in a sector where projects typically have long-term horizons, leadership succession presents another challenge.

To address this reality and facilitate the transition of leadership, Ensina Brasil, a non-profit organization committed to reducing school inequality by developing leaders for the educational ecosystem, collaborated with Falconi last year to identify opportunities for training new leaders and to enhance the organization's strategic planning for the next decade.

Goal

From February to May 2023, the consultancy conducted a project focused on understanding the profiles and trajectories of leaders influencing education and social development in the country. The research aimed to validate key hypotheses regarding

the diversity of individuals in leadership roles and the duration it takes for various ethnic groups to attain these positions. The project was based on several important hypotheses.

See some of the insights:

- 1 The time it takes for Black, non-white, or Indigenous individuals to reach leadership positions is longer than for white individuals; most impactful leaders in education and social development are white men.
- 2 The majority of leaders hold degrees from public universities, having received their basic education at private schools.
- 3 Individuals who attain high-level leadership positions typically come from fields such as engineering, administration, mathematics, economics, law, and accounting.
- 4 Leaders who make an impact in education often have prior experience in schools.
- 5 High-ranking leaders in the education system believe that all children can learn.
- 6 It is common for high-ranking leaders in the education system to value and collaborate with teachers, principals, and coordinators, demonstrating a constant connection with the grassroots level of the system.



Methodology for the result

The mapping process engaged various stakeholders from both the public and private sectors, as well as social entrepreneurs. It also included alumni (former students of the organization) and individuals who have interacted with Ensina Brasil to compare internal and external results. This survey provided valuable insights for enhancing Ensina Brasil's leadership training program.

Falconi conducted the survey, which involved 372 leaders from the education sector and the legislative branch through questionnaires, interviews, and focus group discussions. The outcome was a comprehensive report detailing the profiles of leaders in education, highlighting development opportunities and offering recommendations for strengthening employer branding and creating training pathways in management and soft skills.

The project proved successful, particularly in identifying opportunities for enhancing the training of education leaders. With the gathered data, Ensina Brasil is positioned to make strategic decisions in its mission to cultivate transformative leaders committed to quality education and equity. "The partnership between Falconi and Ensina Brasil was essential in fostering reflection and enhancing strategies in the realms of educational and social

The partnership between Falconi and Ensina Brasil was essential in fostering reflection and enhancing strategies in the realms of educational and social development

Izabela Murici, partner and manager of the consultancy's Sustainable Development Program

development," stated Izabela Murici, partner and manager of the consultancy's Sustainable Development Program.

Potential Impact

The implementation of improvement actions, guided by survey data to refine its strategic planning, will enable Ensina Brasil to fulfill its central objective: to empower young leaders to leverage their skills, knowledge, and attitudes to enhance the quality of education in the schools where they work. It is crucial to integrate this initiative with the teaching experiences of these professionals, as their daily activities provide them with a profound understanding of Brazil's educational challenges.

The project has demonstrated success, particularly in identifying opportunities for leadership development, including training in management and soft skills

By cultivating committed and well-trained leaders, the NGO not only creates a direct impact on schools and communities but also contributes to the development of a new generation of Brazilians dedicated to promoting systemic changes for a more inclusive and equitable society.

Overview

Numbers of Ensina Brasil

+850

members of the country's education network

+300

participants in the Leadership Development Program

+550

alumni of the organizing program

+120 mil

thousand students from public schools in vulnerable contexts impacted by program participants

+130

schools affected across 8 Brazilian states: Ceará, Pernambuco, Maranhão, São Paulo, Espírito Santo, Mato Grosso, Mato Grosso do Sul and Goiás

Pathway to excellence in education

The Department of Education, Youth, and Innovation of Angra dos Reis (RJ), in collaboration with Falconi, conducted a comprehensive analysis of the strengths and challenges within the local education system. This analysis aimed to develop an improvement plan with specific quality targets

In March 2023, Falconi embarked on a collaboration with the Angra dos Reis Department of Education, Youth, and Innovation (Sejin in Portuguese acronym) aimed at significantly enhancing the city's educational outcomes. With the mission of assisting in the planning of goals, actions, and methodologies for education, the consultancy concentrated its efforts on identifying gaps within the municipality's education system to unlock its full potential for growth.

Spanning four months and conducted on a low bono basis, the project was executed by the Sejin team under the leadership of Secretary Paulo Fortunato de Abreu. Each team member played a crucial role in implementing

the Management Method for Results in Education, which included the application of the PDCA cycle (Plan, Do, Check, and Act). This collaborative effort enabled the establishment of student performance targets within the Basic Education Assessment System (Saeb), both at the municipal level and for individual schools across the city.

Goal

During the project's opening meeting, attended by managers, educators, municipal school coordinators, and Mayor Fernando Jordão, the objectives, scope, and next steps of the project were outlined. This meeting was crucial for aligning expectations and securing the commitment of all participants, marking a significant milestone in the journey to enhance education in Angra dos Reis.

The path toward Sejin's goal continued with the implementation of Falconi's solutions, which included management training, strategic planning, project development, and the establishment of a school management

Steps following team alignment on the management for learning performance method

- 1 - Validation of opportunities and definition of targets
- 2 - Deployment of goals and quick-win plans
- 3 - Development of action plans to improve outcomes
- 4 - Implementation of GP Ágil management software in education networks
- 5 - Training and guidance for method multipliers

Training for Sejin's technical team and school managers was also crucial to the project, enabling everyone involved to effectively implement the new management strategies

model focused on continuous improvement of results. A key component of the partnership was the training of educators, ensuring that not only the multipliers but all participants were equipped to apply the new management methods and tools.

Setting targets was another vital aspect of the initiative. In 2023, Angra dos Reis established annual and bimonthly targets for each school to enhance the quality of education. As part of the monitoring strategy, AVALIAR (Evaluation System for the Angra dos Reis Municipal Public Education Network) and IDEAR (Angra dos Reis Education Development Index) were introduced. The Letters of Commitment and Goals were formally presented to the managers during a special ceremony, underscoring the importance of achieving these goals with a focus on student learning.

This collective effort was validated by the results of the Basic Education Development Index (IDEB) released this year, which

reflect the significant progress in Angra dos Reis' educational indicators. In 2023, the city achieved its highest scores since the inception of the IDEB in 2005, demonstrating notable improvements in both the initial and final years of elementary school. The municipal network recorded historic growth, achieving a score of 5.7 in the initial years and 4.5 in the final years, distinguishing itself among the municipalities of the Costa Verde.

Making things happen

The breakdown of targets for each school involved specific considerations, including the selection of the higher value between the historical average of grades

The results and action plans were monitored through a systematic governance framework, which ensured discipline in the execution of management procedures and facilitated the smooth flow of information and guidelines

and recent indicators. Tailored targets were assigned to each school, accompanied by an assessment of the effort levels required to achieve them. This approach enabled precise management monitoring, conducted over three periods throughout the year, to evaluate progress and continuously adjust strategies as necessary.

The school units participated in training workshops aimed at identifying the root causes of low performance and developing strategies to address these issues. The use of tools such as Agile GP allowed for continuous monitoring and adjustment of action plans, ensuring that targets could be pursued with rigor and discipline.

Understanding that this is a long-term endeavor requiring perseverance, Sejin now has access to comprehensive reports that provide an in-depth diagnosis of the education system in the municipality. These reports outline effective methods for achieving its objectives, ultimately benefiting future generations of citizens in Angra dos Reis.

Falconi's recommendations for the sustainability of project outcomes



1

Continuous training of the entire Sejin team and managers of educational units



2

Transparency and strengthening of knowledge of the management method focused on performance



3

Stabilizing the achievements by standardizing and publicizing the success of initiatives



4

Consolidation of management practices in education to constantly improve efficiency in the sector

Union for sustainable development

Falconi's collaboration with the Global Compact Brazil Network plays a vital role in engaging new companies in advancing the world's argest corporate sustainability initiative

In an era of increasing urgency to adopt sustainable practices in daily organizational operations, our country surpassed an unprecedented milestone last year, with over 2,000 companies becoming signatories of the Global Compact - Brazil Network. This UN initiative is part of the world's largest corporate sustainability initiative, engaging 164 out of the 195 countries globally.

Collectively, more than 18,000 companies of various sizes and sectors are committed to advancing the UN's Sustainable Development Goals, ensuring that society progresses toward more inclusive, equitable, and responsible practices. In Brazil, the Global Compact - Brazil Network aims to accelerate the sustainability journey of its member companies by sharing best practices, organizing training sessions, and facilitating opportunities for exchange.

However, equally important to the desire

Goal

to implement sustainable practices is understanding how to achieve them. In 2023, Falconi took on the mission of pre-training participating companies to ensure they are familiar with the themes of the Sustainable Development Goals (SDGs) established by the UN and can incorporate these guidelines into their business strategies.

As a result of this partnership, the initiative had a direct impact on 30 leaders and influencers across 15 companies. These professionals not only gained insights into leading sustainability solutions but were also encouraged to implement these practices within their organizations.

The Global Compact does not provide individualized support for each organization, nor does it function as an ESG certifier or auditor, as the responsibility for the



accuracy of shared information lies solely with the participating companies and is not subject to verification. With Falconi's assistance in areas such as strategic planning, organizational culture, and training, Rede Brasil remains focused on guiding companies in recognizing the importance of commitments to a sustainability agenda.

Deepened in 2023 through focused



The Pathways of a Partnership

training initiatives and organizational culture development, Falconi's partnership with the Global Compact dates back to 2019. At that time, the network invited the consultancy, which is also a signatory of the Global Compact, to help establish a strategic plan for the period leading up to 2030, resulting in a six-month project. Since then, the

UN Global Compact Worldwide



+18 mil
Companies



+3 mil
Non-business
organizations



+21 mil
Participantes



164
Countries



65
Local networks

*Source: Global Compact Network Brazil. "SDGs and the 2030 Agenda." Available at: <https://www.pactoglobal.org.br/ods-e-agenda-2030/>. Accessed on: 11/6/24.

In addition to being a signatory of the Global Compact, Falconi has been a partner of the network since 2019. In 2022, it led a revision of Strategy 2030, a plan encompassing various action fronts aimed at integrating the SDGs into organizations' agendas

agreement has been renewed on a pro bono or low bono basis.

In the most recent project, the consultancy implemented several training modules for companies, focusing on the development of sustainability-related goals, as well as the governance and implementation of the SDGs. This initiative involved five months of training, mentoring, and coaching.

The strategy was executed through a collaborative effort involving the Global Compact, Falconi, and Accenture—a consultancy that is already a Global Compact partner in other regions of the world. In Brazil, this partnership, which includes an additional consultancy, is unprecedented due to the significance of incorporating Falconi's expertise into the strategies aimed at positioning the SDGs at the forefront of corporate agendas and ensuring their tactical and operational execution.

The results of Falconi's work for the Global Compact in Brazil are evident. On one hand, participating companies benefit

from the consultancy's well-recognized and effective methodology, which can be replicated across various initiatives aimed at promoting societal well-being and planetary sustainability. On the other hand, these companies actively engage in a coordinated global effort, enhancing their understanding of the best ESG practices worldwide. Ultimately, everyone benefits.

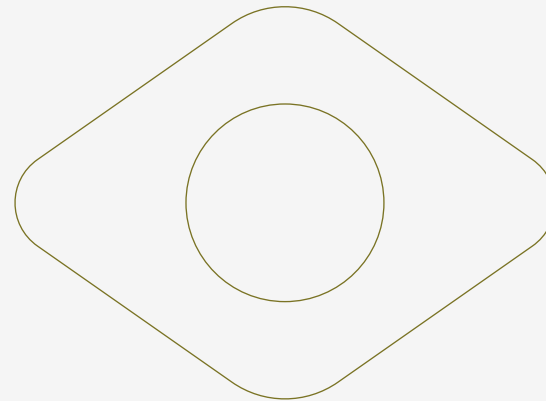
In Brazil, the partnership with Falconi provides participating organizations with valuable insights into how to prioritize the SDGs within their corporate strategies and implement them with a tactical and operational focus



*Source: Global Compact Network Brazil. "SDGs and the 2030 Agenda." Available at: <https://www.pactoglobal.org.br/ods-e-agenda-2030/>. Accessed on: 11/6/24.

4

Vision for the future



Vision for the future

Every company must stay continuously updated on trends that will enable it to achieve its goals while maintaining a forward-looking perspective. Simultaneously, it is essential to preserve and disseminate the values that have contributed to its current success. At Falconi, continuous learning and the sharing of acquired knowledge are core values and pillars of the organizational culture.

This commitment is reflected in the consultancy's focus on Quality Education, one of the priority Sustainable Development Goals (SDGs) it actively pursues. By prioritizing education, Falconi can generate significant societal impacts while also advancing positive outcomes in other key SDGs, including Reducing Inequalities, Gender Equality, and Decent Work and Economic Growth.

Understanding that today's efforts can transform the future, Falconi's employees leverage their knowledge to enhance efficiency, strengthen governance, and improve customer process management. Through various projects, the consultancy immerses itself in the daily operations of organizations, supporting them in achieving sustainable results that ultimately benefit society.

Recognizing that resources of all kinds are limited and must be utilized optimally, efficient organizations are those that consistently strive to produce sustainable outcomes. Falconi's vision for the future is therefore rooted in present-day decisions and actions, driven by a collective commitment to initiatives aimed at the common good.

Internally, Falconi is also focused on managing resources with excellence to ensure the effectiveness of its sustainability

agenda. Through the Sustainable Development Program, the Impact Fund, and its incentivized and pro bono projects, the consultancy broadens its efforts to support the most vulnerable and address critical societal issues. In these initiatives, the Falconi team applies and shares the extensive knowledge that is one of the consultancy's greatest assets, working towards a more equitable and inclusive world that balances social equity, environmental stewardship, and economic prosperity.

The future starts now

Current Guidelines from Falconi for Building a Prosperous and Sustainable Horizon for Organizations, Communities, and the Planet



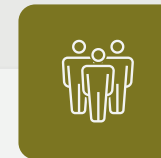
» Efficiency in the management of human, financial, and technological resources



» Strengthen the agenda of the Sustainable Development Program



» Commitment to pro bono projects and effective management of the Impact Fund



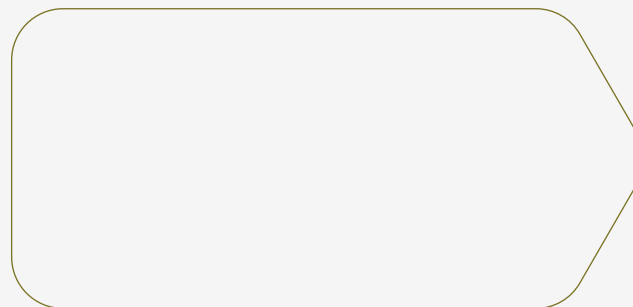
» Advocacy for the company's beliefs in pursuit of greater equity and justice



» Influence customers to replicate good corporate, environmental, and social practices



GRI content Index



GRI content index

Standard	Contents	Chapter	Page(s)
General Disclosures			
The organization and its reporting practice			
GRI 2: General Disclosures 2021 - The organization and its reporting practices	2-1: Organization details	Chapter 1: Falconi Essence/About Falconi	6
	2-2: Entities included in the organization's sustainability report	Chapter 1: Falconi Essence/Falconi Identity, Culture and Values/Business/Governance and Organizational Structure	7, 8, 9
	2-3: Reporting period, frequency and reference point	Introduction	3
Activities and workers			
GRI 2: General Disclosures 2021 - Activities and workers	2-6: Activities, value chain and other business relationships	Chapter 1: Falconi Essence/ Business	8
	2-7: Employees	Chapter 1: Falconi Essence/Falconi team	12
	2-8: Non-employee workers	Chapter 1: Falconi Essence/Falconi team	12
Governance			
GRI 2: General Disclosures 2021 - Governance	2-9: Governance structure and its composition	Chapter 1: Falconi Essence/Governance and Organizational Structure	9, 10, 11
	2-10: Nomination and selection for the highest governance body	Chapter 1: Falconi Essence/Governance and Organizational Structure	9, 10, 11
	2-11: Chairperson of the highest governance body	Chapter 1: Falconi Essence/Governance and Organizational Structure	9, 10, 11
	2-12: Role played by the highest governance body in overseeing impact management	Chapter 1: Falconi Essence/About Falconi/Falconi Identity, Culture and Values/Business/Governance and Organizational Structure	6, 7, 9
	2-13: Delegating responsibility for impact management	Chapter 2: Consultancy for Impact/ Clients' ESG&P Impact	31, 32

Standard	Contents	Chapter	Page(s)
GRI 2: General Disclosures 2021 - Governance	2-15: Conflicts of interest	Chapter 1: Falconi Essence/ Governance and Organizational Chapter 2: Sustainable Agenda	9, 14 to 32
	2-16: Communicating crucial concerns	Chapter 1: Falconi Essence/Governance and Organizational Structure	9
Strategy, policies and practices			
GRI 2: General Disclosures 2021 - Strategy, policies and practices	2-22: Statement on sustainable development strategy	Message from the CEO	4
	2-23: Political commitments	Chapter 2: Sustainable Agenda/ Ethics, integrity and compliance	24
	2-24: Incorporating political commitments	Chapter 2: Sustainable Agenda/ Ethics, integrity and compliance	24
	2-25: Processes to repair negative impacts	Chapter 2: Sustainable Agenda/ People development and knowledge generation/Ethics, integrity and compliance	17, 24
	2-26: Mechanisms for advice and raising concerns	Chapter 2: Sustainable Agenda/ Ethics, integrity and compliance	24
	2-27: Compliance with laws of concern	Chapter 2: Sustainable Agenda/ Ethics, integrity and compliance	24



Standard	Contents	Chapter	Page(s)
----------	----------	---------	---------

Strategy, policies and practices

GRI 2: General Content 2021 - Strategy, policies and practices	2-28: Participation in stakeholder associations	Chapter 2: Sustainable Agenda	14 to 32
----------------------------------------------------------------	-------------------------------------------------	-------------------------------	----------

Material Topics

Approach to material topics

GRI 3: Material Topics 2021	3-1: Process of defining material topics	Chapter 2: Sustainable Agenda/ Falconi's strategic materiality	14, 15, 16
	3-2: List of material topics	Chapter 2: Sustainable Agenda/ Falconi's strategic materiality	14, 15, 16
	3-3: Managing materials topics	Chapter 2: Sustainable Agenda/ Falconi's strategic materiality/ Materiality in practice	14, 17 to 32

Thematic contents

Anti-corruption

GRI 205: Anti-corruption 2016	205-3: Confirmed cases of corruption and measures adopted	Chapter 2: Sustainable Agenda/Ethics, integrity and compliance	24 to 26
-------------------------------	-----------------------------------------------------------	----------------------------------------------------------------	----------

Environmental

Emissions

GRI 305: Emissions 2016	305-1: Direct emissions (scope1) of greenhouse gases (GHG)	Chapter 2: Sustainable Agenda/ Climate Change	30
	305-2: Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases	Chapter 2: Sustainable Agenda/ Climate Change	30
	305-3: Other indirect emissions Scope 3) of greenhouse gases (GHG)	Chapter 2: Sustainable Agenda/ Climate Change	30
	305-4: Intensity of greenhouse gas (GHG) emissions	Chapter 2: Sustainable Agenda/ Climate Change	30

Standard	Contents	Chapter	Page(s)
----------	----------	---------	---------

Social

Employment

GRI 401: Employment 2016	401-1: New hires and turnover	Chapter 1. Falconi Essence/ Falconi team	12
	401-2: Employee benefits	Chapter 2: Sustainable Agenda/Inclusion diversity and equal opportunities/ Well-being and mental health	20, 22

Occupational Health and Safety

GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	Chapter 2: Sustainable Agenda/Inclusion diversity and equal opportunities/ Well-being and mental health	20, 22
	403-2: Risk identification, risk assessment and incident inquiry	Chapter 2: Sustainable Agenda/Inclusion diversity and equal opportunities/ Well-being and mental health	20, 22
	403-3: Occupational health service	Chapter 2: Sustainable Agenda/Inclusion diversity and equal opportunities/ Well-being and mental health	20, 22
	403-4: Worker engagement, consultation and communication with workers about health and safety at work	Chapter 2: Sustainable Agenda/Inclusion diversity and equal opportunities/ Well-being and mental health	20, 22
	403-6: Promotion of workers' health	Chapter 2: Sustainable Agenda/Inclusion diversity and equal opportunities/ Well-being and mental health	20, 22
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked to business relations	Chapter 2: Sustainable Agenda/Inclusion diversity and equal opportunities/ Well-being and mental health	20, 22



Standard	Contents	Chapter	Page(s)
Training and education			
GRI 404: Training and Education	404-1: Average hours of training per year per employee	Chapter 2: Sustainable Agenda/ People development and knowledge generation	17
	404-2: Programs for upgrading employee skills and career transition assistance	Chapter 2: Sustainable Agenda/ People development and knowledge generation	17
Training and education			
GRI 404: Training and Education	404-3: Programs for upgrading employee skills and career transition assistance	Chapter 2: Sustainable Agenda/ People development and knowledge generation	17
Diversity and Equal Opportunities			
GRI 405: Diversity and Equal Opportunities 2016	405-1: Diversity of governance bodies and employees	Chapter 1: Falconi Essence/Falconi team Chapter 2: Sustainable Agenda/ Inclusion, diversity and equal opportunities	12, 20
Local communities			
GRI 413: Local Communities 2016	413-1: Operations with engagement, impact assessments and development programs aimed at the local community	Chapter 2: Sustainable Agenda/ Commitment to reduce social inequality/ Customer ESG&P impact	28, 31
Customer privacy			
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints about breaches of privacy and loss of customer data	Chapter 2: Sustainable Agenda/ Data protection and information security	27

