



A Digital Realty and Brookfield Infrastructure JV

2024

Ascenty ESG Report Environmental, Social, and Governance (ESG)



Table of Contents



03

CEO's Letter

04 About Ascenty



06

ESG Report 2024

11 Sustainability Goals



18

Human Resources Information

22 Training Information



23

Occupational Health and Safety Management System

32 ESG Management at Ascenty

33 Business Model and Value Chain

34 Governance Structure and Composition

35 Appointment and Selection for the Highest Governance Body

39 Role of the Chair and Senior Management

41 Policy Commitments

52 Operational Risk Management

65 Financial Implications and Other Risks

Letter From The CEO



The year 2024 was a landmark year for Ascenty, in which we reaffirmed our commitment to sustainable, ethical and responsible development. In a context of accelerated technological advances and increased data production, we have remained focused on evolving in an integrated manner, combining innovation with our ESG strategy.

We earned major accolades, such as an international award received for the Hortolândia 5 Expansion project and retaining the Gold Seal in the GHG Protocol Program, which demonstrates our energy efficiency and environmental commitment. The expansion of our operations in Latin America and the strengthening of partnerships with companies such as WideLabs, Dell Technologies and DE-CIX illustrate how sustainability goes hand in hand with innovation.

We continue to prioritize people in our decision-making. With an increasingly qualified and engaged team, we invest in actions focused on diversity, inclusion, safety and human development. This solid foundation is vital to sustaining our growth.

We proudly present this report, sure that each advance represents a conscious choice for a more balanced future. ESG is not just a strategic pillar at Ascenty—it is our commitment to the positive transformation of society and the planet.

Chris Torto - CEO of Ascenty

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

About Ascenty

Ascenty Data Centers e Telecomunicações S/A, a privately held joint venture between Digital Realty and Brookfield, is the largest provider of data center and connectivity services in Latin America. Currently, it has:



The company was **established in 2010** and has since built and operated world-class data centers serving the world's largest cloud and technology providers and other customers in the finance, retail, industrial, healthcare and service industries.

To support its expansion, Ascenty relies on its two shareholders: **Brookfield Infrastructure Partners**, a Canadian asset management company, and **Digital Realty**, the world's largest data center company, with 300 facilities located in North America, Europe, Latin America, Asia and Australia.

The company's headquarters are at Avenida João Batista Nunes, 50 - Distrito Industrial Benedito Storani, in Vinhedo, São Paulo, Postal Code (CEP) 13.288-162.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks



Ascenty is continually committed to improving its services, and that is reflected in its ISO Certifications.

Meeting the requirements of each standard, covering planning, execution and continuous improvement, ensures compliance and operational excellence. Thus, Ascenty is recognized for its quality and efficiency, consolidated by the implementation of an Integrated Management System, which covers the following standards:

Infrastructure



Tier III Design



Tier III Facility



TR3 TUV Rheinland



Financial Transactions



SOC – Physical Security and Processes



ANSI/TIA 942-C Rated 3 Design (EPI)

ESG



Environmental Management



Business Continuity Management



Anti-Bribery Management



Compliance Management



Occupational Health and Safety Management



Energy Efficiency Management



Carbon Neutral

Quality



Quality Management



IT Service Management

Security



Information Security Management



Information Privacy Management

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

ESG Report 2024

Sustainability as a strategic priority from the start

In 2024, ESG remained a global trend. However, at Ascenty, a focus on environmental, social and governance issues has always been a priority since its inception.

The principles represented by the acronym play a crucial role in the structure of contemporary society, and are fundamental for building a solid reputation and ensuring long-term sustainability, as well as providing a positive contribution to society.

Every year, Ascenty publishes its ESG Report, presenting data and information about the year prior to its release.

This report covers the period from January 1 to December 31, 2024, and its preparation followed the Global Reporting Initiative (GRI) Standards guidelines. In this report, there is no need to correct information from periods before January 1, 2024. This report was submitted to an internal process to guarantee the information disclosed, and will be reviewed externally. The aim of the verification process for this report is to add maturity to internal processes, with the prospect of subsequent third-party verification.

Ascenty believes that a company's success should not be measured solely by its financial results but by its positive impact on society and the environment. As such, responsible governance and a commitment to sustainability serve as guiding principles for our decisions and operations.

2-3 | 2-4 | 2-5

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Highlights of the Year

Named Company of the Year

in the data center sector by
Frost & Sullivan

+ \$125 million dollars

invested in infrastructure and services

Services rated in the NPS
excellence zone for the
7th consecutive year

International award

received for the Hortolândia 5
Expansion project

Maintenance of the Gold Seal

in the GHG Protocol Program

100% of emissions scopes

have been carbon neutralized

100% of the energy

consumed is renewable and
certified by I-RECs

100% of the 2024 target

for the Zero Landfill Program has
already been achieved

Recognition of the Youth Program with
the Ser Humano RH Award

1st place in the Young Talent category (ABRH-SP)

Ascenty expanded its internal training,
with **over 848 courses** offered
through Ascenty University (a 41%
increase compared to 2023)

Average increase of +52%

in training hours per employee
compared to the previous year





Environmental Factors

Ascenty adopts responsible practices to minimize its environmental impacts and promote sustainability in its operations. Our commitment includes the efficient management of natural resources and reducing Greenhouse Gas (GHG) emissions, aligning with global best practices.

Some of the initiatives adopted include:

- **Energy efficiency:**
Implementing technologies to optimize energy consumption, prioritizing renewable sources and environmental certifications.
- **Waste management:**
Application of reduction, reuse and recycling policies, ensuring the proper disposal of solid waste.
- **Water management:**
Monitoring water consumption and adopting measures for efficient water usage, reducing waste and impacts on local communities.
- **Pollution reduction:**
Measures to mitigate atmospheric emissions, control wastewater and minimize environmental impacts associated with operations.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks



Social Factors

Ascenty values human capital and promotes a safe, diverse and inclusive work environment, based on respect for human and labor rights.

Our initiatives include:

- **Diversity and inclusion:**
Implementation of policies to increase representation and equity within the organization.
- **Relationship with local communities:**
Social investments and continuous dialogue to promote positive impact and sustainable development.
- **Employee engagement and development:**
Training programs, ongoing training and structured career plans to promote professional growth.
- **Data protection and privacy:**
Compliance with information security regulations, ensuring data integrity and confidentiality.
- **Occupational health and safety:**
Adopt preventive measures and well-being programs to ensure employees' physical and mental integrity.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks



Governance Factors

Ascenty's corporate governance is guided by transparency, ethics and integrity, ensuring compliance with standards and regulations. The governance structure comprises mechanisms that ensure adequate supervision of business practices and responsible decision-making.

The main pillars of our governance include:

- **Independence and Diversity in Senior Management**

A composition that ensures a plurality of perspectives and balanced decision-making.

- **Audit and inspection:**

Bodies that ensure supervision of financial and operational practices.

- **Compensation policies:**

Structure aligned with strategic objectives and equity principles.

- **Code of ethics and conduct:**

Guidelines that guide the company's activities and decisions, reinforcing the commitment to responsible practices.

- **Risk management and compliance:**

Continuous monitoring of operational, regulatory and reputational risks.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Sustainable Goals

302 | 305 | 306



Carbon Emissions

Purpose

Purpose:
Monitor and reduce carbon emissions in Scopes 1, 2 and 3, and seek more effective solutions for offsetting emissions. Target of 973,416 MWh of energy with I-REC and 23.257 tCO₂ in carbon credits. Furthermore, ensure that generator emissions meet the Ringelmann Scale, remaining at a maximum of 20%.

Achieved in 2024

Direct emissions (Scope 1): 23.257 tCO₂
Indirect emissions (Scope 2): 47.479 tCO₂
Other indirect emissions (Scope 3): 433 tCO₂
100% of Scope 1 and 3 emissions were offset by purchasing carbon credits. 100% of Scope 2 emissions were neutralized through the acquisition of I-RECs.



Renewable Energy

Purpose:
Ensure that 100% of the energy used comes from renewable sources by acquiring energy on the free (incentivized) market from hydroelectric, wind, or solar power plants.

Despite a 7.5% increase in energy consumption in 2024, we achieved the 100% renewable energy target certified by I-REC. Of this total, 100% was acquired on the free market, corresponding to 879.038,604 MWh. Since 2020, Ascenty has operated exclusively with certified clean energy.



Sustainability

Purpose:
Ensure that 100% of data centers operate with ISO 14001 certification (Environmental Management).

91.72% of waste was diverted from landfill and sent for recycling. 100% of the Zero Landfill Program target has already been achieved in terms of the overall amount of waste and the program is implemented at every company site.



Energy Efficiency

Purpose:
Ensure that 100% of data centers operate with ISO 50001 certification (Energy Management).

100% of Data Centers are certified with ISO 50001.

Business Pact – Ethos Institute

Purpose:
To commit to integrating and enhancing social and environmental practices within the company's management and culture.

Ascenty joined the Pact in 2024, reaffirming its commitment to ethical and transparent practices in pursuit of a more just and sustainable society.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Sustainable Goals

405 | 403 | 401 | 402



UN Global Compact

Purpose

Purpose:
Be a member of the UN Global Compact and carry out the first Communication on Progress.

Achieved in 2024

Ascenty serves on the SDG and Human Rights Committees, integrating the principles of the Global Compact into its operations. In 2024, it released its first Communication on Progress (COP), highlighting actions in favor of the 10 principles of the Compact and the Sustainable Development Goals.



Diversity

Purpose:
Implement internal programs and initiatives to promote Diversity, Equity and Inclusion at all levels of the organization

Since 2023, Ascenty reinforced its commitment to diversity, equity and inclusion by creating the DEI Committee and its subcommittees, focused on promoting an inclusive and equal opportunity work environment. In 2024, the committee launched educational booklets on the topics to guide employees.



Health and well-being

Purpose:
Actions to promote the health and well-being of Ascenty employees

Offering of Health Plan, Dental Plan, Wellhub, Apoipass, workplace gymnastics and yoga classes during working hours, in addition to the Cuidar Program, with lectures on physical and mental health. It also adopts strict occupational health and safety standards, with policies aimed at preventing accidents and illnesses in the workplace.



Industry, innovation and infrastructure

Purpose:
Promote innovation and technological development in the company and across society.

We have improved our infrastructure with cutting-edge technologies, ensuring greater process efficiency.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Sustainable Goals

405 | 303 | 404



Education and Quality

Purpose

Purpose:
Encourage employees' professional development and career growth.

Achieved in 2024

In 2024, Ascenty expanded its internal training, with more than 848 courses at Ascenty University (an increase of 41% compared to 2023), monthly training for leaders and subordinates, scholarships and recognition of the Youth Program with the Ser Humano RH award—1st place in the Young Talent category (ABRH-SP).



Gender equality

Purpose:
Promote gender equality in the company and curb discriminatory practices.

We maintained the Elas por Elas Committee and the Women's Advisory Committee, focusing on safety and combating harassment. Anti-discrimination practices remain integrated into internal policy. Women make up 31% of the Ascenty team.



Drinking water and sanitation

Purpose:
Ensure that 100% of data centers operate with ISO 14001 certification (Environmental Management).

Water use at Ascenty is restricted to toilets, pantries and cleaning, with no impact on the quality of water resources. Consumption is monitored daily with internal targets, and certified companies dispose of it.



Life in Water

Purpose:
Promote environmental balance and protect aquatic biodiversity.

Ascenty ensures the appropriate treatment of all wastewater, preferably using municipal infrastructure and, when necessary, specialized stations.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks



Clean and affordable energy

Purpose

Purpose:
Ensuring the use of renewable energy and helping reduce global warming.

Achieved in 2024

100% of the electricity consumed by Ascenty in 2024 is associated with IRECs, i.e. the renewable origin of the electricity consumed has been proven. Ascenty has specific energy consumption and efficiency indicators and is ISO 50001 certified.



Decent work and economic growth

Purpose:
Curb child and enslaved person labor throughout the Ascenty value chain.

Ascenty prohibits child and slave labor, including between partners, through legal clauses. It adopts a hybrid work policy, offers benefits such as private pensions and carries out internal and external audits to validate its programs.



Sustainable cities and communities

Purpose:
Help shape more sustainable cities.

LED lighting should be used in all Ascenty buildings, the Zero Landfill Program, and water consumption and energy efficiency targets.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Purpose

Achieved in 2024:



Responsible consumption and production

Purpose:
Ensuring the use of renewable energy and helping reduce global warming.

- Water usage within Ascenty's operation is limited to uses in toilets, pantries and internal and external cleaning, and does not lead to changes in the quality of water resources. Water quantity monitoring is performed daily in all data centers and managed through internal indicators, with targets already set. We are ISO 14.001 certified.
- At Ascenty, systems were implemented to control and monitor the use of natural resources: electricity, water, fixed and mobile fuel sources, waste generation, wastewater, use of fire extinguishers, and maintenance of air conditioning systems. In addition to applying improvement actions, these monitoring efforts led to the Greenhouse Gas emissions, 100% of emissions associated with Scopes 1 and 3 were offset with the purchase of Carbon Credits. In addition, 100% of the electricity consumed is from IRECs, which attests to 100% sustainable consumption at Ascenty.
- All wastewater generated by Ascenty is treated before being released into bodies of water. This treatment occurs mainly through the municipal system and, in some cases, through disposal to wastewater treatment plants.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks



Action against global climate change

Purpose

Purpose:
Being proactive to stop global warming.

Achieved in 2024

Ascenty has a robust natural resource control system and, in 2024, published its GHG emissions inventory. All emissions were offset with carbon credits, and 100% of the energy used came from renewable sources, verified by IRECs. As a result, the company won the Gold Seal at GHG Protocol Brazil in 2024. Actions to reduce emissions include energy optimization and greater efficiency in data centers.



Life in Water

Purpose:
Promote environmental balance and protect aquatic biodiversity.

Ascenty uses water only for basic operational purposes, with daily monitoring and internal targets, and is certified by ISO 14001. We implement controls over energy, water, fuels, waste and air conditioning systems. By 2024, carbon credits will offset 100% of Scope 1 and 3 emissions, and all energy consumed will be from renewable sources (IRECs). Wastewater generated undergo treatment before disposal, via municipal infrastructure or specialized stations.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks



Peace, justice and effective institutions

Purpose

Purpose:
Acting ethically and responsibly, in line with global peace and justice goals.

Achieved in 2024

Ascenty maintains a strong commitment to ethics and integrity through a dedicated Compliance department. It has a Code of Conduct and a robust anti-corruption policy, with due diligence, a ban on undue payments, regular training and a confidential reporting channel.



Partnerships and means of implementation

Purpose:
Establish partnerships to drive actions towards the Company's ESG goals.

Since 2022, Ascenty has been a signatory to the UN Global Compact, adopting the 10 universal principles and integrating the SDGs of the 2030 Agenda into its practices. It also established energy efficiency and social development partnerships, promoting sustainable actions with stakeholder engagement.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks



Human Resources Information

896

Employees



679
Men



217
Women

Age Group



147
29 and under



682
30 - 49



67
Over 50

By Country



765
(765 full-time + 12 part-time)
Brazil



72
Chile



59
Mexico



505
White

208
Brown

64
Black

12
Yellow

107
Not reported

Skin Color

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Human Resources Information

A structured methodology is adopted for compiling staff data, ensuring the accuracy and comparability of the information reported. The figures presented are reported based on the total number of active workers in the reporting period, including direct employees (hired under the Brazilian labor laws (CLT)) and apprentices and interns, as applicable. Outsourced employees or those mentioned in services that do not have a direct employment relationship with the organization are not considered. The information is extracted from the company's people management system, reviewed by the Human Resources area and consolidated under the guidelines of the Global Reporting Initiative (GRI). The numbers are reported based on the employee roster photograph at the end of the reporting period, reflecting the total number of active employees at the end of the reporting cycle. Contextual factors that influenced the variation in reported numbers include organizational growth and the creation of new areas. The company monitors these factors to ensure the data accurately reflects the organization's operational reality.

Within the evaluation procedure we have some resources for monitoring these performance evaluations, namely: Annual performance evaluation, pulse evaluation (which is a faster evaluation and uses the PDI resource for the development and recycling of some skills).

We also have a 1:1 to make sure that management is always aligned with strategies. Performance evaluation is held once a year, as the 1:1 can be done at any time and be recorded within the system called Feedz.

We use PDI, which carries out monitoring based on defined actions and deadlines. For underperformers, a recovery plan is drawn up and, if there is no progress, the process can culminate in dismissal.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

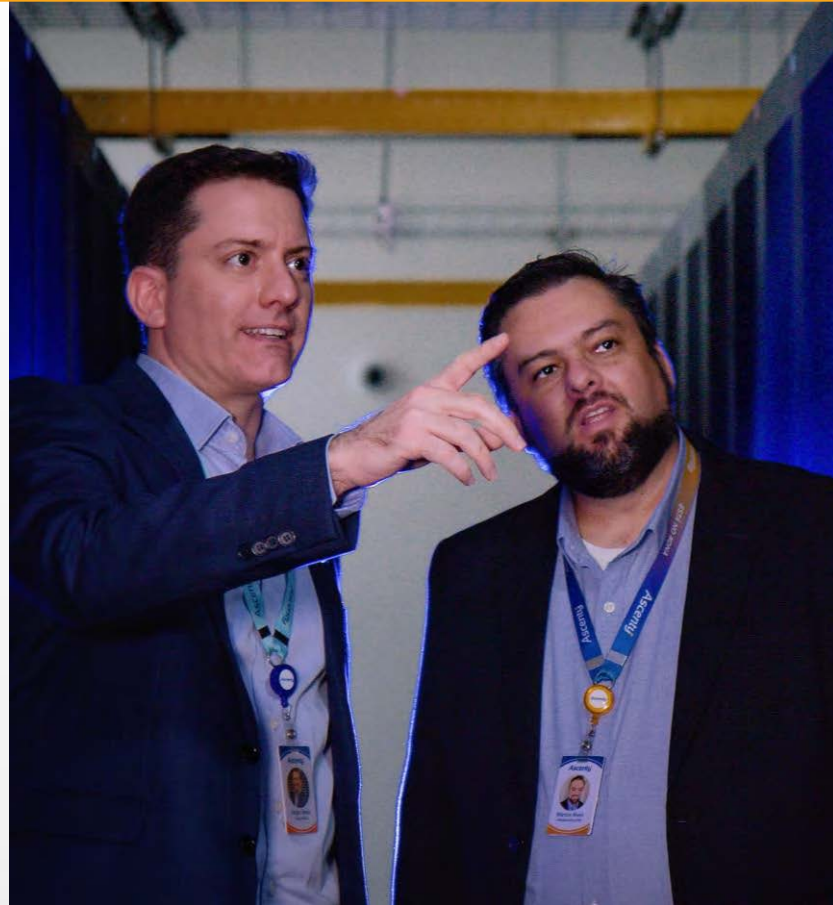
Financial Implications and Other Risks

Human Resources Information

Ascenty's compensation process is structured based on market practices, considering the different positions and levels of the organization. The Human Resources department is responsible for ensuring a fair and equitable compensation policy, in addition to conducting updates under internal planning and budget availability for new hires and possible adjustments.

To ensure competitive compensation, the company relies on the support of external consultants, who perform market research and provide comparative analyses. However, these consultancies do not determine the prices charged. All recommendations are analyzed by senior leadership and, if approved, are implemented according to budgetary feasibility.

Ascenty has a structured compensation policy, applicable to all employees, without specific distinction between senior leadership, executives and other levels of the team. Likewise, benefits are granted equally, following the regulations and standards in force in each country where the company operates. Furthermore, the company adopts a variable compensation model, with specific procedures for the sales area, aligning the incentive policy with performance and the organization's strategic objectives.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Human Resources Information

Collective bargaining agreements:

In Brazil, 97% of employees are covered by the Collective Bargaining Agreement, with the exception of interns and apprentices, whose roles are governed by specific laws. For all other employment relationships, the collective agreement applies. The agreements follow the laws applicable for each category, and are supervised by entities that protect and mediate the relationship with these professionals, in addition to internal policies.

In other countries where Ascenty operates, there are no collective bargaining agreements.

Defined benefit plan and other retirement plan obligations:

The private pension plan is offered to Ascenty employees with CLT status and also to members of management who earn directors' fees. Employees can contribute 1%-5% of the base salary, and the company contributes the same percentage.

Share of senior staff hired from the local community:

We value hiring local talent in leadership positions. Of the 38 professionals, including Officers, VPs and CEO, 26 are local (69%) and 12 are non-local (31%).

Ratio of the basic salary and compensation of women to men:

Ascenty remains committed to equal pay between men and women at all hierarchical levels of the organization. The table below shows the proportion between the average monthly base salary of women in relation to that of men, by role. In roles where both genders are represented, there is a balanced relationship, with some categories even presenting higher average female salaries than male salaries. This reinforces the internal policy of equal opportunities and compensation based on skills and responsibilities, regardless of gender.

Role	Ratio of women's base salary to men's
President	0% (no women in the role)
Vice-President	0% (no women in the role)
Officer	95,12%
Manager	125,74%
Coordinator	87,02%
Analyst	101,30%
Assistant	99.93%

In the positions of President and Vice-President, that share is zero due to the absence of women occupying these roles in the reference period. Ascenty will continue to monitor and promote actions to strengthen gender equity, ensuring fair and equal conditions for all its employees.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Training Information

Based on data by gender, the overall average was:

48,44h
For men

47,21h
For women

This represents an average increase of +52% in training hours per employee compared to the previous year.

Average training hours by role:

5h
President

19,4h
Vice-president

72,9h
Officer

76,23h
Manager

103,24h
Coordinator

108,85h
Analyst

76,59h
Assistant

Employee skills enhancement programs and transition assistance programs:

Ascenty has two training consultancies focused on behavioral and cultural themes (DNA Ascenty) and the Ascenty University Program, which includes mandatory courses, certifications and specific content for each area. Training in languages, systems and good practices is also offered. Complementing this journey:

Scholarship Program
New Leaders Training Program
Leadership Development Program
Ascenty Mentorship Program

Employees who receive regular performance and career development reviews:

100% of employees who have been with the company for more than 90 days participate in formal evaluations. The assessment is supported by an Individual Development Plan (IDP), focusing on the employee's continuous growth.

Employee Categories	Number - Total male	Number - Total male who received a regular performance and career development review during the reporting period	Percentage - Male employees who received a regular performance and career development review during the reporting period	Number - Total female	Number - Total female who received a regular performance and career development review during the reporting period	Percentage - Female employees who received a regular performance and career development review during the reporting period
President	2	2	100%	0	0	%
Vice-President	7	7	100%	0	0	%
Director	12	11	91,67%	5	4	80,00%
Manager	58	50	86,21%	7	6	85,71%
Coordinator	79	78	98,73%	24	23	95,83%
Analyst	490	432	88,16%	162	150	92,59%
Assistant	31	25	80,65%	19	8	42,11%

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Ascenty has implemented an Occupational Health and Safety Management System certified by ISO 45001, ensuring compliance with legal requirements and industry best practices. This system covers all our operations.

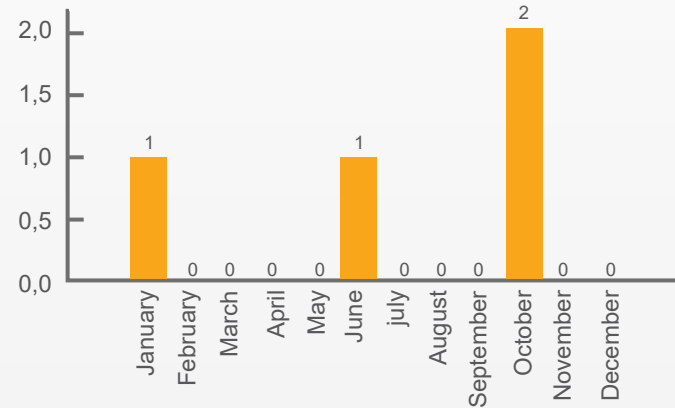
To ensure effective management of the health and safety of our employees, suppliers and service information, we use an integrated platform for document control, ensuring compliance with legal requirements and maintenance of our management system.

Our commitment is to provide a safe and healthy work environment, preventing occupational injuries and illnesses. In 2024, we recorded **four accidents** at Ascenty, a **reduction of one case compared to 2023**. We remain committed to continuously improving our processes and mitigating risks to achieve zero fatal accidents.

With the expansion of Ascenty, which already operates and builds more than 300,000 sqm in three different countries, security becomes an essential pillar.

As such, we continue to improve occupational health and safety management practices, ensuring the well-being of everyone involved in our operations.

Accidents Occurred at Ascenty



The severity of accidents in 2024, in percentages (cutoff date 12/31/2024).

Frequency Rate:
1.52 (1.83 in 2023) –

Ascenty's target less than 10.

Severity Rate:
37.6 (14.61 in 2023) –

Ascenty's target less than 100.

Accidents at ascenty construction sites.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Occupational Health Services

At Ascenty, occupational health services are essential in identifying risks, reducing hazards and promoting a safe and healthy work environment for employees, third parties and customers. To ensure the efficient management of these services, we have a specific department dedicated to occupational health, made up of the following professionals:

Chief of Occupational Safety Officer

Responsible for leading and coordinating occupational health and safety initiatives, providing strategic information to COMEX and the Vice President.

Occupational Safety Coordinator

Supervise the implementation of training programs and good safety practices, reporting relevant information to the Board of Directors.

Occupational Safety Engineer

Ensure compliance with regulations and promote a safety culture by developing policies and guidelines.

Occupational Safety Technician

Conducts inspections, assesses risks, implements safety programs and conducts worker awareness training.



Since integration, all workers receive training according to their roles and local regulations: NRs (Brazil), Supreme Decree No. 594 (Chile), and NOMs (Mexico). Risk management follows the PCMSO and PGR (Brazil), Law No. 16,744 and Supreme Decree No. 67 (Chile), and the Federal Labor Law and NOM-030-STPS-2009 (Mexico), covering risk identification, external medical exams, and mitigation strategies.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Protection and Confidentiality of Health Data:

Ascenty ensures that all worker health information is treated confidentially and in compliance with the General Data Protection Law (LGPD). As sensitive data, medical information is collected, stored and accessed only when necessary and always with the worker's consent. To ensure the privacy and integrity of this information, we adopt the following practices:



Medical Confidentiality

Only occupational health professionals have direct access to workers' medical data. Employees are only given information about the job requirements, without clinical details.



Internal Privacy Policies

Establish clear rules for collecting, storing and using health data, as well as assessments for visibility.



Employee Training

Everyone involved in medical data undergoes regular training on privacy and confidentiality.



Audits and Inspections

Internal and external audits are performed to ensure compliance with data protection and occupational health standards.

These guidelines ensure no misuse of health information, preventing discrimination or differential treatment based on the worker's health condition.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Participation, Consultation and Communication on Occupational Health and Safety

Ascenty encourages active worker participation in occupational health and safety management, ensuring a safer and more collaborative work environment. To this end, we have established formal channels for consultation, dialogue and decision-making, which allow our employees and third parties to contribute suggestions, participate in the review of procedures and access essential information on safety.

Participation and Consultation Channels

Internal Accident Prevention Commission (CIPA)

Consisting of workers' and company representatives, CIPA serves as a consultation and decision-making channel for health and safety issues, promoting continuous improvements and overseeing compliance with regulations. It holds monthly meetings to discuss preventive measures and organize initiatives such as the Internal Accident Prevention and Environment Week (SIPATMA), in conjunction with the Specialized Service in Safety Engineering and Occupational Medicine (SESMT).

Daily Safety Meetings and Dialogues (DDS)

These are periodic meetings in which health and safety topics are discussed, allowing for clarification of doubts and collecting suggestions directly from workers.

Participation in Accident Investigation

Workers and their representatives are involved in incident investigations to identify causes and suggest corrective measures.

Surveys and Consultations

Application of regular surveys to assess workers' perceptions of occupational risks, working conditions and opportunities for improvement.

Procedure Review

Participants in the periodic review of safety standards and procedures play a crucial role in the continuous improvement and maintenance of the quality of services delivered, ensuring that they are specific and applicable to the work being performed.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Communication Channels and Access to Information



Access to Documentation

All workers have access to essential documents, such as the Risk Management Program (PGR) and audit reports, promoting transparency in safety actions.



Training and Qualifications

Continuous training is provided on occupational risks, preventive measures and emergency procedures, reinforcing the safety culture in the company.



Fire Brigade

Team trained to act in prevention, evacuation, firefighting and first aid until the arrival of specialized professionals.



Incident Management System

Managed by SESMT, this system allows the monitoring of risks and incidents, assisting in implementing continuous improvements.



Executive Safety Committee

Responsible for gathering information from CIPA, Fire Brigade, Operations and Works to discuss and implement new prevention policies and practices.

These mechanisms ensure that workers have an active voice in occupational health and safety management, contributing to constructing a safer and more participatory work environment.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Health and safety training and development

Occupational health and safety training at Ascenty is essential to ensure safe working environments and protect workers' integrity. The company has a comprehensive training program, structured to cover all stages of the employee's journey and adapted to the specific needs of each role.

Onboarding Training

During the onboarding process, live training sessions are held with security technicians and teams from the operational and administrative departments. In addition, new employees participate in a course at Ascenty University on the Occupational Health and Safety Management System.

Occupational Risk Training

Employees are trained to identify, prevent and mitigate risks in the workplace, including electrical, ergonomic, chemical and biological hazards.

Training for Hazardous Activities

Specific training is provided for each role, covering topics such as Personal Protective Equipment (PPE), First Aid, Safety Policy, Safety Data Sheets (SDS), compliance with the Regulatory Standards of the Ministry of Labor and procedures for safe handling of loads.

Emergency Drills

Regular practical exercises are conducted to reinforce workers' preparedness, covering scenarios such as fires, evacuations and first aid.

Periodic Updates

The training program is continually reviewed and updated to align with best practices and changes in regulatory standards (NRs). Annual refresher courses and additional training are offered as needed.

These trainings are conducted by qualified professionals, ensuring workers acquire the necessary knowledge to identify and manage risks, promoting a safer work environment.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Access to Occupational Health and Well-Being Services

Ascenty promotes the well-being of its employees through a series of initiatives that facilitate access to medical services and health programs:



Agreement with health networks

All employees have access to medical consultations, exams, specialized treatments and psychological support, with easy scheduling.



Workplace exercise

Weekly workplace exercise sessions are held to promote physical health and prevent occupational injuries.



Wellhub App

Provides resources for monitoring physical activities, nutrition and general well-being.



Apoiopass Program

Provides psychological assistance, emotional support and professional guidance to workers.



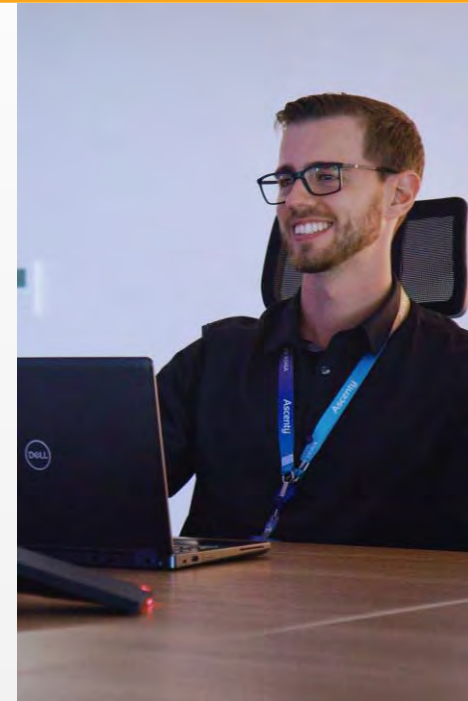
Preventative check-ups and vaccination

The company partners with specialized clinics to facilitate preventive exams and immunization access.



Health campaigns

Awareness-raising actions are promoted on mental health, nutrition and prevention of chronic diseases, such as diabetes and hypertension.



These initiatives ensure comprehensive support for workers' physical and mental health, promoting a better quality of life and balance in the work environment.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Coverage by the Occupational Health and Safety Management System

All Ascenty workers are covered by the Occupational Health and Safety Management System, which is regularly monitored and audited. The system covers:

100% of direct employees and contractors
896 employees + **335** contractors

Internal and external audits to ensure compliance with legal requirements and best occupational safety practices.

Legal data management through specialized platforms for monitoring and controlling health and safety indicators.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Occupational Health and Safety Management System

Outsourced Work at Ascenty

Ascenty maintains a staff of 335 full-time outsourced workers, allocated at its facilities, in key roles for the company. Other services and processes can also be outsourced according to business demand.

Key outsourced services include:



All partners and service providers hired by Ascenty must go through an approval process, ensuring that they meet legal requirements and keep their Occupational Safety documentation up to date and approved, ensuring compliance with current regulations.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks



ESG Management at Ascenty

Ascenty integrates environmental, social and governance practices into its business strategy through a solid framework and corporate committees responsible for steering ESG initiatives.

Governance and Business Ethics

Ascenty ensures the integrity of its operations through adherence to the Code of Conduct, regular audits, and whistleblower channels. The focus is on transparency, ethics, and risk mitigation, supported by a well-structured compliance system.

Diversity, Equity, and Inclusion

The company fosters an inclusive work environment, with policies that ensure equal opportunities and respect for differences. Diversity indicators are monitored to ensure representation and to combat all forms of discrimination.

Sustainability and Environmental Management

Ascenty invests in energy efficiency, emissions reduction, and sustainable resource use. All new data centers adhere to strict environmental standards, with a focus on certifications and minimizing environmental impact.

Human Resources and Well-being

With a people-centered approach, Ascenty offers fair compensation, benefits, and continuous development programs. Physical and mental well-being initiatives strengthen employee engagement and talent retention.

Information Security and Risk Management

Data protection is a top priority. The company implements information security policies to ensure the confidentiality and integrity of its systems, preventing cyber threats and data breaches.

Transparency and Stakeholder Communication

Communication with shareholders and stakeholders is clear and well-structured. ESG reports, internal controls, and audits ensure strategic alignment and a prompt response to risks and deviations.

All Ascenty executives are committed to ESG principles, ensuring consistent application of guidelines across the organization.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources
Information

Training
Information

Occupational Health
and Safety
Management System

**ESG
Management at
Ascenty**

Business Model and
Value Chain

Governance
Structure and
Composition

Appointment and Selection
for the Highest
Governance Body

Role of the Chair and
Senior Management

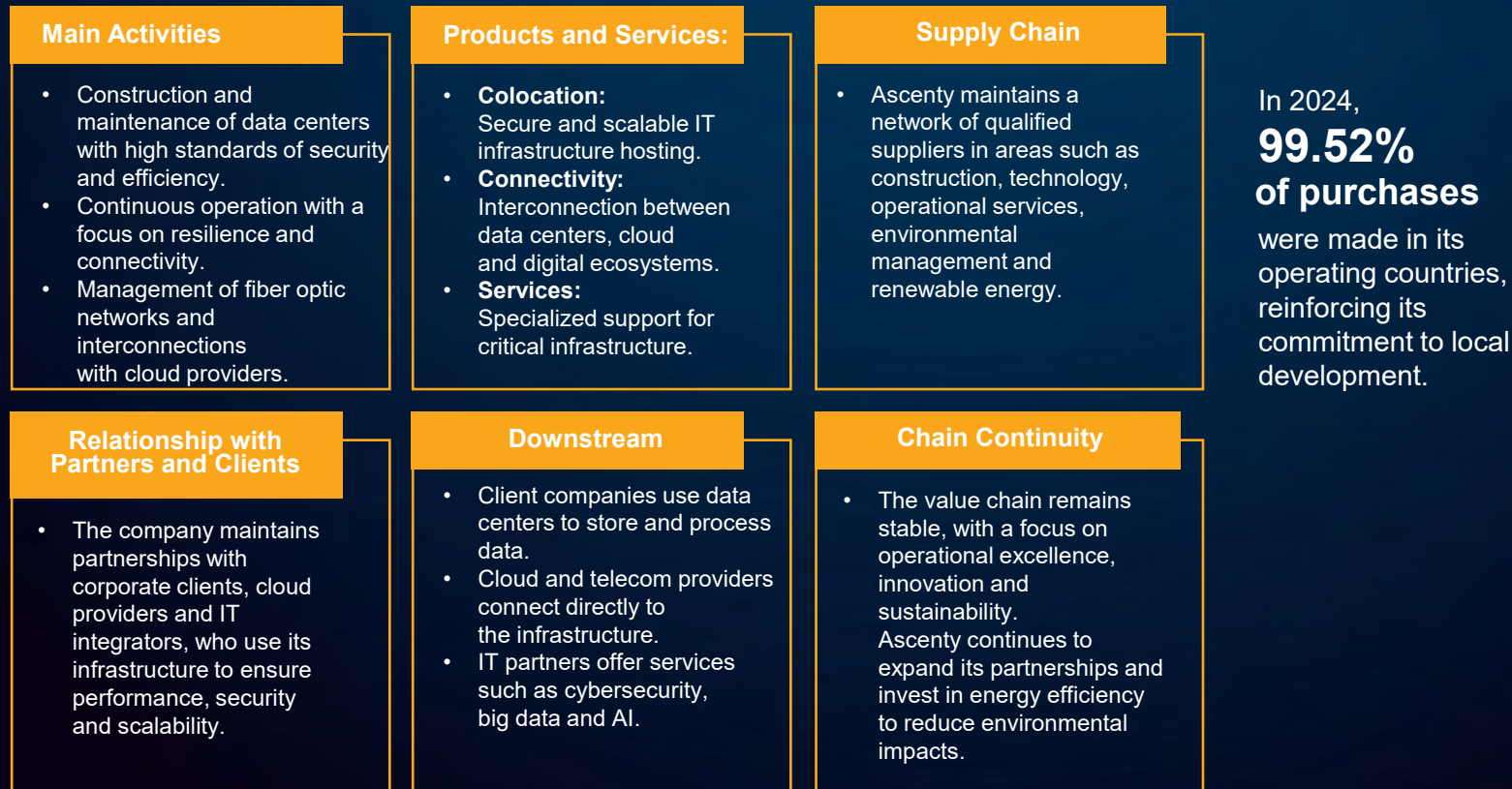
Policy
Commitments

Operational Risk
Management

Financial Implications
and Other Risks

Business Model and Value Chain

Ascenty is a leading player in the data center sector, offering colocation and connectivity infrastructure for companies in sectors such as technology, finance, telecom, healthcare and industry. Its business model is based on building, operating and managing high-performance data centers, focusing on security, energy efficiency and availability.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources
Information

Training
Information

Occupational Health
and Safety
Management System

ESG
Management at
Ascenty

**Business Model
and Value Chain**

Governance
Structure and
Composition

Appointment and Selection
for the Highest
Governance Body

Role of the Chair and
Senior Management

Policy
Commitments

Operational Risk
Management

Financial Implications
and Other Risks

Governance structure and its composition

The following scheme represents Ascenty's senior governance, including the CEO, President, Vice Presidents and directors. Specific teams associated with each of these divisions are responsible for implementing the initiatives.



The organizational chart refers to the structure in force in December 2024.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Appointment and Selection for the Highest Governance Body

The appointment and selection of Ascenty's Board of Directors members follows a rigorous, transparent process aligned with best corporate governance practices. This process is based on objective criteria that guarantee the competence, experience and independence of the members, as well as their alignment with the company's strategy.

The organization's governance structure comprises professionals selected based on an analysis of skills relevant to the company's impacts, independence of judgment and diversity of perspectives. Furthermore, the appointment process considers the views and interests of stakeholders, including shareholders, customers and strategic partners.

Selection criteria include:

- **Experience and Technical Knowledge**
Assessment of candidates' professional history and expertise in strategic areas for the company.
- **Independence and Conflicts of Interest**
Ensuring that members can exercise independent judgment, without external influences compromising decision-making.
- **Diversity and inclusion**
Promoting diversity, ensuring a plural and representative board.
- **Alignment with the Company's Strategy**
Check if candidate adheres to Ascenty's values, purposes and objectives.

Members are appointed through a structured process, conducted jointly with the company's shareholders and governance bodies, ensuring that the board remains efficient, qualified and in compliance with corporate governance principles.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Appointment and Selection for the Highest Governance Body

2-9 | 2-12 | 2-14 | 2-17

Name of Committees	Description of Committees	Members by positions
Risk Committee	A committee will be formed to analyze Ascenty's business risks and opportunities. Discuss strategic decision making and determine priorities.	President, Vice Presidents, executive managers and Chief Compliance and Audit Officer.
Ethics Committee	The Committee ensures compliance with the company's Code of Ethics and Conduct, acts as an advisory body for managers and employees, initiates ethical proceedings and applies the appropriate sanction to violators. It is responsible for encouraging employees to behave under ethical principles. It also knows, identifies and manages conflicts of interest within the organization. Likewise, it is responsible for ensuring, together with the other areas, the adequacy, strengthening and operation of the institution's Internal Control System, seeking to mitigate risks according to the complexity of its business, and disseminate the culture of controls to ensure compliance with laws and existing regulations. Finally, it works to advise, raise awareness and prevent activities and behavior that may cause risks to the institution's image, as well as review and audit the outputs of processes.	Formed by Ascenty's President and Vice Presidents, along with the Compliance Management team.
Ageism Committee	Rather than looking at age differences as a problem, this committee promotes an inclusive culture, valuing the multiplicity of experiences and skills of all generations.	Anyone is welcome to participate in Ascenty Committees, regardless of role or hierarchical level. Everyone can contribute new ideas and perspectives, making for a more inclusive and collaborative environment. Together, we build initiatives that make a difference!

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Name of Committees	Description of Committees	Members by positions
Elas por Elas Committee	We believe in a society that appreciates women and welcomes them in every space. Therefore, offering everyone opportunities is one of this committee's primary goals!	Anyone is welcome to participate in Ascenty Committees, regardless of role or hierarchical level. Everyone can contribute new ideas and perspectives, making for a more inclusive and collaborative environment. Together, we build initiatives that make a difference! Read more
Executive Committee (COMEX)	Defines the strategy, makes key decisions, and ensures alignment, efficient resource allocation, and stakeholder engagement.	The Committee is formed by the CEO, Vice-Presidents, Officers and executive managers.
Operations Committee (COMOP)	Responsible for sharing good practices and implementing improvements and actions comprehensively across the operation teams of all Data Centers.	The committee comprises representatives from each of Ascenty's operating units
People with Disabilities Committee	At Ascenty, we believe in everyone's skills and capabilities. Through this committee, we are creating an increasingly accessible work environment that meets and respects everyone's needs. Read more	Anyone is welcome to participate in Ascenty Committees, regardless of role or hierarchical level. Everyone can contribute new ideas and perspectives, making for a more inclusive and collaborative environment. Together, we build initiatives that make a difference! Read more
Gender Identity and Sexual Orientation Committee	Ensuring that Ascenty is a safe and welcoming place for people of different gender identities and sexual orientations is this committee's primary purpose, and it helps us build a culture of respect, understanding and acceptance. Read more	Anyone is welcome to participate in Ascenty Committees, regardless of role or hierarchical level. Everyone can contribute new ideas and perspectives, making for a more inclusive and collaborative environment. Together, we build initiatives that make a difference!

[CEO's Letter](#)

[About Ascenty](#)

[ESG Report 2024](#)

[Sustainability Goals](#)

[Human Resources Information](#)

[Training Information](#)

[Occupational Health and Safety Management System](#)

[ESG Management at Ascenty](#)

[Business Model and Value Chain](#)

[Governance Structure and Composition](#)

Appointment and Selection for the Highest Governance Body

[Role of the Chair and Senior Management](#)

[Policy Commitments](#)

[Operational Risk Management](#)

[Financial Implications and Other Risks](#)

Name of Committees	Description of Committees	Members by positions
Ethnicity and Cultural Diversity Committee	We believe that ethnic, racial and cultural differences enrich our organization. Therefore, our Ethnicity committee focuses on ethnic plurality and combating prejudice.	Anyone is welcome to participate in Ascenty Committees, regardless of role or hierarchical level. Everyone can contribute new ideas and perspectives, making for a more inclusive and collaborative environment. Together, we build initiatives that make a difference! Read more
Occupational Health and Safety Committee	Responsible for reviewing the goals and objectives and managing the action plans based on the results.	The committee comprises members from the legal department, the Vice President of Operations and the Occupational Health and Safety Director.
Information Security and LGPD Committees	This committee is formed by a group of experts, with the objective of discussing and reviewing issues related to Security, General Data Protection Laws, information leaks and cyber-attacks. As a result, they present solutions and actions to improve the Ascenty environment.	Directors, Managers and Specialists.

[CEO's Letter](#)

[About Ascenty](#)

[ESG Report 2024](#)

[Sustainability Goals](#)

[Human Resources Information](#)

[Training Information](#)

[Occupational Health and Safety Management System](#)

[ESG Management at Ascenty](#)

[Business Model and Value Chain](#)

[Governance Structure and Composition](#)

[Appointment and Selection for the Highest Governance Body](#)

[Role of the Chair and Senior Management](#)

[Policy Commitments](#)

[Operational Risk Management](#)

[Financial Implications and Other Risks](#)

Role of the President and Senior Governance

The President of Ascenty also serves as the company's Chief Executive Officer, promoting the integration of corporate governance and operational management. He is responsible for defining the strategy, overseeing its execution, securing resources, and driving sustainable growth.

To ensure transparency, the President presents the strategic plans to the board of investors on a quarterly basis and holds monthly meetings with all employees to report on the results.

Senior governance oversees the organization's environmental, social and economic impacts with a focus on:

Strategic Planning and Sustainable Growth

Ascenty's executive governance leads the company's strategic planning, ensuring sustainable growth. This includes analyzing new investments and recommending adjustments to maintain competitiveness and ensure business continuity.

Governance and Sustainability Monitoring and Critical Review

Senior management actively participates in the formulation and updating of the company's values, mission, and policies, incorporating sustainable development principles into all decisions. Each year, a Critical Review Meeting of the Integrated Management System is held, during which senior executives assess the company's impacts and identify opportunities for continuous improvement.

Due Diligence and Risk Management

Senior governance oversees the organization's due diligence, with a special focus on the evaluation of suppliers and contractors in sensitive or high-risk roles. This oversight aims to mitigate risks related to bribery, corruption, and regulatory compliance, ensuring that all suppliers and strategic partners undergo a rigorous assessment process.

Management System Review and Continuous Improvement

Each month, senior governance holds meetings to evaluate organizational performance and review internal processes, ensuring that Ascenty's management systems comply with best practices and applicable regulations.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Delegation of responsibility for risk management

The President of Ascenty also performs executive duties as the organization's Chief Executive Officer. This dual role aims to integrate corporate governance with strategic and operational management. To mitigate potential conflicts of interest arising from this combination of roles, Ascenty has established formal accountability and oversight mechanisms, including the operation of committees with specific compliance and ethics functions.

Oversight of Impact Management

Ascenty's highest governance body plays a central role in the development, approval, and updating of the company's mission, values, strategies, and policies related to sustainable development. This body is responsible for overseeing due diligence processes and other mechanisms for identifying and managing the organization's economic, social, and environmental impacts.

The oversight includes:

- Integration of sustainability principles into strategic planning;
- Periodic critical analysis of management systems, with a focus on continuous improvement;
- Review of due diligence processes applied to suppliers and partners, with reporting to the Ethics Committee;
- Monthly meetings to assess organizational performance and ensure regulatory compliance;
- Active involvement in stakeholder engagement processes and analysis of the outcomes to improve governance.
- The effectiveness of these processes is regularly assessed through internal evaluations and corporate and investor meetings.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Policy Commitments

Ascenty conducts its operations based on ethics, transparency and corporate responsibility, aligning its policies with best practices in governance, sustainability and human rights.

Its commitments are formalized in the Code of Conduct and Ethics and in specific policies, such as compliance, anti-bribery and human rights.

Principles that guide the company's governance:

- **Integrity**
Acts fairly, independently, and equitably, with zero tolerance for unethical practices.
- **Transparency**
Maintains clear and open communication with all stakeholders, reinforcing trust and accountability.
- **Social and Environmental Responsibility**
Commits to sustainable development and mitigating environmental impacts across all operations.
- **Zero Tolerance for Bribery and Corruption**
Enforces a strict compliance and due diligence policy, supported by the international ISO 37001 certification.

The company is also in compliance with the **Brazilian Anti-Corruption Law (12846/2013)** and the **FCPA (USA)**.

The company was one of the pioneers in Brazil in obtaining **ISO 37001** certification (2019), reinforcing its commitment to combating bribery and corruption.

Approval and Supervision of Commitments

Ascenty's governance, compliance and sustainability policies are approved by the company's Senior Management, ensuring that all guidelines are supported and monitored by the highest levels of governance.

Since 2024, Ascenty has had a Risk and Impact Management Committee, which is tasked with:

- Periodically assessing the company's environmental, social and operational risks.
- Supervising and ensuring the implementation of risk mitigation plans.
- Ensuring that governance strategies reflect industry best practices.

In addition, the company has a **Compliance and Audit Department**, which works to ensure that everyone involved in providing Ascenty services complies with its internal policies and current legislation.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Policy commitments

This is our mission

Being acknowledged by our customers as the best partner in data center and connectivity solutions in Latin America.

This is our purpose

Maintaining the infrastructure that supports the world's information.

WE ARE AGILE

We don't leave for later what we can do now.

WE ARE FLEXIBLE

We are open to change and to new ideas.

WE ARE COMMITTED

We value quality in our solutions, team spirit, social responsibility and the environment.

WE ARE ETHICAL

We believe the means are just as important as the ends.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Policy Commitments

Ascenty adopts a structured approach to disseminate its ethical and governance principles:

- **Notice to employees:**
New employees receive training on ethics, compliance, information security and human rights. Periodic recycling addresses topics such as sustainability and occupational health. Internal communication is reinforced by emails, intranet, newsletters and meetings.
- **Relationship with business partners**
All suppliers must follow the Code of Conduct and undergo due diligence processes. Contractual clauses reinforce the commitment to ethics and human rights.
- **Transparency with other stakeholders**
Ascenty publishes sustainability reports, participates in ESG forums and events, and maintains its commitment to the UN Global Compact. Policies are available on the website and intranet.

Compliance Management, Anti-Bribery and Whistleblower Channel

Ascenty has a robust Compliance program, which includes:

- **Supplier Due Diligence**
Careful evaluation of partners with high risks.
- **Conflict of Interest Policy**
Mandatory completion of forms by all interested parties and control of identified risks.
- **Whistleblower Channel**
Secure and anonymous, accessible to employees and stakeholders. All complaints are investigated by the Compliance Department and evaluated by the Ethics Committee (President, VPs and Compliance).

Any form of retaliation against good faith whistleblowers is prohibited. Unfounded or bad faith complaints may be evaluated by the Committee.

Commitments to Human Rights and Sustainability

Ascenty operates based on principles of dignity, equality and non-discrimination. Among its commitments are:

- **Human Rights**
Ongoing Continuous monitoring to mitigate risks such as forced or child labor.
- **Health and Safety**
Management based on ISO 45001, ensuring safe environments.
- **Privacy and Data**
Compliance with ISO 27701 for information protection.
- **Environmental Sustainability**
Zero carbon and zero landfill targets, aligned with ISO 14001 and 50001 certifications.

These commitments reinforce Ascenty's role as an ethical, sustainable and socially responsible company.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

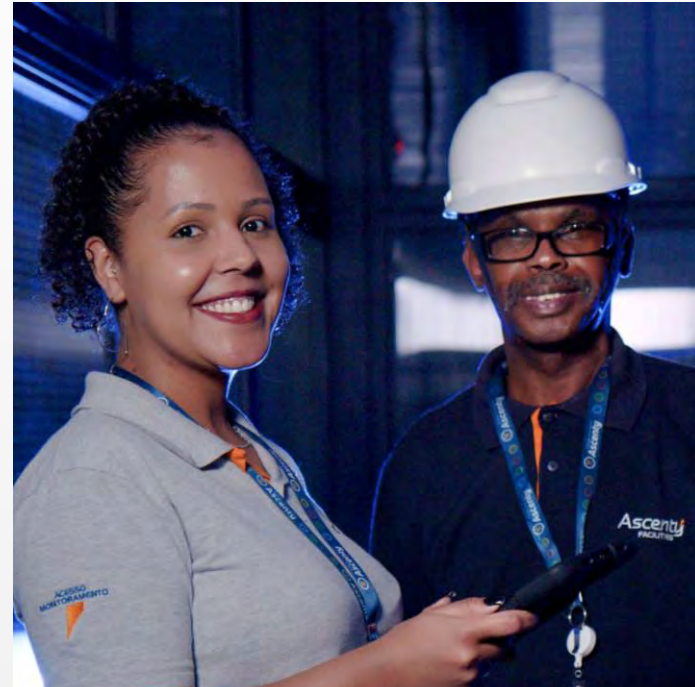
Financial Implications and Other Risks

Policy Commitments

Monitoring and Continuous Improvement of Recovery Mechanisms

Ascenty constantly seeks to improve its complaints and reporting mechanisms through:

- **Satisfaction Surveys**
Collecting feedback from stakeholders to improve the usability and efficiency of channels.
- **Engagement Meetings**
Events and training sessions with employees, suppliers and communities to assess the effectiveness of consent mechanisms.
- **Feedback-Based Adjustments**
Continuous review of processes based on suggestions and challenges identified.
- **Transparency and Clear Communication**
Periodic disclosure of indicators on the evolution of reporting mechanisms and improvements implemented.
- **Performance Indicators**
Monitoring response times, resolution rates and recurrence of complaints.
- **Periodic Audits and Reviews**
Systematic assessment of process efficiency and compliance with regulatory standards.



These practices ensure that Ascenty's reporting and impact resolution mechanisms are effective, safe and secure for all stakeholders.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

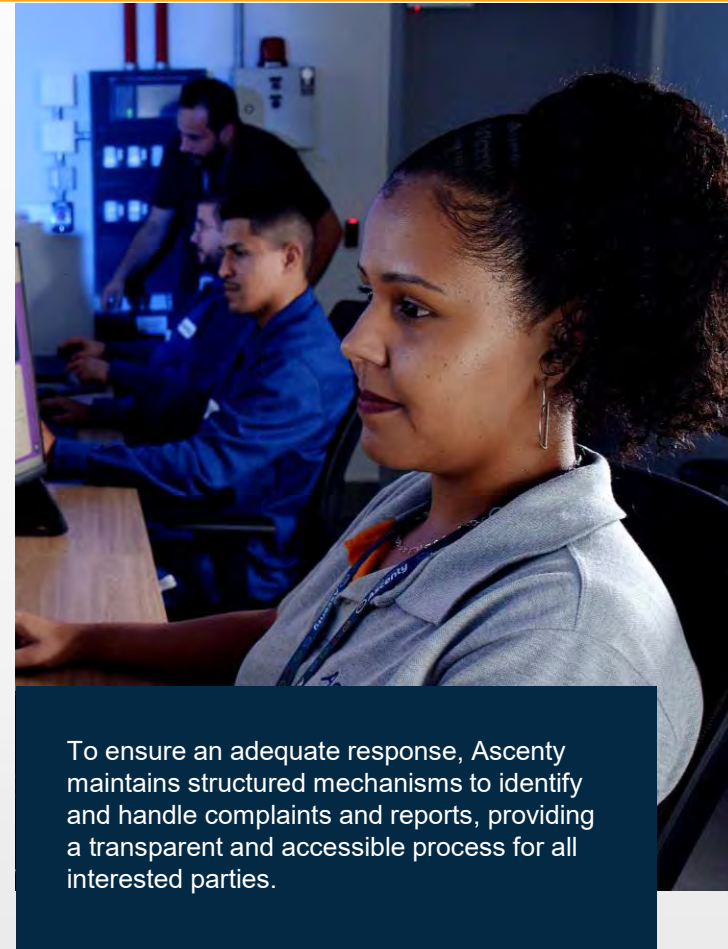
Financial Implications and Other Risks

Policy Commitments

Processes for Remediation of Negative Impacts

Ascenty adopts a proactive stance to identify, mitigate and repair negative impacts that may have been caused or to which the company may have contributed, directly or indirectly. This commitment is based on three fundamental pillars:

- Identification and Responsibility**
 We continuously monitor our processes through audits, performance indicators and open communication channels, allowing early detection of negative impacts.
- Mitigation and Correction**
 We implement corrective and preventive actions to minimize environmental, social and operational impacts, ensuring compliance with regulatory norms and international standards.
- Compensation and Engagement**
 Investments in compensation programs, such as neutralizing carbon emissions and strategic partnerships with social projects, ensure that positive impact initiatives complement mitigation actions.



To ensure an adequate response, Ascenty maintains structured mechanisms to identify and handle complaints and reports, providing a transparent and accessible process for all interested parties.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Policy Commitments

Mechanisms for Counseling and Raising Concerns

Ascenty offers several formal communication and reporting channels, ensuring that employees, suppliers, customers and other stakeholders can report concerns, ethical transparency and negative impacts safely, confidentially and without reprisals.

Communication and Whistleblower Channels

The company maintains various and accessible channels for collecting and handling complaints and reports, including:

- **Confidential Whistleblower Channel**
Managed by a third-party company, ensuring impartiality and absolute confidentiality.
- **Corporate Ombudsman**
For feedback, questions and concerns not related to compliance.
- **Specific and internal platform emails**
For handling operational and administrative issues.
- **Requests via ITSM**
Internal management system for recording and monitoring incidents.
- **External and internal online platforms**
Digital tools for recording and monitoring complaints.



Confidential Channel Information:

- **Brazil:** 0800 300 4729
- **Chile:** 800 914 018
- **Colombia:** 01-800-5189245
- **Mexico:** 800 099 1550

Ascenty Intranet:
www.ascenty.com/compliance

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Policy Commitments

Investigation and Complaint Resolution Process

The complaints received are verified through a structured flow, ensuring confidentiality, impartiality and transparency:

1. Receipt and Pre-Analysis

The Compliance Department assesses the complaint and verifies the need for a formal investigation.

2. Analysis by the Ethics Committee

If necessary, the case is forwarded to the Ethics Committee for initial deliberation.

3. Investigation

Includes collection of statements, documentary research and record audits.

4. Conclusion and Decision Making

The Ethics Committee evaluates the investigation results and defines corrective or preventive actions.

5. Implementation of Measures

Application of evaluations, process improvements or reinforcement of internal policies as needed.

All investigations follow strict criteria to ensure impartiality and legal compliance, with full respect for the confidentiality of those involved.



Whistleblower Protection and Non-Retaliation Policy

Ascenty guarantees that no retaliation will be permitted against anyone who reports a concern in good faith. If a false report made in bad faith is identified, disciplinary measures may be applied to the complainant.

Furthermore, to ensure the accessibility of reporting channels and encourage their use, the Compliance Department conducts in-person meetings at Ascenty Data Centers, promoting open dialogue and reinforcing the company's ethical culture.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Policy Commitments

Stakeholder Engagement

Ascenty takes a strategic approach to engaging with its stakeholders, ensuring that all interactions are aligned with its operations, sustainability goals and corporate governance principles. Stakeholder mapping is based on impacts, risks, opportunities and strategic alignment, following recognized methodologies, including ISO certifications.

Thus, the following interested parties were identified:

- Employees
- Shareholders
- Clients
- External providers (suppliers)
- Community/Society
- Competitors
- Government
- Certifying/Regulatory Bodies
- Union
- Media
- Personal Data Holders
- Suppliers who work daily in operations

The decision about which categories of stakeholders to engage takes into account their relevance to operations, potential impact and contribution to the company's strategic objectives. Stakeholders who can influence or be impacted by Ascenty's policies are prioritized for engagement. On the other hand, groups with interests incompatible with the company's values and mission may not be considered for direct interactions.

Ascenty maintains formal and informal mechanisms for interacting with stakeholders and receiving and analyzing their demands through internal and external channels. These interactions may include suggestions, complaints, questions or even thanks. All requests are analyzed by responsible teams and treated as necessary, ensuring continuous and transparent dialogue.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Policy Commitments

Data Privacy and Cybersecurity

We are committed to ensuring that all personal information and sensitive data are treated ethically, transparently and in compliance with applicable regulations. Thus, we have developed a Privacy Program aligned with global best practices and data protection laws, including:

- General Personal Data Protection Law (LGPD) – Brazil (Law No. 13709)
- Ley N°19.628 sobre Protección a la Vida Privada – Chile
- Ley Federal de Protección de Datos Personales – México

Although Ascenty does not have access to, nor does it control or generate data stored on its customers' servers, we reinforce the importance of privacy and data protection in all interactions with our stakeholders (employees, customers, suppliers and partners).

Our commitment includes:

- 1. Training and Awareness**
All new employees undergo Global Data Privacy Training upon hiring, with annual refreshers to reinforce the information security culture.
- 2. Monitoring and Compliance** We continuously monitor compliance with local and international regulations, adopting internal controls and audits to ensure adequate data protection.
- 3. Governance and Accountability**
We recognize that all team members play an essential role in protecting personal information and encourage adopting good practices in daily life.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Policy Commitments

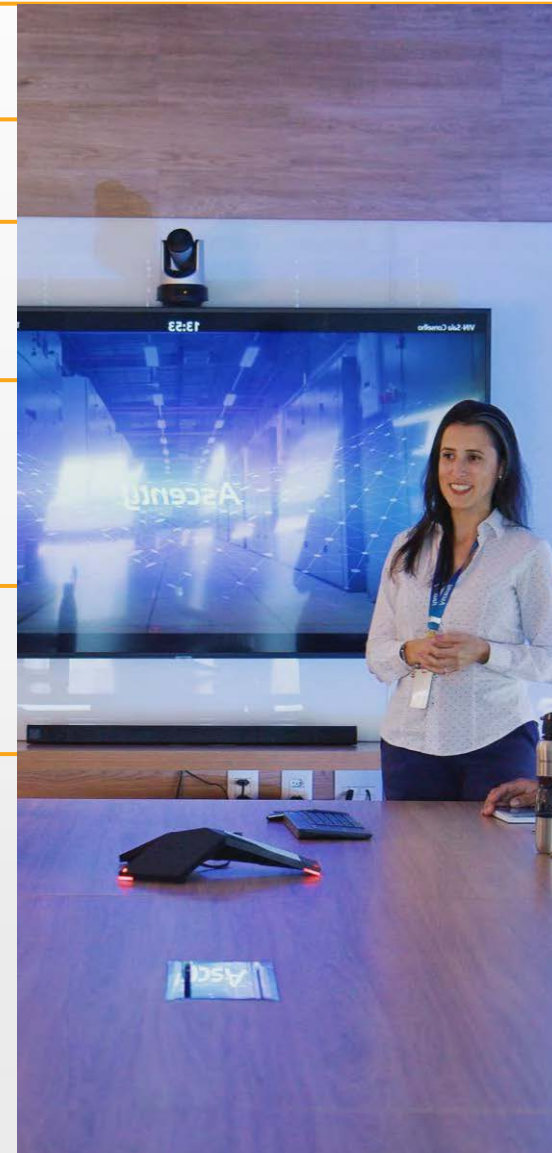
Privacy and Information Security

We follow a global cyber resilience strategy, supported by the principles of Zero Trust based on identity and automation, as well as the Defense in Depth approach, which allows us to prevent, protect, detect and respond to security incidents.

We have a dedicated program for this and a team located in Vinhedo - São Paulo, as well as security service partners managed 24 hours a day, 7 days a week. This team actively works on risk prevention, threat tracking, and incident response. Additionally, we conduct independent audits to assess the maturity of our framework and ensure effective and ongoing protection.

Education and Awareness

- Mandatory annual training for all employees.
- Ongoing awareness campaigns on social engineering and cyber threats.
- Support suppliers and partners in improving the security of products and services implemented in our environments.
- Guiding customers on our data protection practices and encouraging feedback on improvements.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Compromissos de Política

Complaints Handling Process

In the event of a data breach-related complaint, we carry out the following:

1. Record the complaint through internal service and compliance channels
2. Record the complaint through internal service and compliance channels
3. Implement corrective and mitigating actions, if necessary.
4. Transparent communication with the parties involved.

Results in 2024

Thanks to our solid cybersecurity and data protection practices, there were no reported privacy breaches or data losses during 2024.

0 Number of substantiated complaints about privacy violations received from external parties and substantiated by the organization

0 Number of complaints received from regulatory agencies

0 Total number of leaks, thefts or identified losses of customer, employee or partner data



Ascenty will continue to improve its policies and practices to ensure a safe, ethical environment that complies with global information security best practices.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

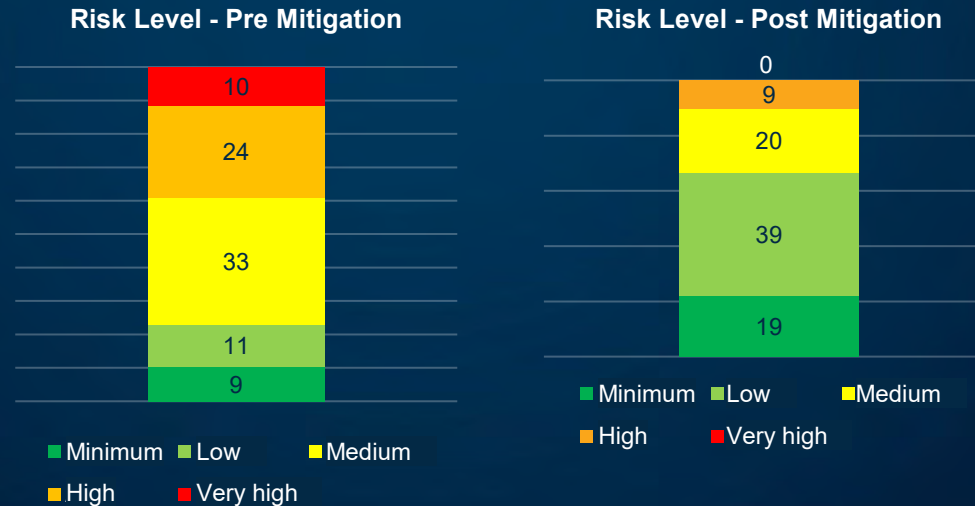
Operational risk management

Ascenty recognizes that risk management and compliance are fundamental to ensuring long-term stability and resilience in a dynamic market. Therefore, it adopts a structured and transparent approach, with strategic actions to mitigate risks and strengthen its corporate governance.

We use the best practices and international standards in risk management for data centers, ensuring security, efficiency and operational continuity. Our focus is on continuous improvement and delivering excellent services.

The Risk Management Committee, formed by senior leadership, periodically assesses the principal risks and defines mitigation actions, reinforcing our purpose of “taking care of the infrastructure that supports information in the world”.

The following graphs illustrate the significant reduction in the level of risk after the implementation of controls, with the elimination of risks classified as “Very High” and a substantial drop in “High” risks.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Operational Risk Management

Business Continuity and Risk Management

Ascenty adopts robust management to ensure business continuity and risk mitigation, based on ISO 22301. The strategy ensures the resilience of critical operations and the protection of stakeholders.

The actions focus on three pillars:



People

Plans to protect employees and map threats.



Technology

Redundancies and risk control.



Processes:

Mapping, mitigation and contingency plans.

Risk management is conducted in a structured and centralized manner, with the involvement of the Board of Directors. This governance guarantees transparency, operational security and long-term business sustainability.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Opportunities

Energy Efficiency

Ascenty sees energy efficiency as essential to ensure quality, standardization and reduced environmental impact. With a specialized team, we develop and monitor projects to optimize consumption and reduce costs, in partnership with all sites.

ISO 50001 certification strengthened the mapping of energy systems, the definition of KPIs and replacing equipment with more efficient versions. Performance is monitored monthly to ensure continuous improvement.

Energy Source

We are expanding the use of renewable energy and evaluating the impact of our actions on reducing carbon in the regional electricity grid, always seeking to evolve sustainably.

Resilience and Operational Continuity

The reliability of our infrastructure is essential to ensure the security and continuity of our customers' businesses. To achieve this, Ascenty invests in the strategic location of data centers, prevention against climate events, adequate insurance, sustainable projects and robust cybersecurity solutions.

Sustainable Products and Services

We seek to offer sustainable solutions, such as using renewable energy and low-carbon data centers, that are aligned with our customers' environmental goals. This activity is conducted by integrated Sustainability, Operations and Sales teams, ensuring effective solutions aligned with the market.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Operational Risk Management

Risk and Opportunity Management

Ascenty adopts its methodology, based on ISO standards, to identify real or potential risks and opportunities in its operations. This structured approach considers different perspectives and aims to mitigate risks and maximize opportunities, ensuring compliance with internal standards and certifications.

Process Goals:

- Prevent or reduce undesirable effects;
- Contribute to continuous improvement;
- Ensure operational safety, ethics and socio-environmental responsibility.

Areas of Analysis:

- **Economic Impacts**
Financial risks, business sustainability, efficiency and market.
- **Environmental Impacts**
Consumption of natural resources, emissions, waste and environmental compliance.
- **Human Rights**
Working conditions, diversity, inclusion and respect for human rights in the value chain.

Risk Classification and Prioritization

Each risk is assessed in a disciplined manner and classified into: Minimum, low, medium, high or very high, considering two criteria:

Impact

Economic, environmental, social, reputational and human rights consequences.

Probability

Chance of occurrence, based on internal and external factors.

This integrated approach ensures strategic decisions are aligned with governance and best market practices.

After materiality analysis, the material items for the organization were compiled:

GRI 201: Economic Performance
GRI 202: Market Presence
GRI 203: Indirect Economic Impacts.
GRI 204: Procurement Practices
GRI 205: Anti-Corruption
GRI 206: Anticompetitive Behavior
GRI 302: Energy
GRI 303: Water and Wastewater
GRI 305: Emissions
GRI 306: Waste
GRI 403: Occupational Health and Safety
GRI 404: Training and Education
GRI 405: Diversity and Equal Opportunity
GRI 410: Security Practices
GRI 418: Client Privacy

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Operational Risk Management

Material Themes 2024

GRI 3-3 and 201 Economic performance

Ascenty's economic performance is related to the growth in demand for digital infrastructure. The company faces challenges such as high operating costs and the need for technological updates. It adopts responsible financial management, invests in innovation and seeks operational efficiency and revenue diversification. Uses renewable energy and monitors economic and regulatory risks. Reviews financial strategies to maximize returns and interacts with investors transparently.

GRI 3-3 and 202 Market presence

Ascenty promotes economic development by generating direct and indirect jobs, professional qualifications and sustainable practices in the supply chain. Recognizes challenges such as suppliers' difficulties in meeting standards. Implements fair compensation and diversity policies. Evaluates the effectiveness of these policies with surveys, dialogue channels and internal metrics.

GRI 3-3 and 203 Impact on the local economy

The company invests in infrastructure, training and hires local suppliers, contributing to regional development. Requires sustainable practices from suppliers. Monitors negative impacts such as pressure on public infrastructure. Performs audits to assess the effectiveness of actions and adjusts strategies as needed.

GRI 3-3 and 204 Supply chain

Prioritizes local suppliers, promotes sustainable practices and assesses social and environmental risks. Monitors compliance with international standards. Implements corrective plans, due diligence platforms and seeks innovation. Promotes alliances for improvements and holds dialogues to align expectations.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources
Information

Training
Information

Occupational Health
and Safety
Management System

ESG
Management at
Ascenty

Business Model and
Value Chain

Governance
Structure and
Composition

Appointment and
Selection for the Highest
Governance Body

Role of the Chair and
Senior Management

Policy
Commitments

**Operational Risk
Management**

Financial Implications
and Other Risks

Operational Risk Management

Material Themes 2024

GRI 3-3 and 205 Anti-corruption

Ascenty has a robust compliance system, with anti-corruption policies aligned with ISO 37001 certifications. Carries out due diligence, audits, training and investigations. It adopts zero tolerance for corruption and promotes good practices with suppliers. Compliance reporting ensures transparency and continuous improvement.

GRI 3-3 and 206 Fair competition

Ensures an ethical and transparent environment, with contracts and commercial practices aligned with the law. Investigates and responds to anti-competitive conduct. Monitors contracts and conducts regular training. It operates transparently and collaborates with regulatory bodies

GRI 3-3 and 302 Energy

Adopts an energy efficiency and renewable sources strategy. Invests in technologies, optimizes systems and uses 100% clean energy. Monitors energy KPIs, reduces PUE, offsets emissions and promotes low-carbon initiatives.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Operational Risk Management

Material Themes 2024

GRI 3-3 and 303 Water

Uses a closed chilled water system, reducing water consumption. Implements recirculation, reuse and monitoring. Adopts good practices to maintain water quality and trains teams. Promotes transparency with monthly indicators.

GRI 3-3 and 305 Emissions

Seeks to reduce GHG with renewable energy, energy efficiency and equipment replacement. It uses I-RECs, performs audits, invests in clean technologies and consults stakeholders on goals and feedback.

GRI 3-3 and 306 Waste

Adopts reduction, reuse and recycling policies. Segregate and store correctly. Promotes circular economy and environmental compliance. Conducts training, responds to incidents and measures results with indicators.

GRI 3-3 and 403 Occupational Health and Safety

Reduces accidents with standards and good practices. Adopts NRs and ISO 45001. Invests in PPE, training and audits. Monitors indicators and promotes a safety culture. Uses channels for feedback and improvement.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources
Information

Training
Information

Occupational Health
and Safety
Management System

ESG
Management at
Ascenty

Business Model and
Value Chain

Governance
Structure and
Composition

Appointment and
Selection for the Highest
Governance Body

Role of the Chair and
Senior Management

Policy
Commitments

**Operational Risk
Management**

Financial Implications
and Other Risks

Operational Risk Management

Material Themes 2024

GRI 3-3 and 404 Training and Education

Continuous training focuses on efficiency, innovation and talent retention. Provides frequent training, career plans, mentoring and personalized trails. Measures efficiency with indicators and research.

GRI 3-3 and 405 Diversity and Pay Equality

DEI Committee defines guidelines. Policies promote equality, eliminate inequalities and assess inclusion indicators. Conducts training, climate surveys and monitors results with the support of leaders.

GRI 3-3 and 406 Non-discrimination

Adopts DEI policies focused on diversity, equity and inclusion. Takes action against discrimination, fosters awareness, and promotes women's representation. Monitors practices, investigates occurrences and adjusts processes based on feedback.

GRI 3-3 and 410 Asset security

Ensures physical and cyber protection with technologies and policies aligned with ISO 27001. Conducts training, audits and due diligence. Investigates incidents, responds quickly, and promotes transparency with customers.

GRI 3-3 and 418 Data privacy

Ensures privacy under LGPD and GDPR. Implements security policies, monitors networks, performs audits and training. Responds to incidents, maintains compliance, and opens customer channels for continuous improvement.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources
Information

Training
Information

Occupational Health
and Safety
Management System

ESG
Management at
Ascenty

Business Model and
Value Chain

Governance
Structure and
Composition

Appointment and
Selection for the Highest
Governance Body

Role of the Chair and
Senior Management

Policy
Commitments

**Operational Risk
Management**

Financial Implications
and Other Risks

Operational Risk Management

Direct Economic Value Generated And Distributed (EVG&D)

Ascenty benefits its employees by aligning with local legislation and best market practices. The company regularly contributes to mandatory social security schemes, ensuring the long-term financial security of its employees.

In 2024, Ascenty did not receive government financial assistance, including grants, tax incentives, exemptions or subsidized financing. Furthermore, there is no government participation in the company's shareholding structure.



EBITDA RESULT *

Values in USD million

Consolidate:
150

NET INCOME *

Values in USD million

Revenue (economic value generated): **336**
Operating costs (economic value distributed): **525**
Net income (economic value retained): **188**

ADDITIONAL DISTRIBUTION *

Valores em milhões USD

Employee salaries and benefits: **40,34**
Payments to capital providers: **30,33**
Payments to public administrations: **29,46**
Community investments: **0,19**

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources
Information

Training
Information

Occupational Health
and Safety
Management System

ESG
Management at
Ascenty

Business Model and
Value Chain

Governance
Structure and
Composition

Appointment and
Selection for the Highest
Governance Body

Role of the Chair and
Senior Management

Policy
Commitments

**Operational Risk
Management**

Financial Implications
and Other Risks

(*) The reported results include the amounts from operations in Brazil, Chile, and Mexico combined (pro forma consolidated).

Financial Implications and Other Risks

Financial implications and other risks and opportunities arising from climate change

Ascenty is a Carbon Zero company, offsetting its atmospheric emissions—primarily those from electricity consumption, which account for approximately 90% of the total. With business expansion, emissions increase, requiring additional investments to maintain the Carbon Zero seal and reinforcing the company's commitment to sustainable practices.

Climate change can also have significant impacts on infrastructure and energy consumption, requiring actions that ensure the company's operational and financial resilience. To address this, Ascenty maintains 100% renewable energy supply contracts in Brazil, Chile, and Mexico, sourced from wind and solar power, helping to reduce emissions associated with electricity consumption.

The company holds certifications such as ISO 50001, focused on efficient energy management, and ISO 14001, related to environmental management. In addition, it conducts periodic assessments of climate-related risks and opportunities as part of its adaptation strategy and business continuity planning in the face of global environmental challenges.

One of the main opportunities identified is leadership in sustainability, driven by the use of renewable energy and continuous energy efficiency initiatives. This strengthens the company's institutional image and facilitates access to green financing, while operational risks are mitigated through energy redundancy, modernization, and strategic partnerships.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Investments in infrastructure and supported services

Ascenty invested 125* million dollars in infrastructure, information technology (IT), health and safety, environment, audits, and certifications throughout the period covered by this report. These initiatives aim to strengthen the company's operations, ensure compliance with regulatory standards, and promote positive impacts on the economy and society.

Investments in infrastructure and IT contributed to the modernization of operations and the expansion of services offered to customers, driving innovation and competitiveness in the sector. The contributions to health and safety reinforced the company's commitment to the well-being of employees and the prevention of occupational risks.

In the environmental sphere, investments were directed towards energy efficiency initiatives, waste management and actions aimed at reducing the carbon footprint. In addition, the resources invested in audits and certifications have ensured that the company adheres to the highest standards for quality, safety and sustainability.

These investments strengthen Ascenty's operations and generate significant indirect economic impacts, such as job creation, stimulating the local supply chain and promoting a more sustainable and innovative business environment.

Investments in million dollars in Brazil (35.323.547), Chile (83.399.928) e Mexico (7.046.669).



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Operations assessed for corruption-related risks

Ascenty maintains a strong commitment to ethics and corporate integrity, ensuring that all its operations are conducted with transparency and in compliance with anti-corruption legislation. In 2024, no corruption cases were recorded, and 100% of operations were assessed for corruption-related risks.

The company adopts a preventive approach, investing in the training of employees and business partners. All 908 employees (100%) were informed about anti-corruption procedures during the new employee onboarding process or the annual refresher course.

Additionally, Ascenty requires that 100% of its business partners are aligned with anti-corruption guidelines. These requirements are formalized through contractual clauses, and partners must complete and sign specific forms, reinforcing their commitment to integrity in commercial relationships.

The company continues to improve its anti-corruption practices, ensuring that ethics and transparency remain fundamental pillars of its operations.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Operations assessed for corruption-related risks

205-3

The company carries out ongoing assessments to identify and mitigate potential corruption risks. The main vulnerabilities identified include:

- Failure to manage legal requirements, which may result in non-compliance with regulatory standards;
- Deviations from processes by employees or third parties, affecting the integrity of operations;
- Undue granting of certifications, compromising the credibility of the company and its partners;
- Commercial influence on auditors, impacting the impartiality of audit processes;
- Weaknesses in the compliance culture, requiring continuous reinforcement in training and awareness-raising actions.

To mitigate these risks, Ascenty adopts a robust compliance system, which includes periodic audits, reporting channels, mandatory training and strict controls over its operations and business partners.

100%

Operations assessed for risks related to corruption

100%

Members of the governance body were informed about the organization's anti-corruption policies and procedures

100%

Members of the governance body received training on anti-corruption practices

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Legal actions for anticompetitive behavior, antitrust and monopolistic practices

Ascenty maintains a strong commitment to free competition and compliance with antitrust regulations, ensuring that all its operations and business practices are conducted ethically, transparently and in compliance with current legislation.

In 2024, there **were no records of pending or closed lawsuits related to unfair competition, trust or monopolistic practices**. The company operates in a highly regulated sector and strictly follows the guidelines established by competition protection agencies.

The company continues to improve its policies and processes to ensure healthy competitiveness in the market, promoting a transparent, ethical business environment aligned with good corporate governance practices.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks



Renewable use of electrical energy

Ascenty is firmly committed to efficient energy use and prioritization of renewable sources. In 2024, 100% of the electricity used in the company's data centers came from renewable sources certified by IREC (International Renewable Energy Certificate), ensuring its operations align with best sustainability practices.

Renewable energy sources used

- Hydroelectric – Energy generated from river water
- Solar – Energy captured from sunlight
- Wind – Energy generated by the movement of the winds

The company also adopts several initiatives to optimize energy consumption, ensuring greater efficiency and reducing environmental impacts. The main actions include:

- 100% of data center lighting is LED, reducing electricity consumption;
- Photovoltaic power generation plant at the São Paulo Data Center, with an annual generation capacity of 14.6 MW, used for lighting and air conditioning in offices and common areas;
- High-efficiency equipment at all sites, from large machines to smaller devices, ensuring more sustainable operations.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Sustainability in our facilities

Energy Consumption

Ascenty's energy consumption grew 7,5% from 2023 to 2024, reflecting the expansion of operations and increased demand for services.

Total electricity consumption (MWh):



Despite growth, the company continuously takes steps to increase energy efficiency and reduce environmental impacts.

797.347,65

Liters of diesel consumed from fixed sources (power generators)



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Energy Efficiency

Ascenty uses the international PUE (Power Usage Effectiveness) index to measure energy efficiency, comparing the total energy consumed with that used directly by IT equipment.

PUE Ascenty Brazil – 1,42
PUE Ascenty Chile – 1,44
PUE Ascenty Mexico – 1,36

PUE Avarage – 1,42*

*Our PUE reflects greater energy efficiency, remaining below the market average of 1.6.

In total, 118 improvements were implemented in 2024 aimed at energy efficiency, optimizing consumption and reducing the environmental footprint.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Commitment to Efficiency

Ascenty continues to invest in the sustainable expansion of its operations, focusing on renewable sources, energy efficiency and continuous process improvement. The goal is to reduce relative energy consumption and promote sustainable practices that benefit customers and the environment.

Responsible Water Management

The company recognizes the importance of efficient water use, from direct consumption in Data Centers to indirect impacts on the value chain.

Water Sources and Use

The primary source is the public supply for equipment cooling, human consumption, and general operations. Only the Vinhedo data center uses groundwater with a permit.

Water Efficiency Strategies

- Investment in efficient refrigeration systems, such as air-cooled solutions and closed reuse circuits, minimizes water dependence.
- Continuous monitoring of consumption and setting consumption-based targets
- Assessment of risks and opportunities

Water Usage Effectiveness (*WUE*) indicator in 2024:
0

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Wastewater Management

Disposal follows environmental laws, and wastewater is properly directed to sanitation systems. Ascenty prioritizes solutions that avoid generating wastewater.

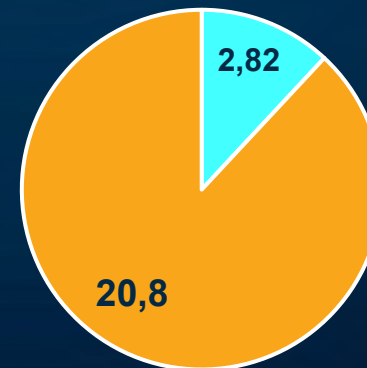
Stakeholder Engagement

The company maintains an active dialogue with regulatory bodies, suppliers and customers, reinforcing its commitment to sustainable water management.

Continuous Assessment and Improvement

Water management is based on periodic assessments, analysis of availability and quality, and identification of opportunities for optimization and reuse. Targets are reviewed annually and aligned with regulatory changes.

Water consumption in Megaliters



- Groundwater collection
- Public supply

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Carbon neutral

Climate change represents one of the greatest global challenges. According to the Intergovernmental Panel on Climate Change (IPCC), greenhouse gas (GHG) emissions continue to grow, requiring urgent action to limit global warming to 1.5°C and avoid catastrophic consequences. The data center industry, including Ascenty, faces significant risks related to climate change, including increased energy consumption for cooling due to higher temperatures, power and water supply disruptions, infrastructure damage from natural disasters, and financial risks associated with the transition to a low-carbon economy.

Ascenty recognizes the urgency of the climate crisis and is committed to reducing its carbon footprint and building resilience into its operations. The company's actions include carrying out an annual inventory of GHG emissions, covering Scopes 1, 2 and 3, based on the GHG Protocol, using updated calculation methodologies and emission factors, and transparently disclosing the results. The company invests in energy efficiency, with high-efficiency cooling technologies and energy management in data centers, in addition to expanding energy from renewable sources such as solar and wind, through acquiring I-RECs certificates.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Carbon neutral

In waste management, it adopts practices of reduction, reuse, recycling and proper disposal of hazardous waste. It offsets its emissions by investing in high-quality certified projects and acquiring internationally recognized carbon credits, such as VCS and Gold Standard. It also adopts sustainable procurement practices, prioritizing suppliers with low environmental impact and applying sustainability criteria in selection. Suppliers' environmental impacts are monitored periodically, and climate risk assessments are carried out, with the implementation of adaptation and resilience measures.

Since 2020, Ascenty has achieved carbon neutrality, offsetting 100% of its CO₂e emissions. The company offsets all emission scopes and takes pride in its conscious stance aligned with the planet's future. The purchase of I-RECs and carbon credits is part of its procurement practices, ensuring transparency and traceability, with verification by independent third parties. Beyond offsetting, Ascenty remains committed to the continuous reduction of its carbon footprint through energy efficiency, the use of renewable energy, and other sustainable initiatives.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Reducing greenhouse gas emissions

Scope 2 emissions (related to electricity consumption) are zero, as Ascenty purchased I-RECs for 100% of consumption in 2024.

SCOPE 1	
Emission Categories	tCO2e
Stationary Combustion	2.012
Mobile Combustion	20,5
Fugitive Emissions	21.224
Total Scope 1	23.257

Gases included in the calculation: CO2, CH4, N2O, and HFC
Total biogenic emissions in tons of CO2: 309.11

SCOPE 2	
Emission Categories	tCO2e
Electricity Purchases	ZERO

Gases included in the calculation: CO2

SCOPE 3	
Emission Categories	tCO2e
Goods and services purchased	3,18
Waste in operations	133
Business Travel	296
Total Scope 3	433

Gases included in the calculation: CO2, CH4, N2O and HFC.

Based on the 2024 inventory, direct emissions (Scope 1) totaled 23,257 tCO2e, mainly composed of fugitive emissions and stationary combustion. Scope 2 emissions (electricity) were fully offset thanks to the purchase of I-RECs, which guarantee 100% renewable energy in Brazil, Chile, and Mexico. In Scope 3, indirect emissions totaled 433 tCO2e, considering transportation and distribution (upstream), waste, and business travel. All emissions were calculated based on the GHG Protocol, with 2024 as the base year for Scopes 1, 2, and 3.

Ascenty received the Gold seal from the GHG Protocol Program for the verified inventory and holds ISO 14001 (Environmental Management) and ISO 50001 (Energy Management) certifications, reaffirming its commitment to sustainability and energy efficiency.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

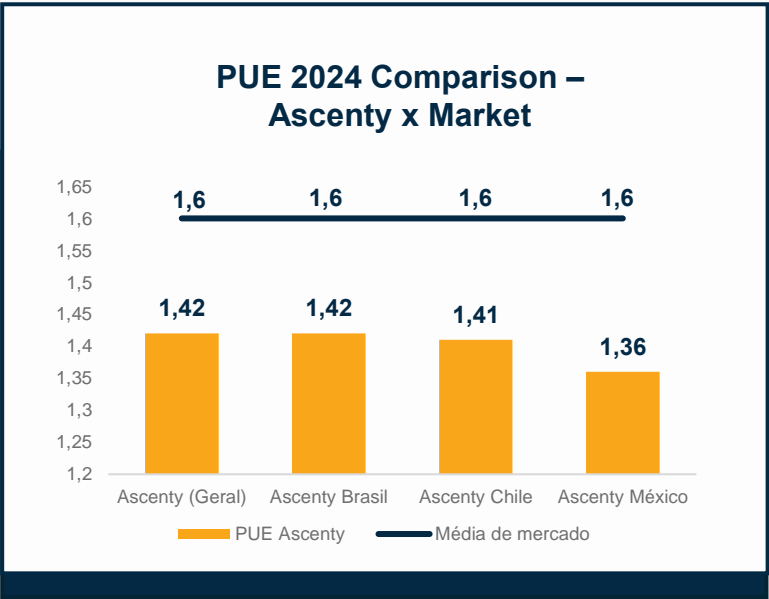
Operational Risk Management

Financial Implications and Other Risks

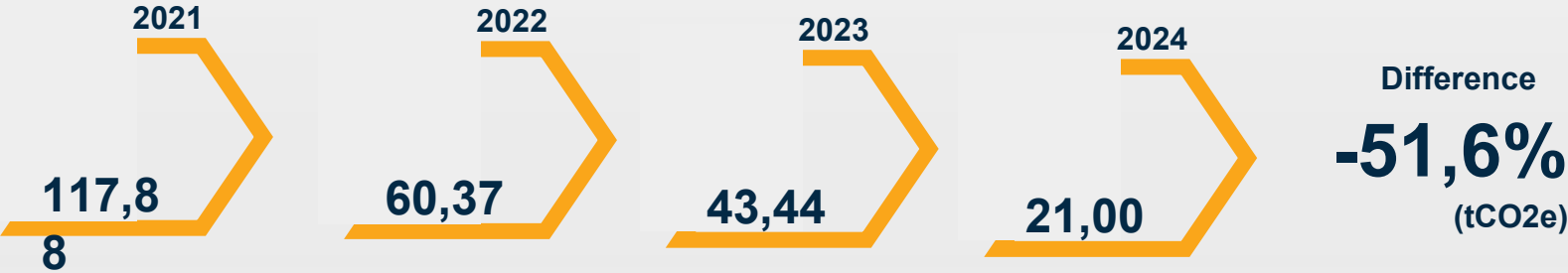
Financial Implications and Other Risks

Reducing greenhouse gas emissions

- In 2024, 88.5% of the fuel used in the Ascenty fleet was Ethanol (85.937 liters). In 2023 this percentage was 77% and in 2022, 71%.
- We have an Ethanol Usage incentive program for all Ascenty employees, and fuel consumption is monitored periodically. When it is discovered that gasoline is consumed instead of ethanol, employees are informed about the program and its environmental benefits.
- It is estimated that if the entire Ascenty fleet were fueled with Gasoline instead of Ethanol, based on average consumption, we would have emitted 363% more CO₂e.



Mobile combustion (tCO₂e)



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Zero landfill

To achieve External Zero Landfill Certification, Ascenty has established internal targets with gradual increases. By 2024, the goal was to divert 90% of landfill waste, enabling co-processing.

The search for environmentally appropriate disposal of waste and the reduction of impacts motivated the creation of the Zero Landfill Program. The focus is to reduce the amount of waste sent to landfills industrial, where they take decades to decompose. Therefore, the goal is to prioritize more noble and appropriate destinations for the operation's waste.

By 2030, the goal is to obtain external certification. In 2024, the result was **91.72%** of waste diverted from landfills, surpassing **2023 (91.06%)**—even with the operation of two new data centers.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Waste generation and significant waste-related impacts

In 2024, Ascenty generated waste in its Data Center operation activities. Among the types of waste generated, the following stand out:

Recyclables: Cardboard, plastic, paper, glass, wood, metals, electronic waste

Lead-based batteries

Biodegradable waste from canteens, feeding areas

Biodegradable waste from sweeping

Septic tank sludge

Common waste contaminated with oil and/or grease

Diesel fuel

Engine oil, transmission and lubrication

Pruning and gardening waste

Construction and demolition waste

Cooling water

Among the waste generated, the ones with the most excellent chance of generating impact on soil and water contamination are those contaminated with chemicals, oils and batteries (the three generated in the company's operation). For this reason, all are stored adequately until their environmentally friendly destination.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Waste generation and significant waste-related impacts

Ascenty adopts waste management in line with environmental legislation in each location. The strategy follows the management hierarchy, prioritizing prevention and reduction of generation, reuse, recycling, recovery and proper disposal.

The process begins with identifying the origin and composition of the waste, which is classified as hazardous or non-hazardous.

Hazardous Waste is stored safely and sent to licensed partners for treatment and environmentally appropriate disposal.

Non-hazardous waste, such as recyclable and biodegradable waste, is segregated to facilitate recycling and recovery, always seeking to reduce disposal.

All waste is registered on government portals, with characterization, quantity, transportation and destination data. The process ends with issuing the Final Destination Certificate (CDF).

The company remains committed to reducing environmental impacts and continuously improving its practices, promoting the circular economy.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Ascenty implements comprehensive waste management across all its facilities, following current environmental legislation and prioritizing the waste management hierarchy. Actions include:

Recycling Infrastructure

Our buildings are equipped with the necessary infrastructure for segregating and correctly recycling various types of non-hazardous waste, such as paper, plastic, glass and metal. This initiative aims to maximize material recovery and reduce the amount of waste destined for final disposal.

Dangerous Goods Storage Area

To ensure the safety of our employees and visitors, we have a specific and properly signposted area for the temporary storage of dangerous products. As detailed above, these products are handled following strict safety protocols and sent to licensed partners for environmentally appropriate treatment and final disposal.

Reference to Battery Reverse Logistics

Additionally, Ascenty has implemented a reverse logistics program for batteries used in its operations, in partnership with manufacturers, starting in 2023



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Waste generated

The total amount of waste generated in the organization during 2024 was 2,713 tons.

The data was compiled after the reports were issued on the national and state waste management platforms. The wastewater the organization generates and directs to the Wastewater Treatment Plants are exclusively sanitary.

With the aim of raising awareness among our employees, partners and customers about the importance of properly managing the waste generated on a daily basis, we have the Can and Can't program.

Compared to the 2024 results, we observed a significant

42%

increase in waste destined for recycling

compared to a reduction in the amount sent to landfill. This progress is the result of several actions aimed at selective collection—with emphasis on the Can and Can't program and the Internal Zero Landfill Certification.

The program consists of standardizing information about which waste can or cannot be disposed of in each of the selective collection bins. The standard colors adopted in each of the countries where we operate were considered: Brazil, Chile and Mexico.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

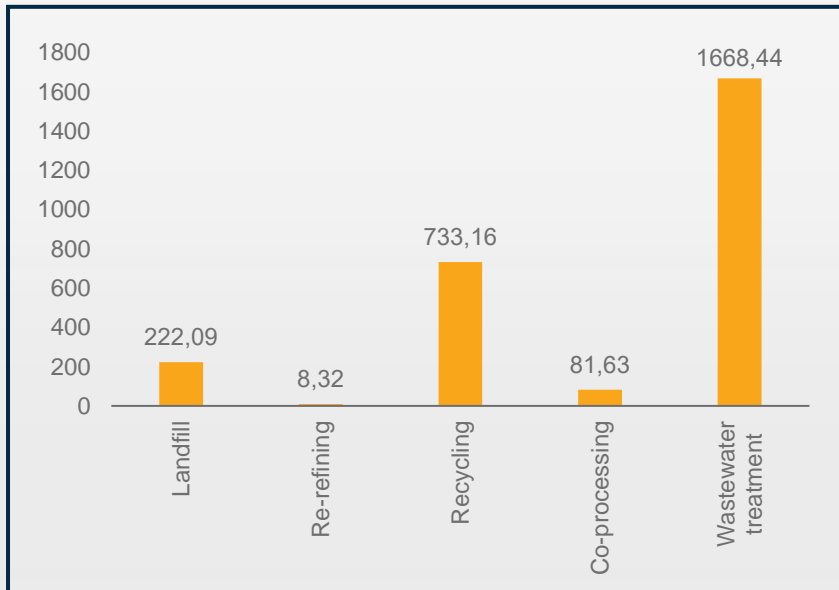
Financial Implications and Other Risks

Financial Implications and Other Risks

Waste not intended for final disposal

In 2024, Ascenty generated a total of 2,713 tons of waste. Of these, 2,489 tons (equivalent to 91.7%) were diverted from final disposal in landfills, being directed to other forms of treatment and disposal such as recycling, co-processing, re-refining, and wastewater treatment.

The remaining 225.5 tons were destined for final disposal in landfill. This approach demonstrates Ascenty's commitment to minimizing the environmental impact of its operations by prioritizing alternatives to the final disposal of waste.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

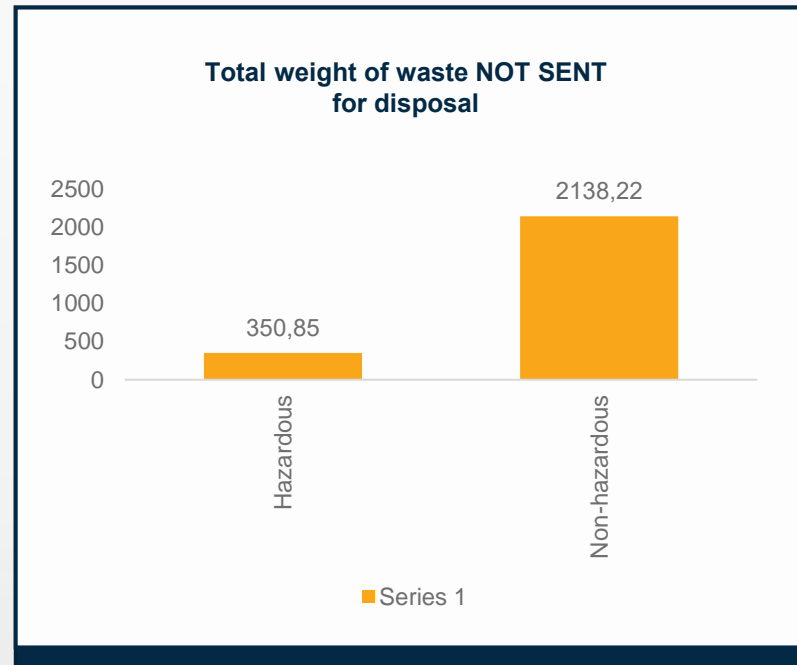
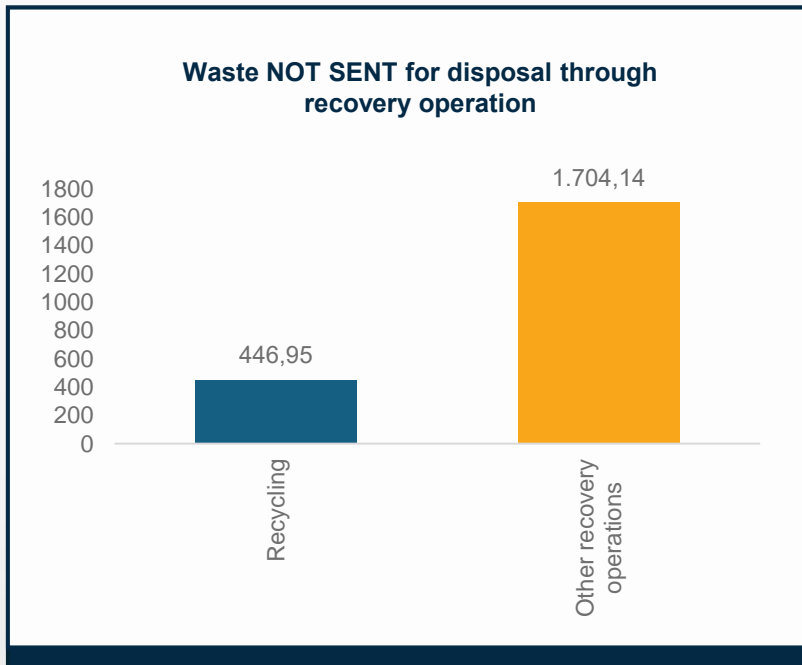
Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Waste not intended for final disposal

Of the 2,713 tons that were not destined for final disposal, 350 tons (i.e., 13%) are hazardous waste and 2,363 tons (87%) are non-hazardous waste.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks



Reaffirming its commitment to the environment, Ascenty created and implemented several programs and initiatives focused on reducing the final disposal of waste.

Among the actions, the incentive to reduce the consumption of plastic cups stands out. Thus, all employees receive a kit containing a mug and a reusable water bottle (squeeze).

The company also invested in training to raise awareness about the importance of recycling waste correctly. Additionally, it has established partnerships with specialized companies that ensure the environmentally appropriate disposal of these materials.

Another relevant measure is the installation of waste collectors for paper, metal, glass, plastic, and batteries at all Ascenty sites, simplifying the separation of recyclable materials at source.

The program also includes reducing electricity and water consumption, engaging employees, visitors, suppliers and customers to adopt conscious usage practices in offices and meeting rooms.

In the pantries and bathrooms, guidelines are provided for the efficient use of ecological taps and toilets, aiming to minimize water waste. Additionally, periodic maintenance is carried out to prevent malfunctions or leaks in the facilities.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks



Hazards identification, occupational risk assessment and incident investigation

Ascenty takes a systematic and proactive approach to prevent and mitigate occupational health and safety risks, promoting a safe and healthy work environment for employees, suppliers and stakeholders. This strategy includes specific policies, procedures and practices.

Risk analyses are carried out using the Hazard Identification and Risk Assessment (IPAR) methodology, with continuous monitoring of environments and applying preventive measures, such as engineering controls, administrative practices and use of PPE and EPCs.

The safety culture is reinforced by periodic training on standards, procedures and use of PPE, in addition to awareness-raising actions on behavioral safety and well-being, encouraging the active participation of employees.

The company fully complies with national and international standards, such as the Ministry of Labor's Regulatory Standards and ISO 45001, with internal and external audits to ensure compliance and continuous review of safety policies.

In occupational health, it maintains medical monitoring programs (admission, periodic and dismissal exams), preventive workplace gymnastics and psychological support for risk or stressful situations.

Emergency management includes response plans, training, simulations and incident investigation focusing on corrective actions. Transparent communication ensures effective crisis management and minimizes impacts.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Description of the methodology for mapping occupational hazards and risks

By 2024, Ascenty will maintain a systematic and multidisciplinary approach to identifying hazards and assessing occupational risks, which is essential for protecting the health and safety of its employees. Our methodology covers routine and non-routine activities and is based on the following processes:

Formation of a multidisciplinary team

We involve professionals from different areas and hierarchical levels of the organization to ensure a comprehensive analysis and consideration of different perspectives.

Setting goals

We clearly define the objectives of each mapping, aiming to identify specific hazards, assess associated risks and develop effective control measures.

Workplace inspection

We conducted detailed inspections of facilities, equipment, work processes and working environments to identify potential sources of hazards.

Identification of exposed workers

We identify workers who may be exposed to the identified hazards.

Severity assessment

We determine the severity of the potential consequences if a hazard materializes, considering injuries, health damage, environmental damage and other relevant impacts.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Probability assessment

We assess the probability of occurrence of the adverse event associated with each hazard, taking into account the frequency of workers' exposure to the risk.

Risk classification

We classify risks according to a risk matrix that considers severity and probability, allowing the prioritization of control actions.

Elimination or reduction of hazards

We will identify and implement proactive measures to eliminate or reduce hazards at their source. This will include modifying processes, replacing hazardous materials with safer alternatives, and implementing protective barriers where feasible.

Implementation of engineering controls

We will develop and implement effective engineering controls, such as ensuring adequate ventilation in all spaces, isolating dangerous machinery, and installing safety devices to prevent accidents.

Establishment of administrative controls

We will continue to develop and enhance safe operating procedures, ensuring that all workers receive adequate training and that safety policies and practices are effective and widely communicated.

Provision of PPE

We will ensure the identification, availability and correct use of Personal Protective Equipment (PPE) required for each role and activity, ensuring that they are appropriate and used consistently.

Financial Implications and Other Risks

Implementation of control measures

We will implement the identified control measures diligently, monitoring their effectiveness and ensuring that all workers understand and accept them.

Severity assessment

We will maintain a rigorous process to determine the severity of potential consequences should a hazard materialize, considering injuries, health damage, environmental impacts and other factors relevant to safety and well-being.

Probability assessment

We will assess the likelihood of adverse events associated with each hazard, considering the frequency of worker exposure and specific working conditions.

Risk classification

We will continue to rank risks using a risk matrix that combines severity and likelihood assessment. This classification will allow us to prioritize control actions and allocate resources efficiently.

Continuous monitoring

We will conduct periodic assessments to verify the effectiveness of the control measures implemented and to identify any new hazards or changes in working conditions that may arise, ensuring a proactive response to potential risks.

Review and update

We will regularly review and update our occupational hazard and risk mapping to ensure it remains current, accurate and reflects actual workplace conditions, incorporating relevant learnings and new information.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Working for Society

Ascenty, aware of its social responsibility, develops actions aimed at the well-being of the communities where it operates. One of the highlights is the support for the professional development of young people through the Young Apprentice program.

The objective is to offer the first professional experience and training to young people from regions with fewer opportunities.

127 **Youth**
Integrated into the technology sector since 2013

21 **Apprentices**
Hired in 2024

+10 **Active participation**
In the opportunity program



The company is proud to see former apprentices now working as employees, highlighting the positive impact of the initiative in generating opportunities and strengthening the local community.

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Fundraising campaigns

Feminine Sanitary Pads Campaign

Promoted by the Elas por Elas Committee in March (Women's Month) and October (Pink October), it collected sanitary pads for institutions serving vulnerable women. Beneficiaries: São João Bosco e Fluxo sem Tabu (São Paulo), Fundação Arco Íris (Rio de Janeiro), Desafio Feminino (Ceará), Fundación Anzita (Chile) and Casa Hogar para Niñas Santa Rosa de Lima (Mexico).

Solidarity Easter

Collection of sweets and chocolates for children in need. Institutions served: São João Bosco e Arca (São Paulo), Fundação Arco Íris (Rio de Janeiro), Mãe Ternura (Ceará), Fundación Anzita (Chile) and Providência Homes (Mexico).

Personal Hygiene Campaign – Children's Day

Held in October to collect children's hygiene items. Destinations: São João Bosco (São Paulo), Casa Maria Mãe Ternura (Ceará) and Lar Beneficente Arco-Íris (Rio de Janeiro).

SOS Rio Grande do Sul

Mobilization to help victims of the floods in Rio Grande do Sul. Food, water, feed, clothes, shoes, bed and bath items, and hygiene items were collected. Donations, including those for the 2024 Sports Event, were sent with the support of Azul Linhas Aéreas.

Christmas Campaign

Collection of school supplies for children served by the following institutions: São João Bosco (São Paulo), Fundação Arco-Íris (Rio de Janeiro), Fundación Anzita (Chile) and Casa Hogar Santa Rosa de Lima (Mexico).

Financial Implications and Other Risks

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Social Actions and Projects

Volunteer Day

Celebrated on 08/29 at the São João Bosco institution (Campinas), with recreational activities and a Health Blitz in partnership with Drogal (blood pressure, blood glucose and bioimpedance measurement), ending with a snack for the children.

Transforming Realities Project

In partnership with SENAI, Ascenty offered the Microcomputer Operator course (160h) for teenagers from the Dom Bosco institution (Campinas), promoting digital inclusion and professional training.

Donations

Air Conditioning Donation

Three units donated to the São João Bosco institution (Campinas) for the computer lab, with installation carried out by volunteer employees.

Donation of Christmas Baskets

150 baskets donated to families served by the São João Bosco institution (Campinas), promoting dignity and comfort during Christmas.

Financial Implications and Other Risks

Diversity, Equity & Inclusion (DE&I)

Ascenty values diversity and is committed to equity and inclusion in its workplace. We believe a diverse team is essential for innovation, collaboration and sustainable growth.

We implement initiatives such as inclusive recruitment programs, training on unconscious bias, among others. We conduct an annual organizational climate survey to understand our employees' perceptions of the work environment, including diversity and inclusion issues. We use the results to direct our actions and continuous improvement goals.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Diversity, Equity & Inclusion (DE&I)

Employee Categories	Number - Men	Number - Women	Number - Total
President	2	0	2
Vice President	7	0	7
Director	12	5	17
Manager	58	7	65
Coordinator	79	24	103
Analyst	490	162	652
Assistant	31	19	50



679
Men



217
Women

Employee Categories	Under 30 years old	30–50 years old	Over 50 years old	Total	% Under 30	% 30–50	% Over 50
President	0	1	1	2	0%	0,11%	0,11%
Vice President	0	2	5	7	0%	0,22%	0,56%
Director	0	14	3	17	0%	1,56%	0,33%
Manager	1	58	6	65	0,11%	6,47%	0,67%
Coordinator	11	89	3	103	1,23%	9,93%	0,33%
Analyst	114	494	44	652	12,72%	55,13%	4,91%
Assistant	21	24	5	50	2,34%	2,68%	0,56%

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

People with disabilities within the organization's governance bodies



Number –
Individuals without
disabilities

194



Number –
Individuals with
disabilities

9

Total number of individuals

203

Individuals in the organization's governance bodies by race/ethnicity



Ethnicity 1

8



Ethnicity 2

140



Ethnicity 3

46

Total number of individuals

194

Percentage of individuals in the organization's governance bodies by gender



Number –
Men

158



Number –
Women

36

Total number of individuals

194

Individuals in the organization's governance bodies by age group



Under 30

17



30-50

159



Over 50

18

Total number of individuals

194

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources
Information

Training
Information

Occupational Health
and Safety
Management System

ESG
Management at
Ascenty

Business Model and
Value Chain

Governance
Structure and
Composition

Appointment and
Selection for the Highest
Governance Body

Role of the Chair and
Senior Management

Policy
Commitments

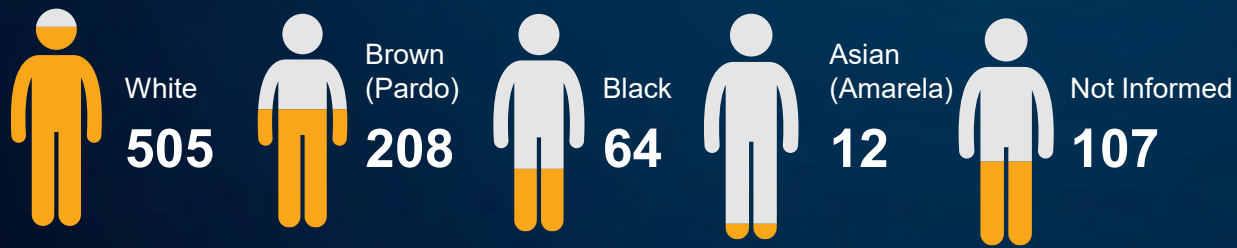
Operational Risk
Management

**Financial Implications
and Other Risks**

Financial Implications and Other Risks

Diversity, Equity & Inclusion (DE&I)

Skin Color



Percentage of employees with disabilities

Employee Categories	Number – Individuals without disabilities	Number – Individuals with disabilities	Number – Total	Percentage of Individuals with Disabilities
President	2	-	2	0%
Vice President	7	-	7	0%
Director	12	-	12	0%
Manager	53	5	58	8,6%
Coordinator	75	4	79	5%
Analyst	465	25	490	5,1%
Assistant	31	0	31	0%

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

Diversity, Equity & Inclusion (DE&I)

To ensure coherent decisions and promote an inclusive work environment, Ascenty conducts an annual organizational climate survey addressing aspects related to diversity and inclusion.

The results of this research are analyzed to identify opportunities for improvement and to develop actions that strengthen diversity in our company. Ascenty offers several programs to support the well-being of its employees.

“Cuidar Program” provides social support for employees in special situations, covering health issues and other needs.

“Pass Support Program” offers anonymous telephone support in the financial, psychological, occupational and legal areas, which can be used by all employees who use it. In addition, we invest in preventive health and well-being initiatives, such as workplace gymnastics and yoga classes, offered twice a week to all employees.

The results of the organizational climate survey and employee feedback are considered to continually improve our programs and benefits.



CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Financial Implications and Other Risks

CEO's Letter

About Ascenty

ESG Report 2024

Sustainability Goals

Human Resources Information

Training Information

Occupational Health and Safety Management System

ESG Management at Ascenty

Business Model and Value Chain

Governance Structure and Composition

Appointment and Selection for the Highest Governance Body

Role of the Chair and Senior Management

Policy Commitments

Operational Risk Management

Financial Implications and Other Risks

Cases of discrimination and corrective measures taken

In 2024, there were no cases of discrimination reported at Ascenty. We maintain open and confidential communication channels so that employees and other stakeholders can report any incidents of discrimination. Our internal policies, such as the Code of Conduct and Ethics and the Diversity and Inclusion Policy, establish Ascenty's commitment to a work environment free from discrimination and promote equal opportunities for all.

Security personnel trained in human rights policies or procedures

In 2023, we identified the need to strengthen the human rights knowledge of our asset security team. To ensure that all professionals are aligned with Ascenty's best practices and values, training in human rights policies and procedures has been included as mandatory for all workers involved. In 2024, 100% of employees will be trained.

Substantiated complaints regarding violations of customer privacy and losses of customer data

Ascenty prioritizes protecting the privacy of our customers' data and implements robust measures to ensure information security. Since 2023, we have not registered any substantiated complaints regarding violations of customer privacy or data loss. Our privacy and information security policies, aligned with best practices and applicable regulations, establish clear guidelines for the processing of personal data. We adopt security measures such as encryption, firewalls, access controls and have well-defined processes to respond to potential security incidents, ensuring the confidentiality and integrity of our customers' information.

Ascenty

A Digital Realty and Brookfield Infrastructure JV

```
// Refresh rates  
// Minimal number  
// Free margin  
// Price of 1 lot  
// Step is changed
```