ESG 2024

REPORT

NATERA

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Dear Reader,

We are pleased to present the English adaptation of our ESG 2024 Report. Please note that while the report has been translated for a global audience, some specific terms, particularly the names of our projects, have been retained in their original Portuguese. This is because these names may not translate directly or fully convey their meaning and context outside of Brazil. Furthermore, our products and solutions are developed exclusively for the Brazilian market.

We hope this adaptation provides a clear understanding of our sustainability efforts and commitments.

Thank you for your interest.



Introduction

What to expect from the 2024 ESG Report

We proudly share Matera's constant journey of evolution in the ESG Annual Report, which, starting with this edition, will feature inspirations from the Standard version of the GRI (Global Reporting Initiative), the main international methodology for Sustainability Reports.

Throughout 2024, we worked to improve our solutions and promote initiatives that encompass Environmental, Social, and Corporate Governance aspects. And, as you will notice in this document, our continuous commitment to transparency, ethics, and other essential values of the Company is present in our daily lives and in the positive impact we have promoted.

I invite you to a calm, attentive, and detailed reading, and also to a reflection on possibilities for collaborative effort, whether through educational projects of Matera Institute or ways that bring us even closer to making the world more sustainable.

A warm hug, and I hope to speak with you soon!

Denise Castilho

ESG Manager Managing Director of Matera Institute





Carlos André

Chairman of the Board

founder of Matera Institute



Message from our Chairman of the Board

In this edition of the ESG Report message, I recall Matera's journey over these 37 years of operation, where one characteristic stands out: we have always been at the forefront, driving the democratization of access to financial services, through our commitment to innovation and excellence.

Every year is unique, full of novelties and challenges, and 2024 was no exception, standing out for its numerous achievements and positive impact. A significant milestone was the acquisition of the company InfoTreasury, which brought advanced treasury solutions, representing another important step in the expansion of Matera's portfolio.

In addition to reinforcing our leadership in the sector, we are becoming a reference in ESG with our stakeholders. This is due to our initiatives that include a reduction of more than 30% in the carbon footprint in cloud production environments, robust Corporate Governance, actions aligned with the UN Global Compact, and transformative educational projects carried out via Matera Institute.

Looking at all these accomplishments, I feel a profound pride in what we have achieved and renewed optimism for the paths we still have ahead. At Matera, we daily put our values into practice, which strengthen us and drive us to achieve increasingly significant results for society.



Ricardo Chisman

President of Matera



Message from our President

Innovation, growth, and achievements marked 2024, the year we celebrated 37 years of our journey, which was only possible because we continued to reinvent ourselves, evolving as a brand and strengthening our position as a market reference.

In addition to taking the strength of our expertise beyond borders, marking our presence at events such as Money2020, NRF, Autocom, and Febraban Tech, we also took significant steps to expand our portfolio with advanced treasury solutions, a result of the strategic acquisition of Infotreasury. This initiative demonstrates our dedication to adding value to our clients and partners.

Our teams were even more connected through internal actions and initiatives aligned with the UN Global Compact's Sustainable Development Goals (SDGs), to which we are signatories. Furthermore, we promoted various moments of exchange and proximity with "Materanos" throughout the country.

I want to thank you, our stakeholder, who made 2024 an extraordinary year and helped us build another incredible chapter in our history.

May we continue to innovate, overcome barriers, and shape the future in 2025.





The way we are

About us

Matera is a technology company focused on financial solutions and products. With over 30 years of market experience, it develops and connects secure, robust, and innovative products and solutions with various businesses and segments, including traditional and digital banks, fintechs, retail, consumer, telecom, among others. Additionally, it has a team of over 1,000 professionals present in Brazil, the United States, and Canada.





Our History

Matera was born in the hallways of Unicamp in 1987, created by five technology enthusiasts. Since then, our mission has been to transform our clients' businesses and democratize access to financial services. We are market leaders thanks to our innovative solutions. We are proud of our journey and have learned that making history means never standing still. We remain restless, always seeking to be a national and international benchmark in our segment.





Our Manifest

What brings us closer? What makes us different and unique?

People do. We see respect, commitment, creative energy, cooperation, and courage in people. Thus, we dare and face change. We are proud of our journey. We know that writing history does not mean being stuck in the past. It means aiming to be greater. It means challenging ourselves to continuously evolve. We do so by trusting one another, building partnerships, combining collaboration, capability, and subtlety.



What motivates us?

Our clients, their plans, goals, and purposes do. What motivates us is the future they envision and how we engage with them. Together, we build momentum and forecast change.

We develop and deliver safe, robust, and innovative technological solutions which transform our clients' businesses and facilitate access to financial services.

When we look at our plural, ethical, inquisitive, inspiring, vibrant environment, we recognize our essence. Thus, we impact all society.

We are passionate about what we do. We are Matera.



Our Culture

What we value

We are one Matera!

We are present in several states and in constant expansion, with many people working towards a single purpose: transforming our clients' businesses and facilitating access to financial services. We are a diverse team, where collaboration and mutual respect are the pillars of our success.

On the journey towards excellence, each one of us plays a fundamental role and, together, we form the unstoppable force that is Matera.

We got this!

We are committed to each delivery from beginning to end. We assign roles and we only accept new demands with assigned owners. We take on challenges as opportunities and we solve them. We are autonomous, responsible, motivated, and committed.

Our focus is our client

We build a trustworthy rapport with our client. We value and understand their business. We are empathize with them. Our goal is to make our client's life easier and add value to their business.

A better version of ourselves everyday

There is no such thing as "we have always done it this way". We foresee and face problems. We challenge ourselves daily. We are one team, one Matera working with excellence, cooperation, and harmony everyday.

We are restless

We are curious-minded people. We ask questions. We want and we can offer something new. Innovation is within all of us, from simple thoughts to great ideas, from complex projects to daily insights. Innovation is not an option for us. It is a choice.

We build human connections

We genuinely care about people. We respect your singularity, diversity, and needs by building mindful and solid business relationships which offer opportunities for growth and progress both for individuals and the society. We believe that when people grow, Matera grows.

We are stronger together

We are grateful for collaborating with one another. There is a natural desire that bonds us to always find the best solution whilst collaborating and building together. We join efforts. We are proud of being a collective who invests in reciprocity.

We have steadfast ethics

Ethics is the foundation of trust. It is evident in everything we do, in who we are, from start to finish. We are honest, righteous, trustworthy, and respectful to engage with our client's business. At Matera, ethics is a must.

What is right, is right. Period.



MATERA'S TIMELINE

1987 WESTART HERE

Beginning as Software Design

1990

Launch of the first solutions for the financial market 2000

Brazilian Payment System (SPB) 2003

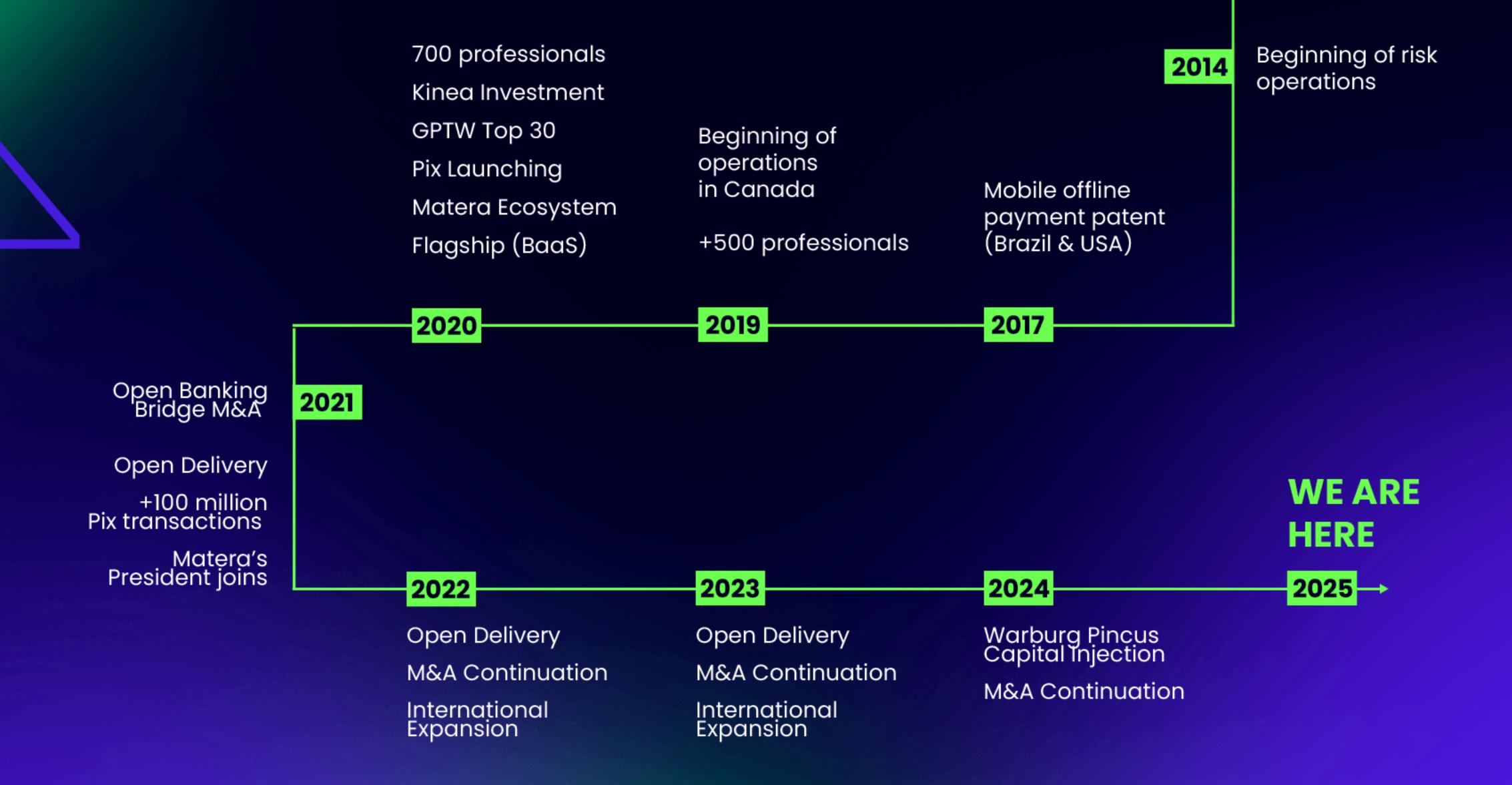
Beginning of activities in the USA (Philadelphia) 2011

Start of Corporate Social Responsibility

2013

Leadership in the banking segment

Fintechs expand Matera's customer base



We are Global

We have +1000 Materanos, spread across various regions of Brazil, and we have a squad in the USA!



Matera Solutions

Core Banking

Open, integrated, and flexible, it meets the main business needs of your financial institution.

Payments

Matera Payments solution ensures flexibility for integration and large-scale processing capability.

Cash Management

Serves corporate clients through an integrated offering of Payments and Receivables.

Credit

Grant credit efficiently and agilely for the journeys of individuals and legal entities.

Risk Management

Regulatory and managerial risk platform for all types of institutions.

RegTech

Have complete support for the requirements of the Central Bank and the Federal Revenue, providing security and credibility for your operation.

Insights

Boost profitability and customer loyalty and enhance your credit performance with personalized models and exclusive scores.

+60MI
Accounts

+5BI
PIX Transactions
per year

+280
Clients



4 years of PIX

The most used payment method in Brazil!

"In Matera, we are transforming **#Pix** with a platform developed on the most modern and robust software engineering concepts!

Our solution, based on microservices, cloud native, and orchestrated with Kubernetes, already processes over 500 million PIX transactions per day.

It is highly scalable and reliable, ready for critical and complex operations for large clients.

A success in performance and innovation!"







Expanding Our Solutions Portfolio

In 2024, Matera acquired InfoTreasury, which offers advanced treasury solutions, enabling us to add even more value to our clients with our robust, complete, and innovative financial core.



Compliance

We believe that the sustainable success of Grupo Matera is built on solid foundations of ethics, integrity, and transparency. Committed to the non-negotiable value of **#wehavesteadfastethics**, we have implemented a comprehensive Compliance Program.

It ensures conformity with internal and external laws, regulations, and norms, in addition to cultivating a culture of responsibility and integrity in all collaborators and stakeholders.

Grupo Matera's Compliance Program has existed since 2019 and plays an important role in guaranteeing the company's Governance through its 9 pillars.





Support from Senior Management

The example comes from above

to conformity and governance."

Even before the implementation of the Compliance Program, we knew that Senior Management Support was one of the most important pillars to guarantee the integrity of the Program, fundamental to ensure its credibility and allow its consolidation in a short period of time. We understand that maintaining this focus and providing all the necessary support to our Compliance is the best way to ensure that our non-negotiable value ##wehavesteadfastethics

is truly the basis of our relationships and guides us in

the purpose of transforming our clients' business.

The results presented here reflect our commitment





Code of Ethics and Conduct



- The Code of Ethics and Conduct is a set of ethical principles and norms, whose objectives are to improve ethical culture and manage internal and external conflicts of interest.
- The principles that govern it are the company's values and purpose, and from these, guidelines are defined that should guide the conduct of all professionals, clients, suppliers, partners, and the community in a transparent, respectful, and coherent manner.

access the document





Periodic

monitoring of risk factors

+ 2,000 hours

of mandatory training conducted

To demonstrate the Compliance Program in practice, we present the main figures and results achieved by the Compliance team in 2024:

+ 60 policies

/procedures developed/updated

97.7% adherence

to the Code of Ethics and Conduct training

+ 200 suppliers

and partners evaluated in the Due Diligence process

Two certifications achieved

SOC2 TYPE II - AICPA
Ethical Culture Seal - Digital Ombudsman



Matera's Ethics Channel

The channel offers openness to any violation or suspected ethical transgression that may violate the Code of Ethics and Conduct, the Anti-Fraud and Corruption Policy, and other Policies of Matera's Group.

Complaints related to Matera Brasil:

canal.ouvidordigital.com.br/matera

Complaints related to Matera Inc (United States)

canal.ouvidordigital.com.br/matera_en



Seals and Awards













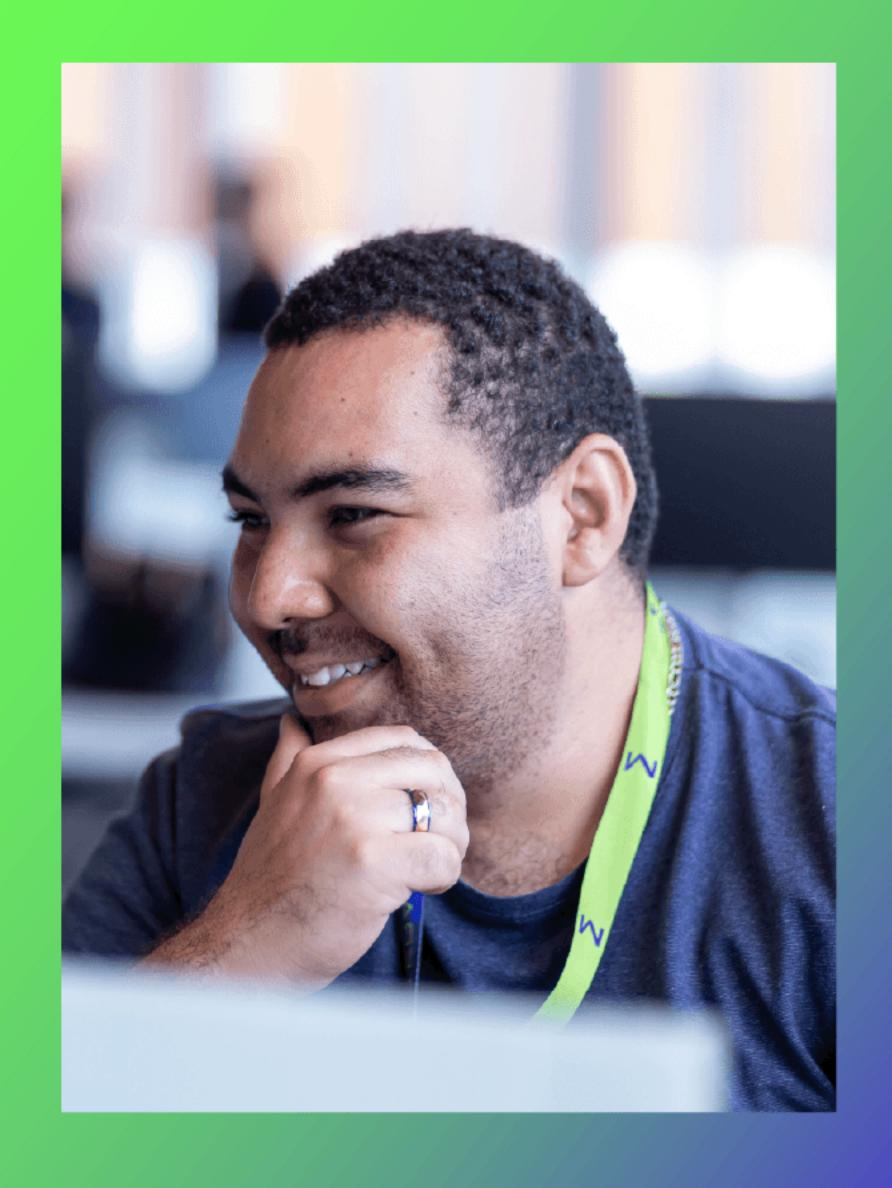




We are Empresa Cidadã

Since 2020, Matera has joined the **Empresa Cidadã program**, which grants the right to extended maternity and paternity leave.

Mothers, who previously had four months of leave, can request two more, totaling six months. Fathers, who previously had five days, can request fifteen more, totaling twenty days.





Our commitment to the SDGs

The Sustainable Development Goals are part of the UN's 2030 Agenda, where we seek to operate in fair, egalitarian, and diverse work practices.

Annually, we carry out the Communication on Progress with the Global Compact, of which Matera has been a participant since 2021, demonstrating its public commitment to the ten principles that contribute to the areas of human rights, labor relations, the environment, and the fight against corruption.





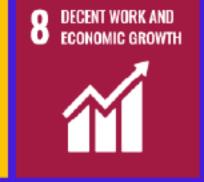








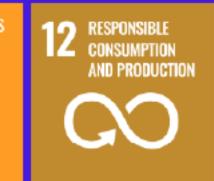


















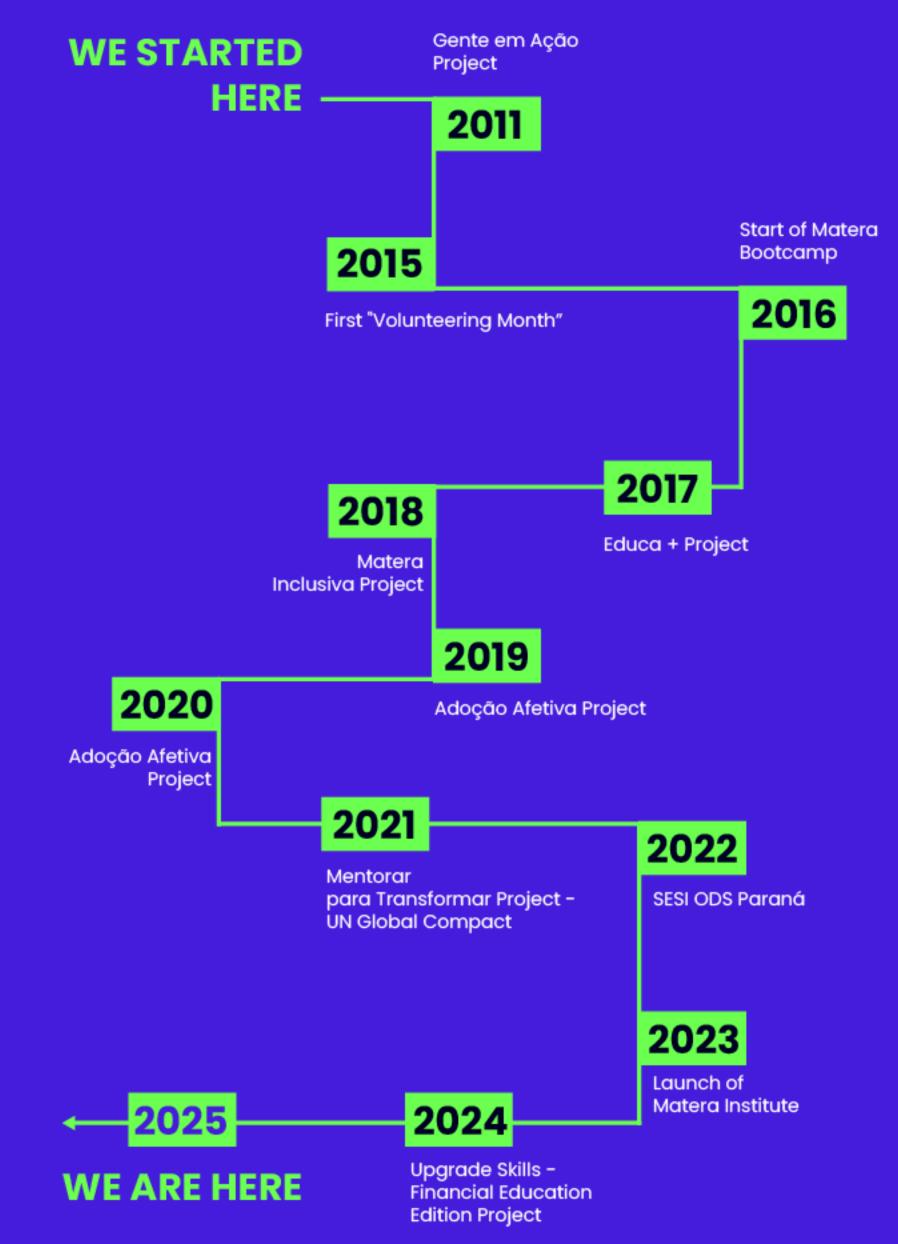




ESG

Our ESG structure

In addition to ESG being a strategic pillar at Matera, we also have an area that directly works with environmental, social, and corporate governance aspects, promoting an even more sustainable culture in our daily lives.





Balance Sheets/ Financial Statements

The Company hired the independent audit services of PricewaterhouseCoopers Auditores Independentes Ltda.



Balance Sheets as of December 31, 2024 and December 31, 2023

		Contro	ladora	Consolidado		
Ativo	Nota	2024	2023	2024	202	
Circulante						
Caixa e equivalentes de caixa	9	135.172	87.050	185.251	150.886	
Títulos e valores mobiliários	10	114.543	-	225.801	103.300	
Contas a receber de clientes	11	14.592	12.329	18.034	18.503	
Ativos de contrato	27.b	-	1.436	-	2.994	
Impostos a recuperar	12	2.400	2.590	3.835	4.193	
Despesas antecipadas	13	3.518	2.378	3.920	2.665	
Outros créditos	13	764	700	878	706	
Total do ativo circulante		270.988	106.483	437.717	283.247	
Não circulante						
Depósitos judiciais		56	-	88	26	
Imposto de renda e contribuição social diferidos	32	5.845	5.754	9.434	-	
Direito de indenização	13	-	-	929	928	
Total do realizável a longo prazo		5.901	5.754	10.451	954	
Direito de uso	20.a	1.610	1.143	6.035	1.406	
Imobilizado	15	1.185	2.269	3.880	2.552	
Investimentos	14	1 50.701	132.148	-	-	
Intangível	16	632	640	124.250	77.997	
		154.128	136.200	134.165	81.955	
Total do ativo não circulante		160.029	141.954	144.616	82.909	
Total do ativo		5.902	5.754	10.451	954	

		Controladora		Consolidado	
Passivo		2024	2023	2024	2023
Circulante					
Fornecedores	17	1.539	3.837	4.681	7.084
Obrigações com portadores	18	-	-	92.287	80.557
Empréstimos e Financiamentos	19	-	-	307	338
Passivo de arrendamentos	20.b	723	80	1.845	332
Obrigações trabalhistas	21	31.086	27.931	36.454	32.024
Obrigações fiscais	22	2.767	1.979	3.259	2.405
Imposto de renda e contribuição social	32	4.637	1.418	5.761	2.116
Passivos de contrato	27.b	1.661	-	1.096	-
Obrigações por aquisições de investim.	23	1.914	2.588	1.914	1.120
Outras obrigações	24	11.288	12.463	13.189	14.417
		55.615	50.295	160.793	140.392
Não circulante					
Passivo de arrendamentos	20.b	1.004	1.180	4.703	1.180
Empréstimos e Financiamentos	19	-	-	217	523
Imposto de renda e contribuição social diferid	os 32	-	-	14.990	5.754
Provisão para contigências	25	47	157	14.156	6.745
Obrigações por aquisições de investimento	23	60.987	49.466	60.916	49.466
		62.038	50.803	94.983	63.668
Total do passivo		117.653	101.098	255.776	204.060
Patrimônio líquido					
Capital social	26.a	200.000	123.739	200.000	123.739
Ajuste de avaliação patrimonial	26.c	4.586	844	4.586	844
Reservas de lucros	26.b	95.792	11.601	95.792	11.601
Patrimônio líquido controladores		300.378	136.184	300.378	136.184
Participação de não controladores	26	-	-	13.192	14.755
Total do patrimônio líquido		300.378	136.185	313.570	150.939
Total do passivo e patrimônio líquido		418.032	237.283	569.347	355.001



Statements of Comprehensive Income Periods ended December 31, 2024 and 2023

2 2 2 30 30	2024 339.767 (186.939) 152.828 (10.137) (57.818) (13.477)	2023 277.103 (155.506) 121.597 (10.208) (40.130)	2024 418.742 (246.743) 171.999 (25.026) (68.179)	2023 346.996 (208.429) 138.567 (21.367)
2 30 30	(186.939) 152.828 (10.137) (57.818)	(155.506) 121.597 (10.208) (40.130)	(246.743) 171.999 (25.026)	(208.429) 138.567
2 30 30	152.828 (10.137) (57.818)	121.597 (10.208) (40.130)	171.999 (25.026)	138.567
30 30	(10.137) (57.818)	(10.208) (40.130)	(25.026)	
30 30	(10.137) (57.818)	(10.208) (40.130)	(25.026)	
30 30	(57.818)	(40.130)		f manage at a
30	`			(48.958)
		(20.901)	(15.735)	(21.911)
	(568)	(1.535)	(940)	(963)
	361			618
1	2.206		_	-
	73.395	54.493	62.515	45.986
31	11.144	13.921	26.299	27.786
31	(1.936)	(482)	(1.953)	(557)
	9.208	13.439	24.346	27.229
	82.602	67.932	86.861	73.215
32	(28.012)	(18.636)	(34.372)	(25.087)
32	92	(2.330)	3.365	(1.730)
	54.682	46.966	55.854	46.398
	54.682	46.966	54.682	46.966
	-	-	1.172	(568)
	54.682	46.966	55.854	46.398
	54.682	46.966	55.854	46.398
	52,9440	52,5879	54,0790	51,9520
	31 31 32	361 1 2.206 73.395 31 11.144 31 (1.936) 9.208 82.602 32 (28.012) 32 92 54.682 - 54.682 54.682	361 1.829 1 2.206 3.841 73.395 54.493 31 11.144 13.921 31 (1.936) (482) 9.208 13.439 82.602 67.932 32 (28.012) (18.636) 32 92 (2.330) 54.682 46.966	361 1.829 396 1 2.206 3.841 - 73.395 54.493 62.515 31 11.144 13.921 26.299 31 (1.936) (482) (1.953) 9.208 13.439 24.346 82.602 67.932 86.861 32 (28.012) (18.636) (34.372) 32 92 (2.330) 3.365 54.682 46.966 55.854 54.682 46.966 54.682 - - 1.172 54.682 46.966 55.854 54.682 46.966 55.854



Statements of Comprehensive Income Periods ended December 31, 2024 and 2023

	Controladora		Consolida	do
	2024	2023	2024	2023
Lucro líquido do exercício	54.682	46.966	55.854	46.398
Outros resultados abrangentes				
Aumento participação societária em controladas	399	-	399	-
Diferenças cambiais de conversão de operações no exterior	3.343	(1.775)	3.343	(1.775)
Resultado abrangente do período	58.423	45.191	59.596	44.623
Resultado abrangente total atribuído a				
Acionistas controladores	58.423	45.191	58.423	45.191
Acionistas não controladores	-	-	1.172	(568)
Resultado abrangente do exercício	58.423	45.191	59.596	44.623



Statements of Changes in Equity Periods ended December 31, 2024 and 2023

	Integralizado	Reserva legal	Reserva de retenção	Reserva de Capital	Ajustes de avaliação patrimonial	Lucros acumulados	Total	Participação de não controladores	Total do patrimônio líquido
Saldos em 31 de dezembro de 2022	123.739	8.317	80.909	-	2.619	-	215.584	9.484	225.068
Lucro líquido do exercício	-	-	-	_	-	46.966	46.966	(568)	46.398
Outros resultados abrangentes	-	-	-	-	(1.775)	-	(1.775)	-	(1.775)
Destinações:									-
Constituição de reserva legal	-	2.348	-	-	-	(2.348)	-	-	-
Dividendos minimos do exercício	-	-	-	-	-	(11.154)	(11.154)	-	(11.154)
Reserva de capital - transação com minoritários			(23.958)			-	(23.958)		(23.958)
Retenção de lucros	-	-	(56.536)	-	-	56.536	-	-	-
Distribuição de lucros controladas aos seus acionist	-	-	-	-	-	(90.000)	(90.000)	(1.446)	(91.446)
Incorporação de controlada									-
Aumento de capital - integralizado	-	-	-	-	-	-	-	-	-
Aumento de capital - integralizar	-	-	-	-	-	-	-	-	-
Transações com pagamento baseado em ações	-	-	521	-	-	-	521	-	521
Mudanças na participação em controladas							-		-
Participações adquiridas de não controladores	-	-	-	-	-	-	-	7.285	7.285
Saldos em 31 de dezembro de 2023	123.739	10.665	936	-	844	-	136.184	14.755	150.941
Lucro líquido do exercício	-	-	-	-	-	54.682	54.682	1.172	55.854
Outros resultados abrangentes	-	-	-	-	3.343	-	3.343	-	3.343
Destinações:									
Aumento/perda participação em controladas	-	-	-	-	399	-	399	-	399
Constituição de reserva legal	-	2.734	-	-	-	(2.734)	-	-	-
Dividendos minimos do exercício	-	-	-	-	-	(12.987)	(12.987)	-	(12.987)
Constituição de reserva de lucro			38.961			(38.961)			
Aumento de Capital	44.950	-	(33.796)	-	-	-	11.154	-	11.154
Distribuição de lucros controladas aos seus acionist	-	-	-	-	-	-	-	(1.956)	(1.956)
Aumento de capital - integralizado	31.311	-	-	75.571	-	-	106.882	-	106.882
Transações com pagamento baseado em ações	-	-	616	-	-	-	616	-	616
Mudanças na participação em controladas									
Participações adquiridas de não controladores	-	-	105	-	-	-	105	(780)	(675)
Saldos em 31 de dezembro de 2024	200.000	13.399	6.822	75.571	4.586	-	300.378	13.192	313.570



Statements of Cash Flows Periods ended December 31, 2024 and 2023

			Controladora		idado
	Nota	2024	2023	2024	2023
FLUXOS DE CAIXA DAS ATIVIDADES OPERACIONAIS Lucro antes do imposto de renda e da contribuição social		82.602	67.932	86.861	73.214
Ajustes por:					
Provisão para perda esperada com créditos de liquidação	11	568	1.535	940	963
Amortização e depreciação	6a e 16b	2.141	2.575	6.811	4.640
Depreciação Direiro de Uso	20.c	1.609	616	1.723	527
Juros e variações cambiais	20.c	241	(595)	423	(153)
Constituição (reversão) para ajuste de ativos e contingências	25	(110)	157	(3.079)	188
Pagamento baseado em ações		616	521	616	521
Resultado da equivalência patrimonial	14	(2.206)	(3.841)	-	-
Resultado com a venda ativos imobilizado	6a e 16b	373	120	557	120
VARIAÇÕES NOS ATIVOS E PASSIVOS					
Contas a receber de clientes		(2.488)	714	468	(258)
Impostos a recuperar		(189)	(148)	358	(6.471)
Despesas antecipadas e outros créditos		(1.260)	171	2.510	(6.999)
Fornecedores		2.298	2.764	(2.539)	2.124
Salários, férias e encargos a pagar		(3.154)	6.573	4.355	7.585
Impostos e contribuições a recolher		8.328	(8.763)	(13.138)	254
Obrigações com portadores	18	-	-	11.731	10.468
Outras obrigações		(14.040)	2.616	(699)	3.024
CAIXA GERADO PELAS (APLICADO NAS) ATIVIDADES		75.330	72.948	97.898	89.747
OPERACIONAIS		101000	121010	011000	VVIII 11
Juros pagos		(5)	(51)	(46)	(67)
Imposto de renda e contribuição social pagos		(12.334)			(12.393)
CAIXA LÍQUIDO PROVENIENTE DAS (APLICADO NAS)		62.990	63.693	80.062	77.287
ATIVIDADES OPERACIONAIS		02.000	00.000	001002	111201
FLUXOS DE CAIXA DAS ATIVIDADES DE INVESTIMENTOS					
Aquisição de ativo imobilizado e intangível	15 b	(1.418)	(2.514)	(14.528)	(2.661)
Aquisição de participação em controladas	14 b			(26.000)	(9.453)
Aumento (redução) capital investida	14 b		(4.823)	8.441	(3.000)
Títulos e valores imobiliários		(114.543)	-	(122.501)	(11.621)
Dividendos recebidos		_	18.139	-	-
CAIXA LÍQUIDO USADO NAS ATIVIDADES DE INVESTIMENTO		(120.831)	(914)	(154.588)	(26.735)
FLUXOS DE CAIXA DAS ATIVIDADES DE FINANCIAMENTOS					
Dividendos e juros sobre o capital próprio pagos	23.d	-	(99.996)	(1.956)	(101.442)
Aumento de capital	23.a		1		-
Aumento de capital controladora		31.311	-	31.311	-
Aporte de caixa investidores		75.571	-	75.571	-
Captação e Pagamentos de empréstimos e financiamentos		_	_		(66)
Pagamentos de arrendamentos mercantis		(920)	(555)	(1.260)	(478)
CAIXA LÍQUIDO USADO NAS ATIVIDADES DE FINANCIAMENTO		105.962		103.667	(101.986)
AUMENTO DO CAIXA E EQUIVALENTES DE CAIXA		48.121	(37.772)	29.140	(51.434)
Caixa adquirido por combinação de negócios			- 1	1.482	4.627
Ganhos (perdas) cambiais sobre caixa equivalentes de caixa				3.742	(1.775)
Warner and a series of the ser					
Caixa e equivalentes de caixa em 1º de janeiro	9	87.050	124.822	150.886	199.467
Caixa e equivalentes de caixa em 31 de dezembro	9	135.172	87.050	185.251	150.886
Aumento do caixa e equivalentes de caixa		48.121	(37.772)	34.364	(48.581)
THE TOTAL OF THE POPULATION OF			,		





Our way of caring



To care for your well-being, body and mind

At Matera, the well-being of Materanos and Materanas is paramount. We value each individual and offer special benefits to ensure their comfort and happiness.

We offer Dental Health Plans, Physical and Mental Health Incentive Programs, Food Package (flexible card) and Transport, as well as Life Insurance.



To care for your education and career

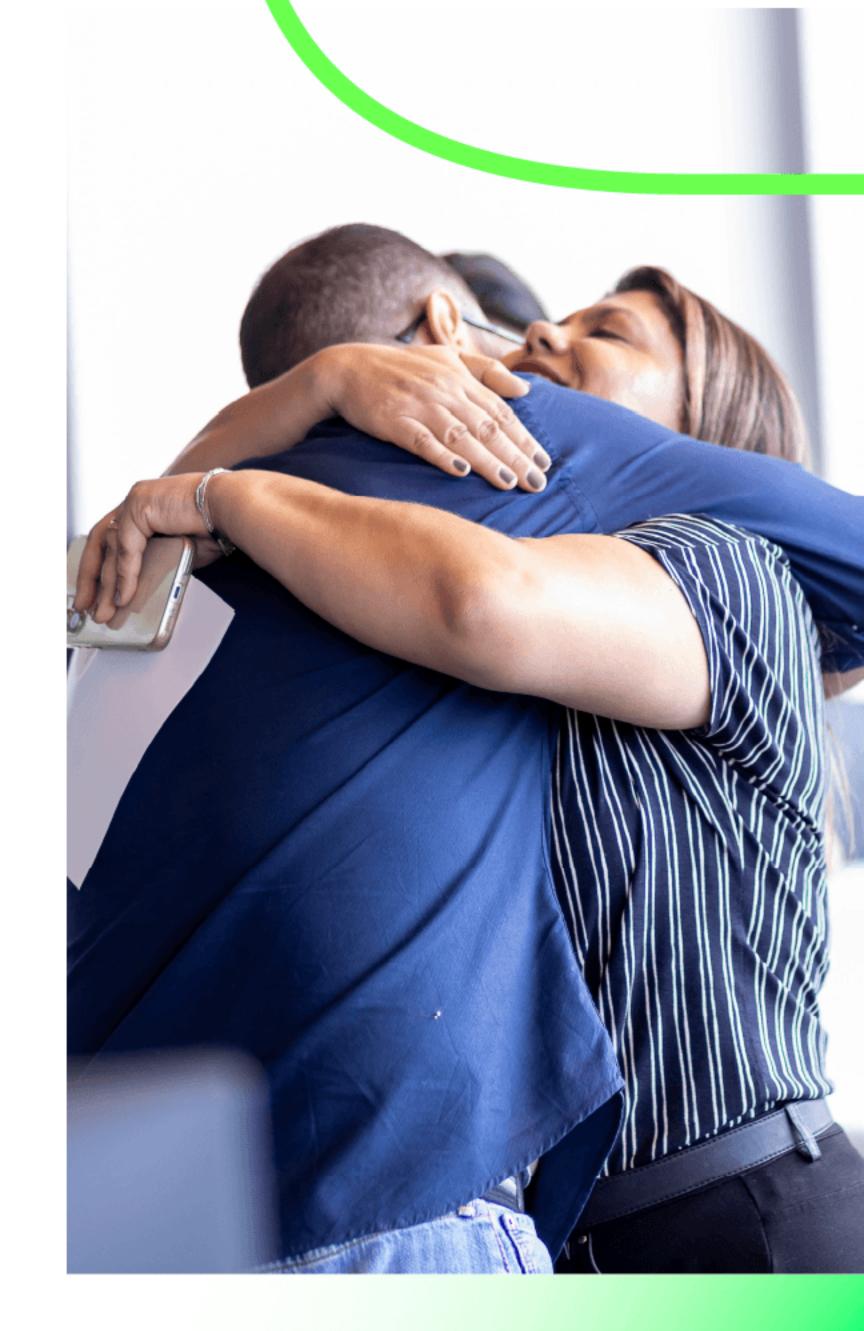
We invest in the professional development of Materanos. We offer benefits that support continuous education and career planning for solid and constant growth: Study Aid,

Training at UniMatera Corporate University, Career Monitoring with Development and PDI and Performance Cycles.

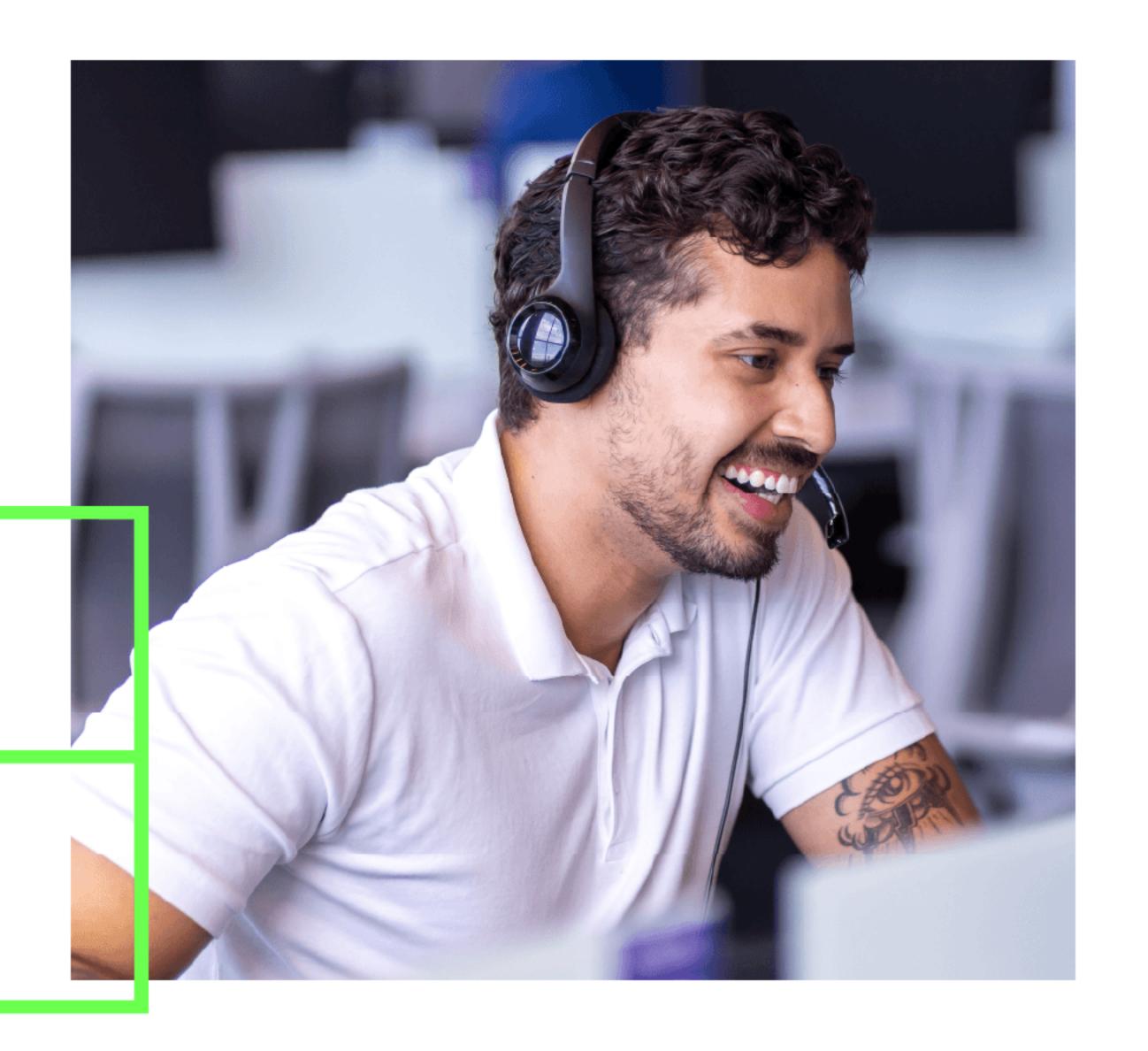


To care for your family

We understand the importance of family moments and the balance between professional and personal life. We provide benefits that value and encourage quality time with those we love: Nursery Aid, Parental Leave (Extended Paternity and Maternity) and Matera Baby (a welcome kit for a new child in the family).







Ownboarding of new professionals and Professional Development

With welcoming, care, and attention, we conduct the onboarding of new professionals, who can always learn more about the company, its practices, values, and understand the work of each area. Furthermore, everyone also has the opportunity to develop professionally with various training sessions, which in 2024 totaled:

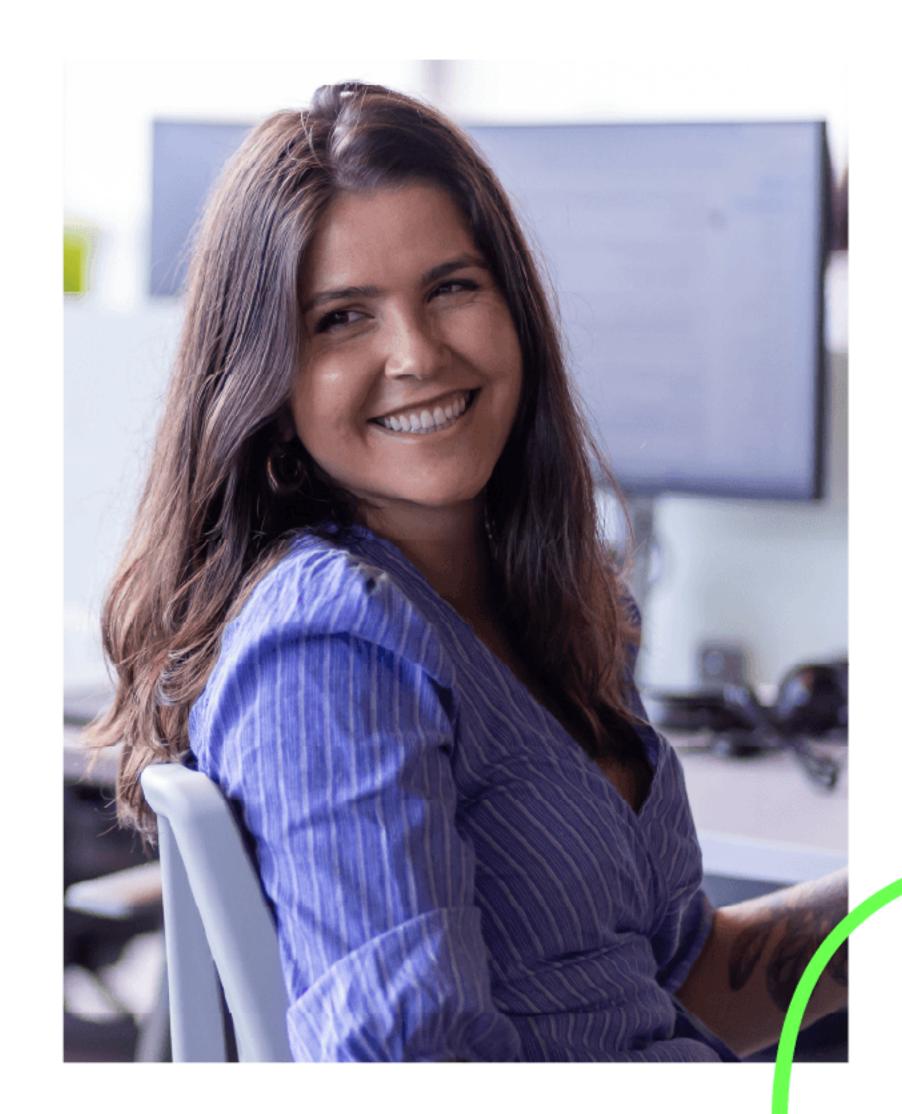
Investing to Grow - 8.014h Welcome Ownboarding - 6,848h

Amazing, isn't it?!



Talent Pool

Here it's #webuildhumanconnections and #wearestrongertogether, which is why we proudly present our talent pools dedicated to people with disabilities, the LGBTQIAPN+ community, and Black people. We want to continue building a team that reflects the richness of society and embraces differences as a source of innovation. Join us on this inclusive journey and let's together shape a more representative and impactful technological future.







Knowledge Management:

An important organizational asset

Knowledge Management emerged at Matera in 2020 as a tool that aids in human capital retention, in addition to supporting the processes of recording, transferring, and using knowledge in the daily lives of our Clients, Employees, and Partners. The area ensures the materialization of knowledge in a rich knowledge base, ensuring accessibility to information, bringing much more quality to the service provided to our Clients and Partners.

Currently, there are more than 16 products with knowledge-rich documentation, which are constantly updated, evolving as our products evolve.

There are more than 540 guides and, together, more than 160 training sessions, available on an exclusive training portal for clients and partners.



Culture Ambassadors

Our celebration of the ambassadors of our culture and values, where we reward Matera's leaders and non-leaders in an event that recognizes them as inspiring people and examples of our values!

Espresso Meeting

An informal meeting that can be a lunch or coffee, with our president. This exchange of ideas, strategies, and casual chat, totally **#webuildhumanconnections**, are fundamental to strengthening our culture and achieving even better results.



Celebrations

- International Women's Day
- International Down Syndrome Day
- IT Professional Day
- Programmer's Day
- Intern's Day!
- Nerd Pride Day!
- LGBTQIAP+ Pride Day
- National Health Day
- International Friendship Day!
- World Rock Day
- International Day of Persons with Disabilities
- Black Consciousness Day
- Giving Tuesday







Events that marked 2024

- Febraban Tech 2024
- Money2020
- NRF
- Autocom
- 19th National Congress of Knowledge Management
- StartUp Day
- Campinas Innovation Week
- Expo ESG Piracicaba
- Customer Day
- 45th CBPP Brazilian Congress of Private Pension
- Education Week
- Corporate Volunteerism Study Group



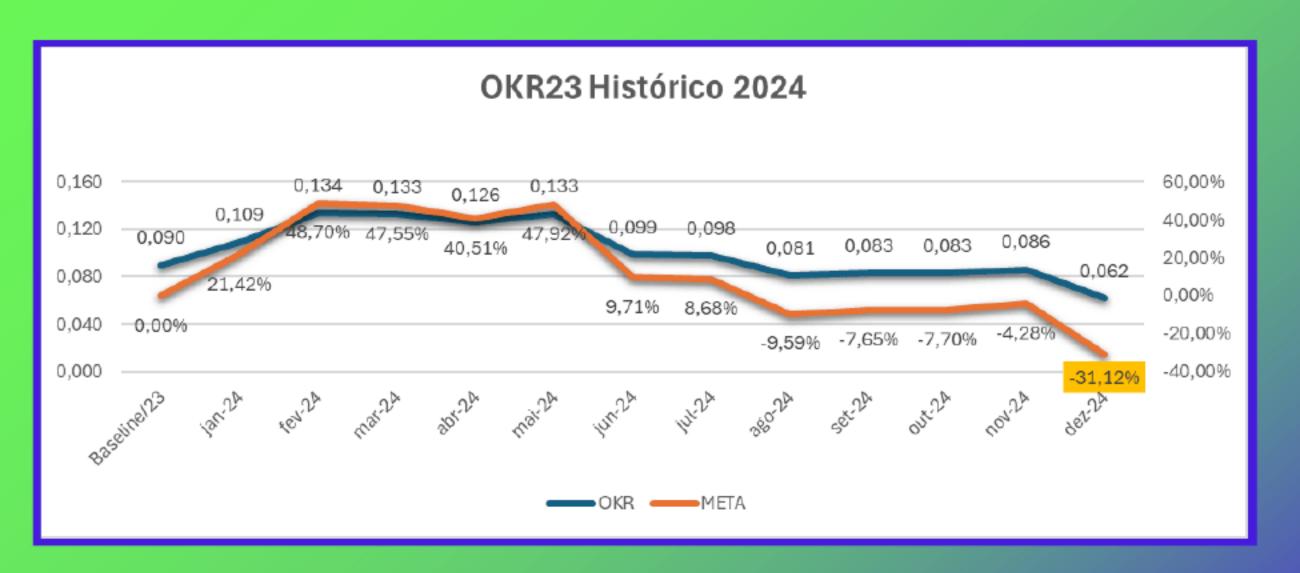
Environmental Initiatives

Matera's CO2 emissions measurement is carried out through the Greenhouse Gas Inventory, an initiative that aims, above all, to elaborate more efficient strategies for reducing environmental impacts.

Furthermore, for two years now, we have been monitoring our cloud production environments to reduce CO2 emissions. And, by the end of 2024, we identified a reduction of more than 30%, which has given us direction to be even more sustainable.

We also have a continuous campaign for collecting pull tabs and plastic caps, where we help the "Campanhas Tampinha Legal and Eu Ajudo Na Lata" (Legal Cap Campaigns and I Help in the Can) to exchange these items for wheelchairs for people with disabilities.

We rely on responsible disposal of electronic waste, in which disused equipment is properly allocated, minimizing environmental impacts.



Communications

- **ESG News:** Monthly newsletter with information about this pillar inside and outside Matera.
- WOW Byte: Monthly content capsule with topics from across the company.
- **WOW Time:** Space created to be the Materano's guide, with all important information about the processes of the People area, such as benefits, culture, communication, and all news about what happens in the company.



ESG Committees

Social Impact, Transformation, and Awareness of Matera employees from various areas and regions who work on environmental, social, educational, and inclusive actions and projects.





Education Comittee



Book Club

Animal Care Booklet

5 Minutes of Learning

Conversation Club

Materaninhos Storytelling Contest

Materaninhos Drawing Contest



Environmental Committee

Environment Week

Creation of Matera Secondhand Shop (Bazaar/Thrift Store)

Post about conscious disposal of electronic equipment at Unicamp's Vértice Building



Posts on the ESG channel, starting with ecological items for Carnival

Posts with environmental content, with tips and information



Social Committee

Solidarity Easter

(Eller)

Solidarity Winter

Solidarity Christmas

Blood Donation Campaign

Volunteer Month



Diversity Committee

Day of Struggle for Persons with Disabilities

Father's Day

International LGBTQIAPN+ Pride Day

Mother's Day

Live for International Women's Day

Black Consciousness Month



Women's Equality Day

Elderly Person's Day

Internal dissemination of good news related to diversity and inclusion in Brazil and worldwide





Projects with the community

Adoção Afetiva Project:

Partnership with the State School Luiz Gonzaga Horta Lisboa, in Campinas/SP, through the State Department of Education of São Paulo, where meetings are held with teachers and management team, donation of notebooks, and activities with students.





Central de Sustentabilidade

-Sustainability Hub

In an effort to encourage the engagement of schools, teachers, and students with the Sustainable Development Goals, we connected with the Sustainability Hub. The project, carried out in the city of Maringá-PR, has the mission of implementing a center for education and cooperation to develop activities related to sustainability and ESG.

Ĺ

n its first edition, the Sustainability Hub created sustainability committees in two full-time schools, mobilizing 14 students and 4 public school teachers. As a result, two socio-environmental impact projects were created: one focused on the collection of used cooking oil, in which students transformed the residue into soap, and another that established a battery collection point, promoting the correct disposal of the material.

In addition to the direct participants, the initiative indirectly impacted 1,326 students, expanding awareness about the importance of sustainability and environmental responsibility in schools and in the local community.



TrendsIT

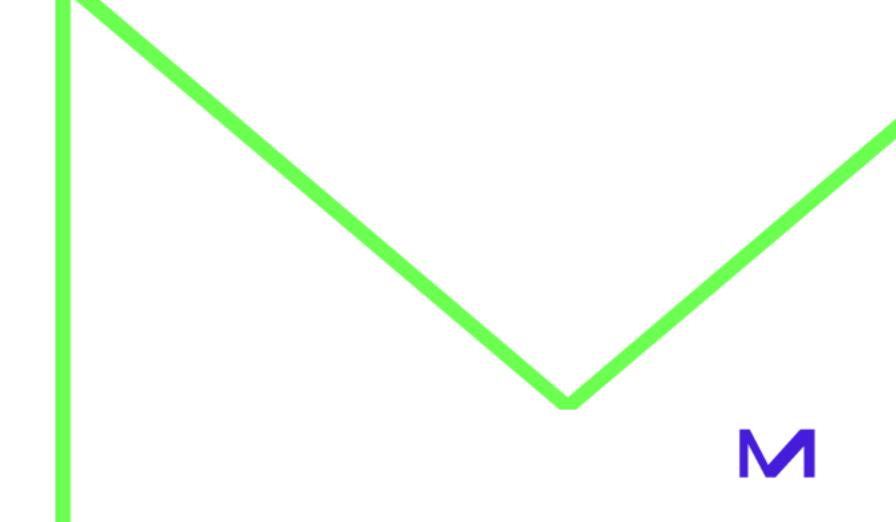
In partnership with Núcleo Softex Campinas, we opened Matera's doors to welcome students from the Program to put their knowledge into practice in technology areas.

Conectando Gerações Project

Digital Literacy for the elderly in the city of Maringá/PR, in partnership with the Rocket Girls group.

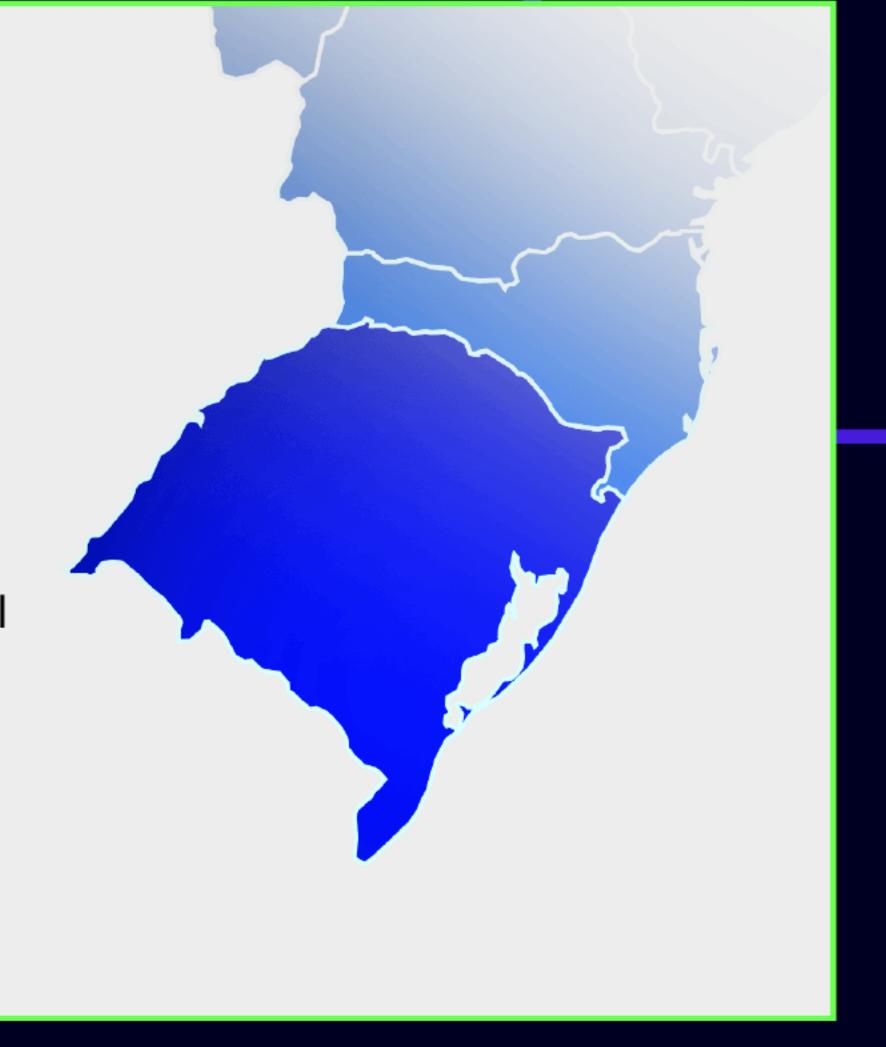
Matera Inclusiva

Training for young people with intellectual disabilities and/or Down Syndrome for the job market, in various areas of Matera, and takes place in partnership with the Down Syndrome Foundation, from Campinas/SP.



É **JUNTO** QUE SUPERAMOS AS ADVERSIDADES

Matera unida pelo Rio Grande do Sul



With the support of Matera and its professionals, we supported families affected by the floods in Rio Grande do Sul and also donated 30 notebooks to the Mãe de Deus hospital.



Corporate Income Tax Contribution

In 2024, our corporate income tax contribution was directed towards cultural, sports, and health projects through government tax incentive programs.

Also, at year-end, we selected new projects to be executed in 2025:

FMDCA

Instituição Beneficiada: Hospital Pequeno Príncipe (Projeto Direito à Vida IV) Instituição Beneficiada: Fundação Educar

FUNDO PRÓ IDOSO

Instituição Beneficiada: Hospital de Amor de Barretos (Projeto Amparo ao Idoso)

LEI DE INCENTIVO AO ESPORTE

Instituição Beneficiada: Escolinha de Triathlon de Campinas

LEI DE INCENTIVO À CULTURA

Instituição Beneficiada: Cia de Dança de Campinas (Projeto Dança e Cidadania)

Instituição Beneficiada: Instituto Dexis (Projeto Conta Outra) Instituição Beneficiada: A mágica da Vida

PRONAS:

Instituição Beneficiada: Fundação Toque (Serviço Multidisciplinar de habilitação e reabilitação)

PRONON

Instituição Beneficiada: Hospital Boldrini (Projeto Imunoengenharia antineoplásica)

FMDCA

Instituição Beneficiada: Hospital Pequeno Príncipe (Pelo Direito à Vida) Instituição Beneficiada: Associação de Fomento ao Ensino Técnico para Jovens (Mudando Minha História) Instituição Beneficiada: Fundação Educar DPaschoal.

FUNDO PRÓ IDOSO

Instituição Beneficiada: Hospital de Amor de Barretos (Projeto Amparo ao Idoso)

LEI DE INCENTIVO AO ESPORTE

Instituição Beneficiada: Escolinha de Triathlon de Campinas

LEI DE INCENTIVO À CULTURA

Instituição Beneficiada: Cia de Dança de Campinas (Projeto Dança e Cidadania) Instituição Beneficiada: Instituto Dexis (Projeto Conta Outra) Instituição Beneficiada: Instituto São Paulo de Arte e Cultura (Elas na Rede - Núcleo de Tecnologia de Sumaré)

PRONAS

Instituição Beneficiada: Hospital Boldrini (Inovação Tecnológica com o uso de tecnologia assistiva e inteligência artificial na Reabilitação do grande incapacitado)

PRONON

Instituição Beneficiada: Hospital do Câncer de Londrina (Oncologia de Precisão : Ciência, tecnologia e cuidados centrados no paciente)



+50 actions by the committees

Environmental, Diversity, Education and Social

+1300 hours

Of corporate volunteering

18 hours

Of corporate volunteering per capita

+R\$500 Thousand

Invested

Social Impact

+over 6 Thousand

People impacted





The link to social transformation through education





This year, we celebrate the first anniversary of the Matera Institute, which was born as a result of Matera's trajectory and its presence in the community, which has always positively impacted the lives of many people through education. And, we are the link to carry out projects that generate inclusion and continuous improvement opportunities.



Projects in partnership with Matera

Upgrade Skills - Financial Education

Mentorship on personal finance for teachers and parents from EE Horta Lisboa.

BootCamp

Online and free courses in technology for people looking to improve their knowledge and enter the IT market.

Educa+

English classes for children aged 4 to 6 from the Lar Ternura daycare.



Mentorar para Transformar

Mentorship on hard and soft skills for young people who are looking for job opportunities in the market.





Tamiris Cella ESG Team

ESG: We all make it happen!

We have reached the final pages of the 2024 ESG Report, which, starting this year, is inspired by the GRI methodology, a market practice that we are incorporating, and that reflects a lot about our transparency and how we act in society.

It's remarkable how we reinvent ourselves and reinforce our daily values; they are what guide how we act in the face of challenges and opportunities to transform the market in which we operate, and the community we support.

We want to connect even more with you! **Use <u>this form</u>** to share your impressions about the Report and even suggest projects in which we can act in partnership. Your contribution is fundamental for us!

Thank you to everyone who walks with us on this journey called ESG, because we all make it happen!

A big hug!



GRI Summary

Standard	GRI	Topic Standards	Pages
The organization and its reporting practices	2-1	Organizational details	5, 10
	2-2	Entities included in the organization's sustainability reporting	5, 10
Activities and workers	2-6	Activities, value chain and other business relationships	5, 12,
	2-7	Employees	11
Governance	2-9	Governance structure and composition	24, 41
Strategy, policies and practices	2-22	Statement on sustainable development strategy	1, 20, 25, 39, 55
	2-26	Mechanisms for seeking advice and raising concerns	15
Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	32, 36
Training and Education	404-1	Average hours of training per year per employee	33
	404-2	Programs for upgrading employee skills and transition assistance programs	33, 35, 40
Local Communities	413-1	Operations with local Community engagement, impact assessments, and development programs	46, 50, 52





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