

Chapter 4

# Education and Entrepreneurship for Social Transformation



# 2022 Highlights

2022 marked a year of **major transformations at Localiza&Co.**

In line with the Company's vision of the future, the results achieved in the year reinforced our capacity for growth combined with the generation of value for the stakeholders with which we relate, continuing our journey of positive impact and making us more prepared to raise even higher heights.

## Education and Entrepreneurship for Social Transformation

- » **Instituto Localiza** completed its **first year of operation**, impacting more than 12,000 young people, supporting 49 projects across the country, with an investment of **R\$3.6 million in direct donations**
- » Creation of **eLLas**: program focused on the development of **female leadership**. The first group was attended by 25 female employees
- » Launch of **Pluraliza**, program to develop self-declared black and brown analysts
- » **4<sup>th</sup> place in the Great Place to Work (GPTW)**

- » Among the Best Companies to Work For in the GPTW Women ranking
- » Women in Leadership Award 2023 from WILL Women in Leadership in Latin America
- » Recognition among the Best Places for LGBTI+ People to Work Index from the Human Rights Campaign's Global Work Equity Program
- » **+R\$1.5 million** invested in incentive laws for culture, sport, education and care for the elderly
- » **94% favorability** in the Diversity and Inclusion program



# Our Employees

## Team Profile

GRI 2-7 • 2-8 • 202-1 • 405-1 • 405-2

Our team is made up of people who inspire and transform, always looking for extraordinary results, with a passion for delighting customers, while acting in a way that generates value for other stakeholders of the Company.

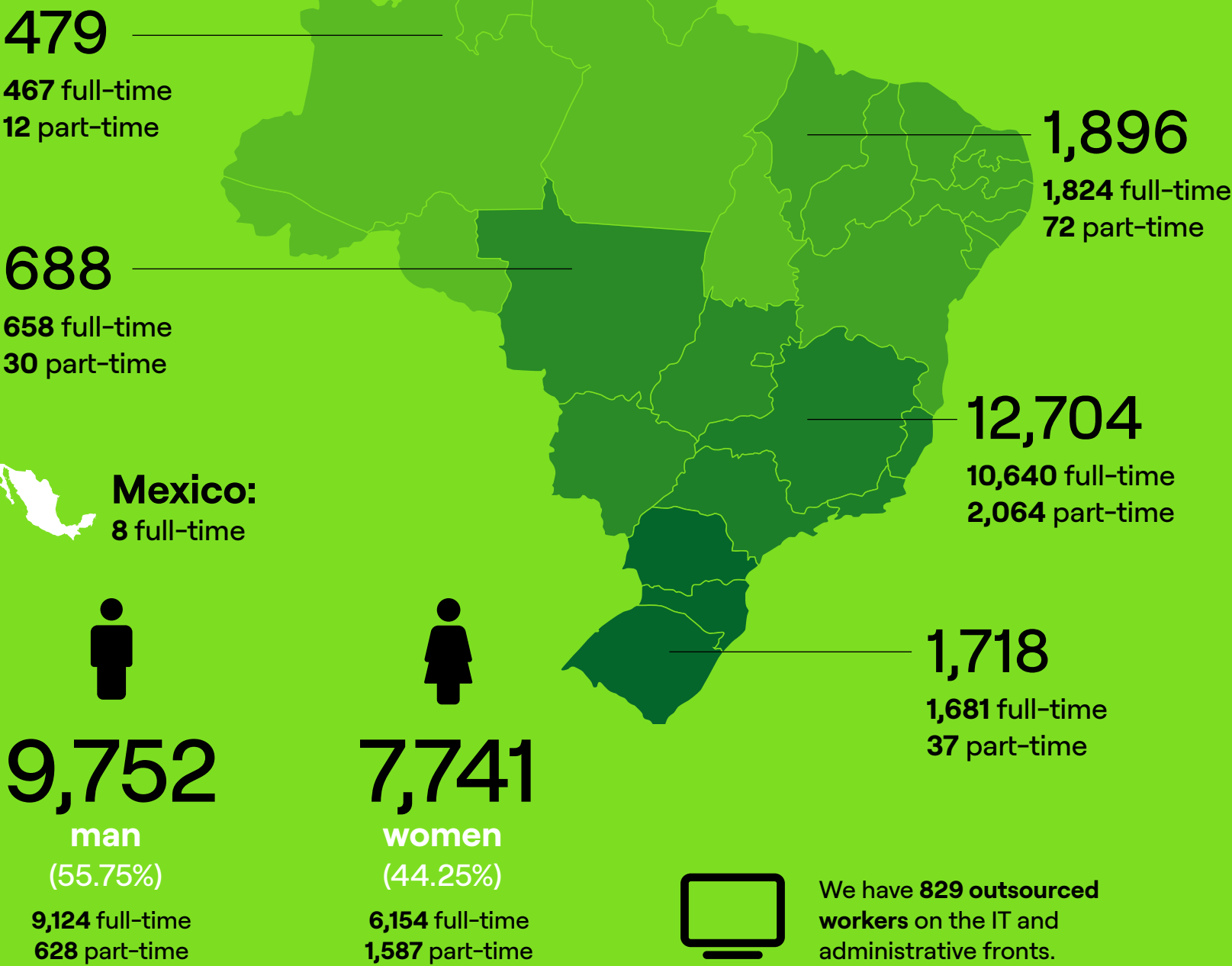
We ended 2022 with 17,493 employees, a 43.1% increase compared to the previous year. The business combination played a significant role in this increase, adding talent for the Localiza&Co development. At the Company, employees can count on the opportunity to develop an internal career, flexible working hours, different work models (on-site, hybrid or remote), a robust compensation package, benefits and various health and well-being care, whether in stores, branches or offices.



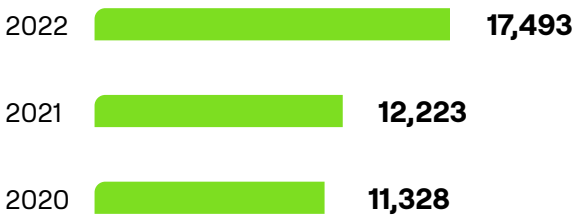


Employee Distribution

17,493  
employees



The Company has 47% of women in leadership, with 26.9% in strategic leadership<sup>1</sup>.



RATIO BETWEEN SALARY AND REMUNERATION OF WOMEN AND MEN<sup>2</sup>

Functional category	Base salary	Average remuneration <sup>4</sup>
	Ratio <sup>3</sup>	Ratio
Executive	0.79	0.85
Director	1.02	1.02
Management	1.01	1.01
Leadership/ Coordination	0.93	0.96
Technician/supervision	0.85	0.87
Administrative	1.01	1.02
Operational	1.20	1.21
Trainee	1.06	1.06
Apprentice	1.01	1.01

Variation between the lowest wage and the minimum wage by gender (R\$)	Women	Men
Lowest salary paid by the Company	R\$1,212.00	R\$1,212.00
Minimum wage determined by legislation or union	R\$1,212.00	R\$1,212.00

<sup>1</sup> Strategic Leadership is made up of Senior Managers, Directors and Executives.  
<sup>2</sup> Statutory employees were disregarded.  
<sup>3</sup> The ratio represents the average salary/remuneration of female employees in the category by the average salary/remuneration of male employees in the same category.  
<sup>4</sup> The remuneration represents, in addition to the salary, the additional earnings the employee receives during the year, such as bonuses, profit sharing, benefits, among others.

# People Development and Retention

GRI 401-1 • 401-2

At Localiza&Co, we develop and train our professionals so that they are always the protagonists of their own careers.

We maintained the benefits of our employees, including: Medical and Dental Assistance, Day Care Assistance, Home Office Assistance, Food Voucher, Meal Voucher, in addition to Discount Club, Gym Agreement, Life Insurance, among others.

To leverage the development and retention of employees, continuous monitoring of their careers is carried out through mentoring, conversations with Business Partners, annual performance evaluation (learn more on page 65), two annual merit and promotion cycles, and periodic reviews of salaries and benefits, in line with industry sector compensation practices. Learn more about the new projects, eLLas and Pluraliza, on page 66.

We follow a compensation management policy in which we evaluate positions according to their complexity and scope of activity. Based on these criteria, we establish salary ranges for each hierarchical level in order to mitigate gender inequalities. However, the lower representation of women in some categories may influence the average compensation ratio.

## Hiring

### EMPLOYEES HIRED BY GENDER

	Number of hires	Hiring rate*
Women	2,455	0.32
Men	3,826	0.39
Total	6,281	0.36

### EMPLOYEES HIRED BY REGION

	Number of hires	Hiring rate*
North	210	0.44
Northeast	682	0.36
Mid-West	313	0.45
Southeast	4,453	0.36
South	615	0.37
Mexico	8	1.00
Total	6,281	0.36

### EMPLOYEES HIRED BY AGE GROUP

	Number of hires	Hiring rate*
X < 30 years old	2,850	0.51
30 < X < 50 years old	3,227	0.29
X > 50 years old	204	0.20
Total	6,281	0.36

## Turnover

### EMPLOYEES WHO LEFT THE COMPANY BY GENDER

	Number of terminations	Turnover rate*
Women	1,648	0.21
Men	2,722	0.28
Total	4,370	0.25

### EMPLOYEES WHO LEFT THE COMPANY BY REGION

	Number of terminations	Turnover rate*
North	187	0.39
Northeast	493	0.26
Mid-West	264	0.38
Southeast	2,964	0.23
South	462	0.27
Total	4,370	0.25

### EMPLOYEES WHO LEFT THE COMPANY BY AGE GROUP

	Number of terminations	Turnover rate*
X < 30 years old	1,581	0.28
30 < X < 50 years old	2,514	0.22
X > 50 years old	275	0.27
Total	4,370	0.24

\* Rate calculated considering the ratio between the number of employees hired or terminated and the total number of the Company's employees, in each of the categories.

# Learning and development

GRI 404-1 • 404-3

## Universidade Localiza

We are a company in constant learning, which believes that the development of our employees is one of the main pillars of support for the L&CO team. For this reason, Universidade Localiza acts with the purpose of boosting the development of employees with learning actions that promote the connection with our culture and strategy, stimulating continuous learning, leadership, innovation and career mobility.

Our education model is segmented by profiles and Learning Journeys, designed and made possible by Universidade Localiza. They are: Essential Journey and Complementary Journey.

Every day, we encourage learner autonomy, creating learning spaces for the exchange of knowledge and ideas, recognizing informal initiatives and the work environment (workplace learning) as the main space for our team’s development.

100% of Localiza&Co **employees** received a performance evaluation in 2022.

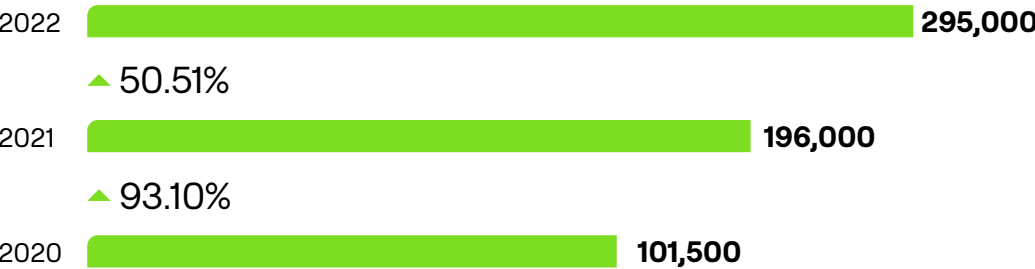
**95.7**  
Our NPS, as assessed by employees.

**R\$6,994,960.00**  
investment in learning, 13% more than in 2021.

**More than 15,000 people trained**  
9% more than in 2021.

**More than 1,800 contents available in various formats,** including: podcasts, articles, videos, distance learning courses, lives, various formations, trails, workshops, etc.

AVERAGE HOURS OF TRAINING



AVERAGE HOURS OF TRAINING BY GENDER AND FUNCTIONAL CATEGORY

Functional category	Women	Men	Average hours of training
Operations	21:44:00	20:22:00	20:29:00
Supervision	23:46:00	15:13:00	20:11:00
Service	19:55:00	17:59:00	19:32:00
Senior Leadership	18:40:00	17:52:00	18:08:00
Intern	16:44:00	17:48:00	17:28:00
Individual Employee	12:30:00	19:38:00	16:53:00
Professionals	12:17:00	13:26:00	12:41:00
Trainee	10:21:00	16:19:00	13:00:00
Sales Team	11:10:00	12:43:00	12:14:00
Apprentice	12:29:00	11:43:00	12:13:00
Executive Director	1:20:00	1:32:00	1:28:00

Average hours of training

16h33min  
men

16h21min  
women



In 2022, we offered and enabled several learning actions. The main ones were:

**1. Essential Learning Journeys:**

Aimed at newly hired employees, it has the purpose of connecting them to L&CO's DNA and providing them with the main tools and content for the performance of their duties. Each journey has its specificity and all of them are divided into pillars: institutional (Welcome to L&CO, culture, GDPL, D&I and Information Security) and specific content by profiles.

**2. Complementary Learning Journey (PDI):**

Intended for all employees who have been with the company for more than 90 days. It comprises specific actions in the employee's development plan (PDI) and/or structural training, to boost their development in essential skills and abilities for the professionals of the future of Localiza. We enabled some corporate training to enrich employees' Development Plans, such as: Leadership Development; Executive MBA; PDE - Executive Development Program; XBA - Xponential Business Administration; Mentoring training; Seasons of knowledge etc.

**3. New Leadership Journey:**

Boost leadership development in essential abilities and skills of Localiza&Co's future leader; Favor protagonism for self-development and the promotion of an favorable environment to exchanges and connections, contributing to extraordinary results, taking into account our Culture and Strategy, Market, and the People, Customer and Results pillars.

**4. Knowledge Season (Discover - UL):**

Its purpose is to create formal and informal learning spaces and opportunities to foster our culture of continuous learning, boosting our employees' learning through protagonism in self-development.

**5. Diversity and Inclusion Trail:**

Its mission is to boost the development of our employees belonging to affinity groups in the Company, such as: race, people with disabilities, gender equality, LGBTI+, migrants, etc.

We also run the we.Labs program, aimed at the development of our Tech team and implemented various initiatives in partnership with our Knowledge Facilitators team - employees who voluntarily dedicate part of their time and know-how to develop and disseminate specific knowledge that is critical and/or strategic for the Company.



## Performance Evaluation

To ensure that each green-blooded person has the possibility to expand their career in a promising and consistent way, enhancing talents and improving gaps, we carry out an annual performance evaluation.

The performance evaluation is made up of three stages – self-assessment, assessment and formal feedback from the manager – the assessment results in the joint construction of a development plan in force until the next cycle, which includes the needs for route adjustments. This plan includes technical training to improve employee activities, as well as mandatory training on Localiza&Co's culture, safety and compliance. The result of this evaluation is the metric used to pay the employees' profit sharing.

In 2022, assessments took place in an online model and 100% of employees received performance and career development evaluations.





# Diversity, Inclusion and Human Rights

GRI 405-1

In 2020, we launched our Diversity and Inclusion program with the goal of promoting a culture of inclusion throughout the organization, ensuring a diverse environment, with psychological safety and care for our employees. We understand the need to give voice to all the people who make up the Company's team, celebrating the individuality and particularities of each one. Since then, we have been working to engage the entire team in the topic, promoting attentive listening and supporting structuring projects and actions.

To this end, we prioritized the fronts of action on **gender equity, LGBTI+, migrants and people in refuge, people with disabilities and race**, which advance year after year through robust governance, guidelines, targets and indicators. The Diversity and Inclusion Committee and the affinity groups are part of this governance. We are structuring a new affinity group, which will be officially launched in 2023, focused on professionals over 50 years old, aiming to fight prejudice against these people in the job market.

The groups are made up of **#GreenBlood** employees who voluntarily meet at least once a month and work towards the evolution of the Company and the society on the subject. Each group has an organizational structure that includes leader, co-leader, volunteer managers, and allies. In 2022, we had more than 700 employees enrolled in the affinity groups.

The year was also marked by the launch of two programs that are extremely relevant to L&CO's commitment to support the evolution of the themes prioritized in the diversity and inclusion program. We created **eLLas**: a program focused on developing women to hold strategic leadership positions, by promoting specific training and mentoring. Its objective is to expand the female presence in spaces that, until then, were predominantly occupied by men, inspiring other women to follow the same path. The first group was attended by 25 female employees. In addition to it, we also started **Pluraliza**: our program aimed at self-declared black and brown analysts, which aims to train and develop them to hold strategic positions at Localiza&Co, and was attended by 18 participants in its first edition. There are mentorships with leaders, workshops, development of technical and relationship skills, among other activities, all aimed at achieving the potential of these professionals. **Both programs are based on mentoring with Localiza's strategic leaders, with an average NPS of 94 in the implemented actions.**

We reached 94% favorability in terms of diversity and inclusion in the 2022 climate survey, ranking above the P90. We had a two-point increase in employees' perception regarding leadership commitment to Diversity and Inclusion, reaching 92%. An anonymous diversity census is carried out alongside the climate survey and, with a 91% adherence, allows us

to understand the scenarios of underrepresented groups. Regarding the perception of the organizational climate by the underrepresented groups, we note that favorability does not differ from other employees, representing a standard deviation of 1 p.p. more or less, which is not considered relevant.

An important reflection that we are on the right track was our recognition:

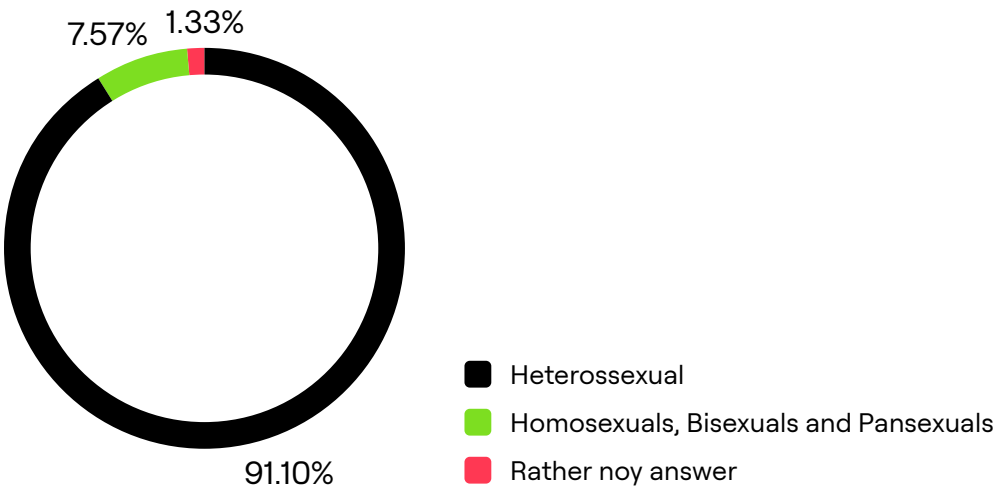
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**We are among the Best Places for LGBTI+ People to work**, according to the Human Rights Campaign (HRC) and **among the Best Companies for Women to Work** by the Great Place to Work (GPTW Women), in addition to being granted the **2023 Women in Leadership award from WILL** – Women in Leadership in Latin America, referring to the initiatives developed in 2022.

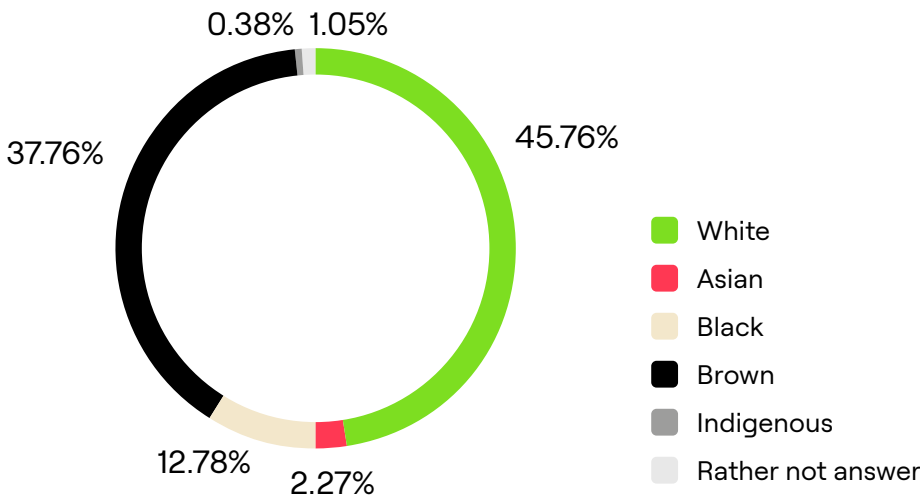
TEAM DIVERSITY

Functional Category	Gender		Age		
	Men	Women	X < 30 years old	30 < X < 50 years old	X > 50 years old
Executive Board	92.31%	7.69%	0.00%	69.23%	30.77%
Board of Directors	81.25%	18.75%	0.00%	78.14%	21.88%
Management	72.61%	27.39%	3.36%	85.53%	11.11%
Leadership/ Coordination	58.63%	41.37%	8.38%	82.39%	9.23%
Technical/ Supervision	58.11%	41.89%	26.14%	69.37%	4.49%
Administrative	31.57%	68.43%	41.04%	54.10%	4.86%
Operational	68.19%	31.81%	29.23%	64.37%	6.40%
Trainee	50.00%	50.00%	90.00%	10.00%	0.00%
Apprentice	36.57%	63.43%	100.00%	0.00%	0.00%
Total Average	61.03%	38.97%	33.13%	57.01%	9.86%

EMPLOYEE DIVERSITY BY SEXUAL ORIENTATION <sup>1</sup>



EMPLOYEE DIVERSITY BY RACE<sup>1</sup>



<sup>1</sup>Information from the Diversity Census, which had 91% participation.

# Maternity and paternity leave

GRI 401-3

In 2021 we became part of the Citizen Company Program, extending maternity leave for another 60 days and paternity leave for another 15 days, in addition to the period provided for by law. Based on our Pregnant Women Support Program, we offer full home office until the children are one year old, for female employees in a hybrid work regime. In addition to this benefit, we guide future mothers so that they have adequate prenatal care, a safe and well-oriented pregnancy, with a focus on the health and well-being of the woman and the baby. We also promote the Meeting of Pregnant Women every six months.

MATERNITY AND PATERNITY LEAVE IN 2022

	Women	Men
Employees who were entitled to take advantage of the leave	7,741	9,752
Employees who took leave	275	177
Employees who returned to work after their leave ended in 2022	159	166
Employees who have completed 12 months after returning from leave in 2022	122	147
Return rates	0.99	0.96
Retention rate	0.86	0.77



# Social Development

## Care for the Community

We understand the generation of value that goes beyond the economic bias, and we seek to deliver development and care for the society. For this, we collaborate to strengthen communities with actions to encourage education, culture and leisure for people in vulnerable situations. With a dedicated team of employees who want to make a difference, we are engaged in projects to promote well-being in the regions where we operate.

The presence of Localiza units increases the number of direct and indirect jobs, collaborating with the collection of fees and taxes and improving customers' satisfaction. In some locations, we planted trees in L&CO's landscaped areas, causing a positive socio-environmental impact. We were sponsors of Mamu – Arte Morro Mural, an art project that in this edition created a macro mural with houses from Vila Nova Cachoeirinha, located close to Localiza's headquarters in Belo Horizonte (MG). In the photo, it is possible to observe the construction process of the mural.

We invested R\$1,941,701.26 in Incentive Laws and the Rouanet Law. Projects from the following Institutions were benefited via the Childhood and Adolescence Fund and the Municipal Fund for the Elderly: Olimpico Club, Instituto Gerando Falcões, Junior Achievement Minas Gerais, Lar dos Meninos São Vicente de Paula, Associação de Promoção Humana Divina Providência, Centro de Desenvolvimento e Cidadania (CDC), Meninas de Sinhá, Instituto Hahaha, LPF and Instituto Mano Down. The contributions from Rouanet Law were allocated to two projects by photographer Ricardo Martins, for the Brazilian Coast Expedition and the Amazon Expedition.

During the year, we also continued the “PLR do Bem” action, encouraging our employees to donate 1% of their profit sharing, with the commitment to double the amount with Company resources. By the end of the period, 1,268 employees had made the donation, raising a total of R\$168,249.11, which was supplemented with a donation of R\$170,000 by the Company. The total amount was directed towards the training program for young people for the job market at Instituto Gerando Falcões.





# Disseminating Good Practices

GRI 2-6 • 2-28 • 203-1 • 203-2 • 204-1 • 308-1

Our suppliers are essential for the business, guaranteeing the quality of Localiza&Co's services and meeting our customers' needs. We want to improve our efficiency and minimize impacts at all stages of our operations. With the intention of building the future of sustainable mobility, we selected partners who are aligned with our purpose and who accompany us on the journey to generate value and minimize negative impacts.

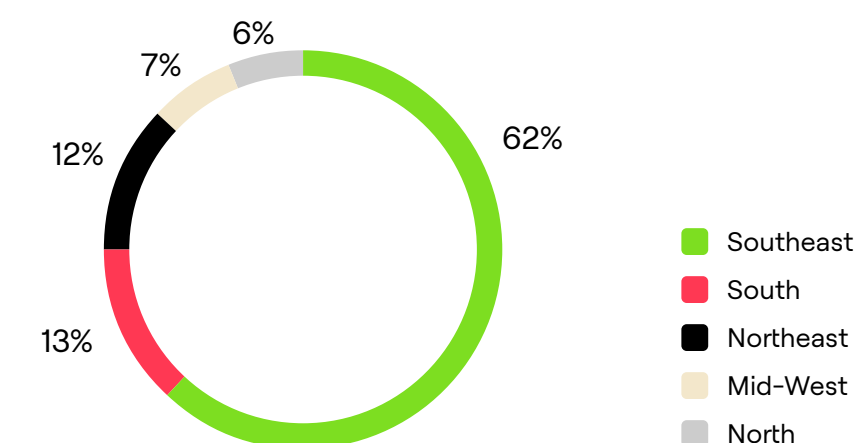
In order to contribute to regional development, we prioritize suppliers located close to our branches, which also speeds up fleet repair times, reduces fuel consumption and reduces the risk of fines, accidents and theft. We carry out partner feedback and satisfaction surveys through the Suppliers Portal, in addition to the recurring visits of our team.

Our supply chain is made up of automakers and partners responsible for car maintenance, in addition to input suppliers, who supply consumables and fixed assets to the Company, and service providers.



**We have 1,588 indirect suppliers throughout Brazil, moving a total of R\$1,663,279,201.16 in 2022. Besides the indirect ones, we have our partner automakers connected to the car buying process.**

#### INDIRECT SUPPLIERS DISTRIBUTED BY REGION OF BRAZIL







In order to ensure operational quality, we carry out a technical analysis of these partners, considering quality and sustainability criteria. Since they are part of our chain, we work to be in constant proximity with these suppliers, contributing to the development of their business by connecting a network of large and small partners. We qualify them, through technical and conduct training, so that they are aligned with our values and standards, providing a satisfactory experience for our customers.

We are focused on internalizing services with auto repair shops at Rent a Car (RAC) agencies, Maintenance Centers (CM) and ZARP CMs, where we manage to control and adhere to environmental criteria.

We also participate and support entities that work with the Localiza&Co segment:

- » ANAV - National Association of Vehicle Rental Companies;
- » ABLA - Brazilian Association of Vehicle Rental Companies;
- » GETAP - Applied Tax Studies Group;
- » ABRASCA - Brazilian Association of Publicly Held Companies;
- » MBC - Brazil Competitive Movement;
- » ACMINAS - Commercial and Business Association of Minas;
- » ABVE - Brazilian Electric Vehicle Association;
- » CMVC - Minas Gerais Corporate Volunteer Committee;
- » IBEF-MG - Brazilian Institute of Finance Executives of Minas Gerais;
- » Hub ODS Minas Gerais;
- » Órbi Conecta;
- » ESFERA BRASIL.



# Instituto Localiza

GRI 2-29 • 413-1

**Opening new paths** for people to transform their lives is what moves us.

Instituto Localiza started its activities in 2021, with the purpose of uniting people for social transformation. Aligned with entrepreneurship, it enables the creation of impact opportunities that benefit various civil society organizations and communities and generate development and inclusion of young people. The Institute enables access to education and encourages the entrepreneurial potential of youth in the communities where Localiza&Co is present. We open new paths so that young people in a situation of socioeconomic fragility can transform their own lives, supporting them in the path of protagonism and reaching their potential.

In synergy with the Localiza&Co ecosystem, the projects we support seek to promote technical training and the productive inclusion of young people in areas such as technology, culture, audiovisual, tourism, gastronomy and the automotive chain. The initiatives are spread across all regions of Brazil.

Throughout 2022, we supported the execution of 49 projects, donating a total of R\$3.6 million. In all, 12,100 people were positively impacted by the Institute's support for initiatives during the year.

Instituto Localiza believes in the importance of dialogue and collective construction with its stakeholders, towards social transformation. Since the beginning of its planning, it carried out a wide active listening process with social leaders in the country and Localiza's internal audience to understand the expectations, demands and opportunities, aiming to be more assertive in its social investment model. In the region adjacent to the company's headquarters in Belo Horizonte (MG), it also carried out a socioeconomic diagnosis and conversation circles with local young people to jointly build development actions that adhere to the community's expectations.





We support social organizations with projects focused on **access to education and promotion of productive inclusion.**

In addition to financial support, we contribute to strengthening the management processes of institutions working with young people. We monitor the execution of projects, which have goals, challenges and performance indicators.

We work across the board on diversity and inclusion agendas for women, people with disabilities, black people, LGBTI+ and refugees, providing productive inclusion and entrepreneurial education. In this way, we increase the prospects for the future of these young people, promoting growth, autonomy and improving their quality of life.

**Learn +**

Access the **2022 Activities Report** of the Localiza Institute.

# We believe

**In the creative power of young people.**

**In the different looks that make us go further .**

**In collective processes that cause transformations.**

**In the future.**

We also operate in partnerships with internal areas and Localiza&Co partners, supporting technical training projects for communities neighboring the business units, seeking to bring this public to job opportunities at the Company. We carry out campaigns to collect warm clothing, Children's Day and support communities in critical events, such as rainfalls in the North of Minas Gerais, South of Bahia, Petrópolis (RJ) and Recife (PE).



### **Garota Tecnológica (Technological Girl)**

In partnership with women who work at Localiza Labs, the project mobilizes girls who study in public schools for technology-oriented learning. In 2022, 15 girls participated in Garota Tecnológica and seven ended the year working as young apprentices at Localiza&Co and Localiza Labs. With the success of the results, we continued the project in 2023, helping to increase female presence in the technology market.



### **Na Rota Social (in The Social Route)**

Supported by the Institute, it aims to train residents of neighborhoods and villages close to the headquarters of Localiza&Co in Belo Horizonte (MG) for the job market, for opportunities in the company itself and its partners. The program is aimed at the Customer Service segment and the classes are taught by nine Localiza employees, who work as volunteers. Beneficiaries have the opportunity to learn about different topics, such as: communication, self-responsibility, sales and customer service. Of the 31 graduates in 2022, 16 had the opportunity to provide services to the Reservation Center and eight were hired by the Company.



Here are some of the projects supported in the Gastronomy area:



### **Cozinha do Amanhã (Kitchen of Tomorrow)**

Cozinha do Amanhã is a professional training course, created by Instituto Capim Santo and located in Itacaré (BA) and Trancoso (BA). In the course, techniques for preparing food are taught, and learning is directed to a tourist region, which has a high demand for qualified gastronomy professionals. Due to the high level of training they receive, 90% of students are already employed when they complete the course. In 2022, 50 vacancies were opened, and young people who passed the selection process had 200 hours of theoretical and practical classes.

### **Prosperar (Prosper)**

Conducted by Instituto Social Pertence, the “Prosperar” Project aims to improve the living conditions of people with intellectual and cognitive disabilities and their families, through gastronomy. Training is offered in the food sector, with courses on health standards, food microbiology, care in preparing meals, management and entrepreneurship. Vocational guidance, psychological support and social assistance are also guaranteed to young people. To encourage family income generation, students’ relatives participate in modules about entrepreneurship and are offered classes on pricing, sales techniques, management, psychology and ethics. In all, 42 people were benefited.





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We want to generate more and more value for society, acting as a catalyst of forces alongside other organizations, amplifying actions and projects that **contribute to new paths for young brazilians.**

Among our partnerships in the area of technology are:

- » **Programadores do Amanhã (Programmers of Tomorrow):** we support free training in programming (fullstack and Java), instrumental English and socio-emotional development aimed at young black and brown people from the periphery;
- » **Recode:** we support social organizations that use information technology for the social transformation of communities by encouraging entrepreneurship, education and citizenship;
- » **Instituto da Oportunidade Social (Social Opportunity Institute):** it offers training in Information Technology to provide new professional opportunities and better living conditions for young people in the capital of Pernambuco. Training is based on the development of technical skills - Programming logic, Front-End Programming and Digital Fluency - and social and emotional skills, aimed at the world of work;

- » **Generation Brasil:** training in Information Technology with content aimed at Front-End, Back-End and Computer Science development. The program also offers a socio-emotional skills module and support for entering the job market;

- » **Movimento Tech 2030 (Tech 2030 Movement):** we sponsor the Movement, which aims to awaken youth's interest in a career in technology, fostering training and productive inclusion, helping Brazil to become a technological power.

In December 2022, we launched the volunteering policy, and over the year, Localiza&Co employees have already connected with mentoring, educational, social actions and donation campaigns, where 118 volunteers shared knowledge, donated time and listening. In the Christmas Campaign, more than 1,000 children were benefited, from 12 organizations and communities partnered by Instituto Localiza.

In 2023, we will continue to boost young people towards their dreams, opening and fostering new paths for their journeys. We will support 23 new projects, serving a wide range of audiences in 20 states in Brazil, which could benefit over 2,500 young people.

Among those selected are:

**Instituto Homem Pantaneiro - IHP (Pantanal Man Institute),** which trains tourism guides to work in the local network that welcomes visitors to the Conservation Units of the Serra do Amolar Network, located in the southern Pantanal of Mato Grosso.

**Centro Educacional Profissional do Coroadinho (Coroadinho Professional Educational Center),** in Maranhão, which provides support in training people in gastronomy to work in the local job market.

**Confederação Brasileira de Empresas Juniores (Brazilian Confederation of Junior Companies),** which operates in the North and Northeast with the "Salve um Negócio - Jovem Empreendedores" (Save a Business - Young Entrepreneurs) project, which promotes the performance of junior companies together with small local businesses also managed by young people, fostering results enhancement.



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We will continue to work on consolidating the Institute to ensure that Localiza&Co plays a **leading role in promoting a more developed and egalitarian society.**



**Localiza&co**