



GRUPO **GPS**

Earnings Release
2021 and 4Q21

March 2022

Operational coverage*



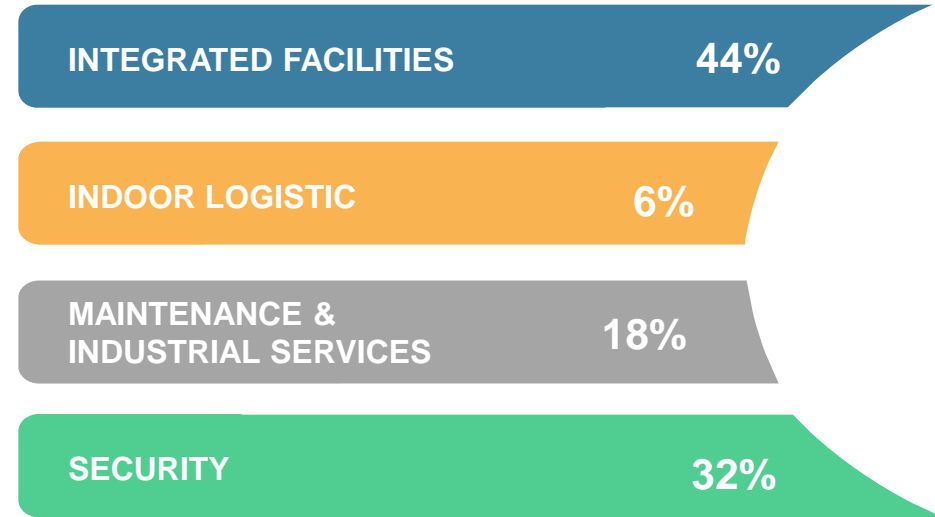
of Clients*
(Dec/21)

3,182

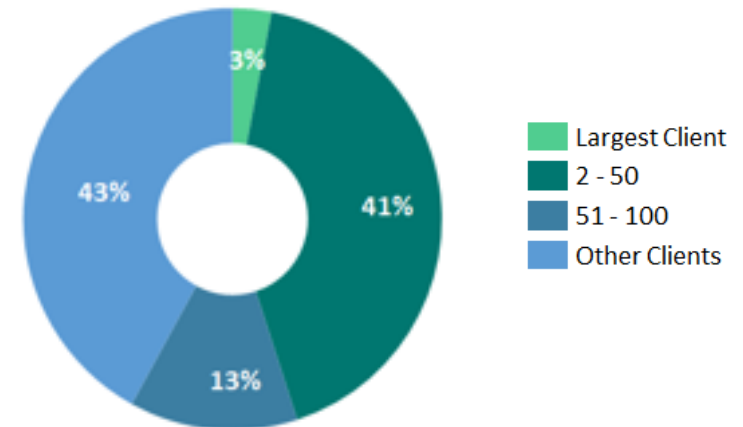
Net Promoter Score
(Dec/21 Survey)

74%

% of Net Revenue by line of solution



Net Revenue by # of Clients



* The numbers of employees, customers and contract managers do not consider the companies Allis, Única, Rudder, Comau, Force and Ormec.

- *Constant technology evolution ;*
- *Paper saving, scale expansion and process efficiency.*



USER BASE

+610 K downloads
316 K users

APP RATING

4.7 (Android)
4.2 (Apple)

DOCUMENTS

2.4 million documents uploaded
1.5 million documents approved

RESUMES

600,030

TRAININGS

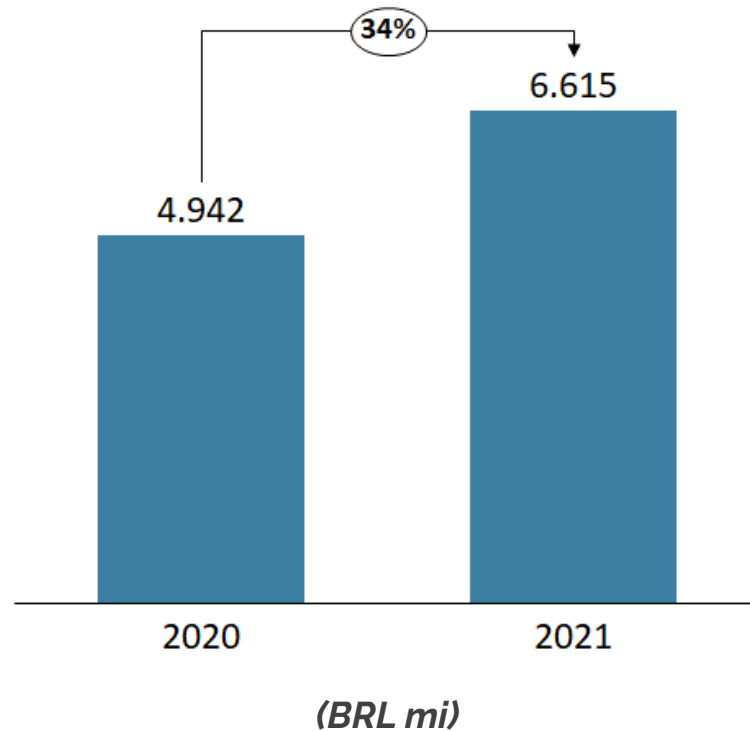
2.1 million trainings applied

CONTRACTS

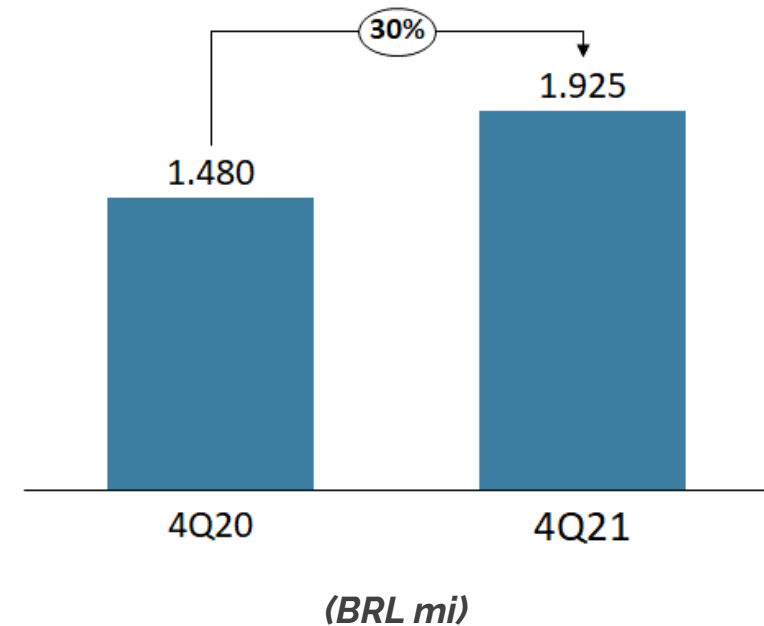
317 K contracts issued
286 K contracts signed

- *Net revenue 34% higher than in 2020;*
- *4Q21 net revenue 30% higher than 4Q20.*

Annual net revenue

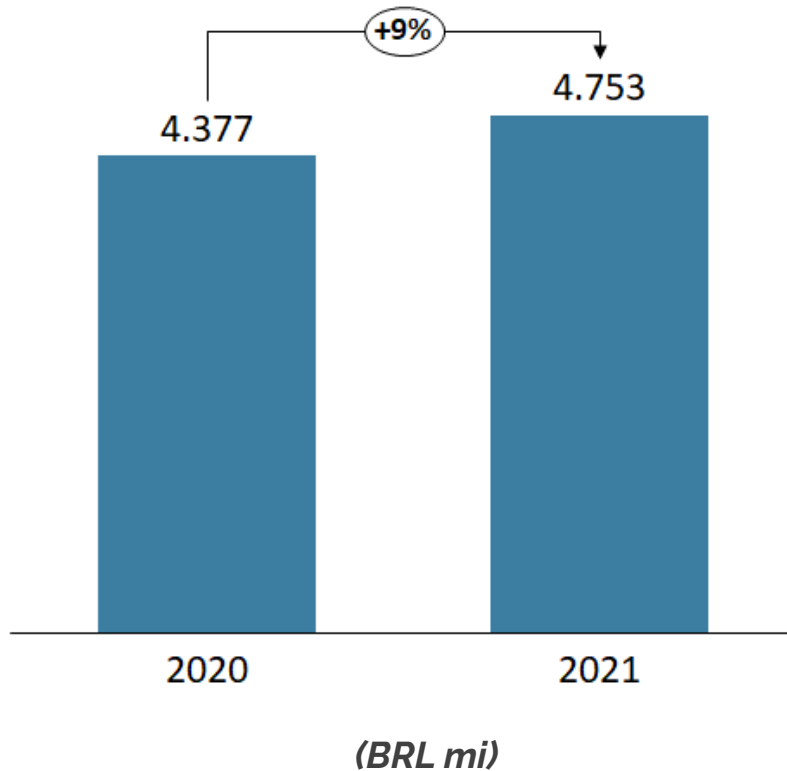


Net revenue 4Q20/4Q21

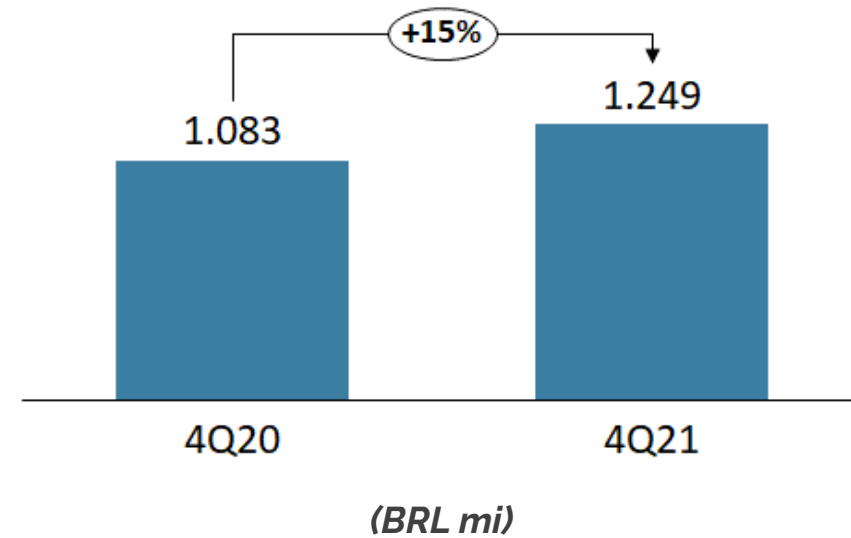


- *Organic net revenue 9% higher than 2020;*
- *Organic net revenue 15% growth compared to 4Q20.*

Annual organic net revenue

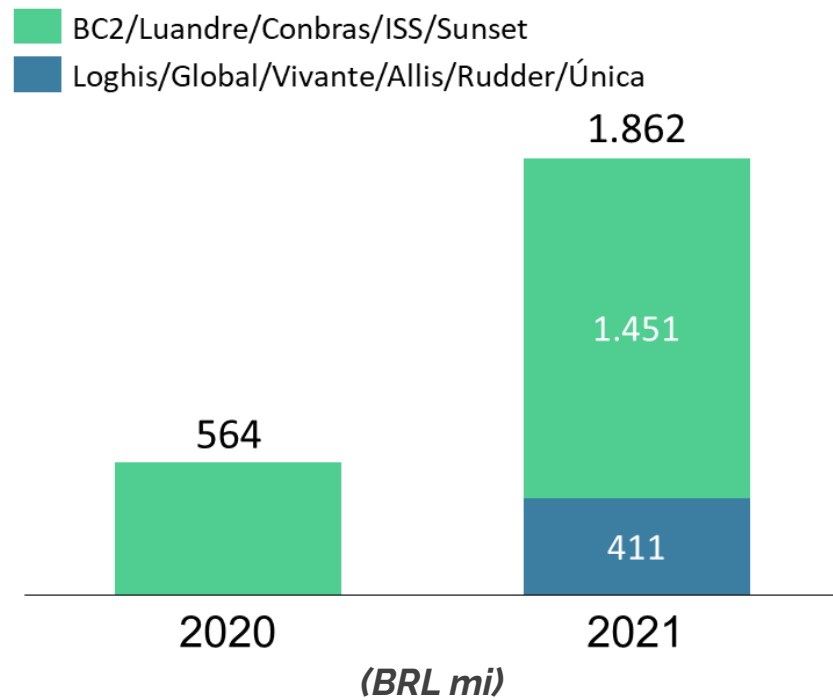


Organic net revenue 4Q20/4Q21

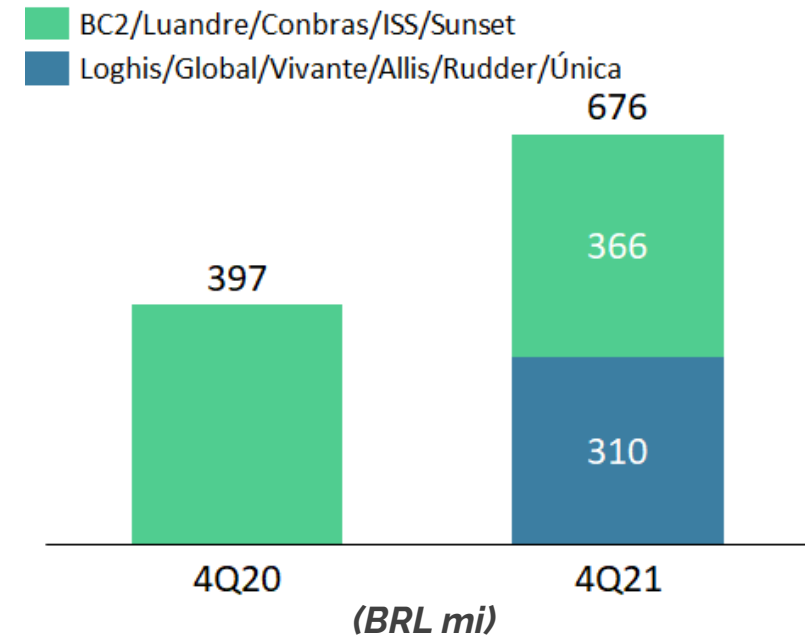


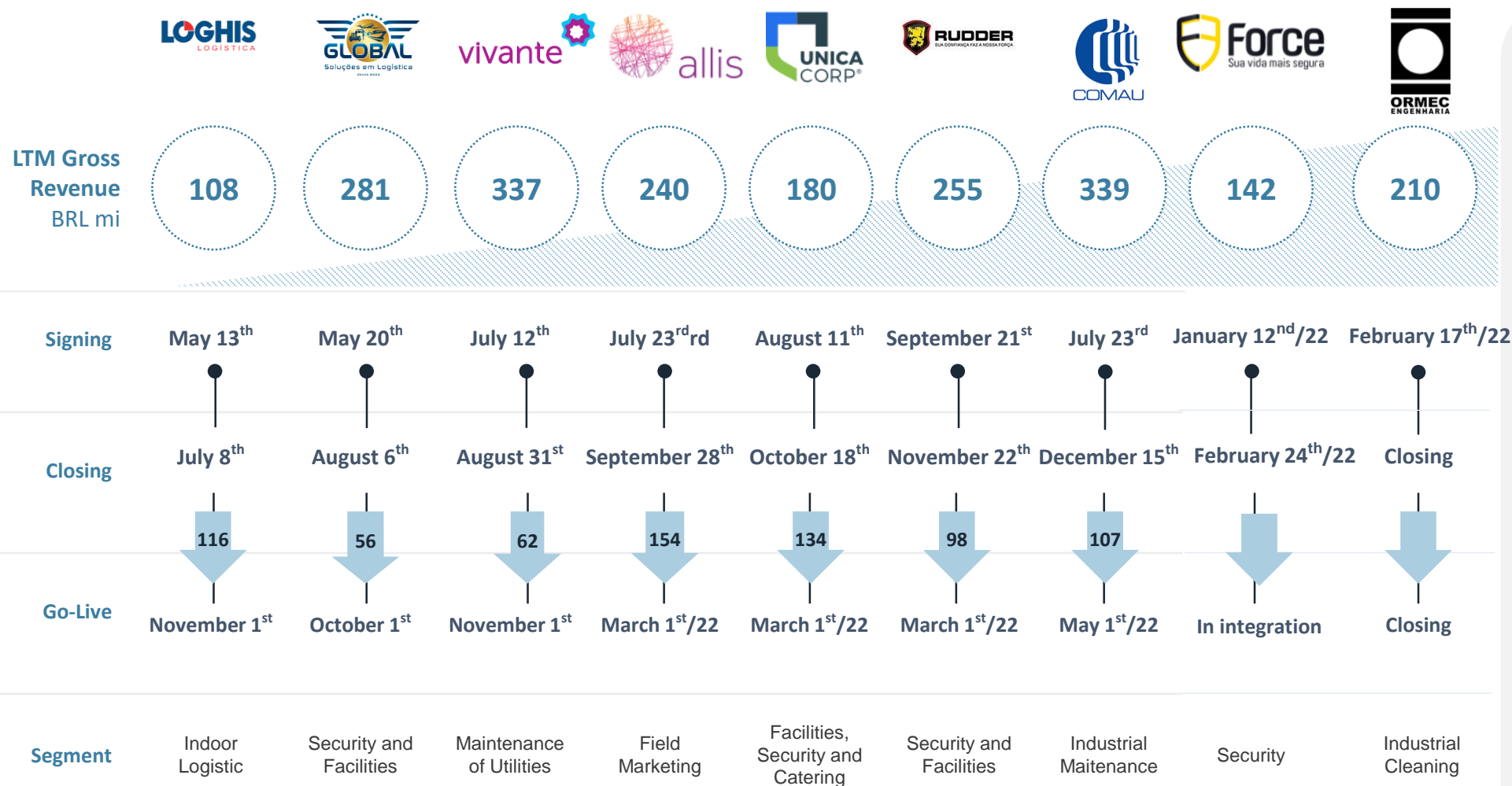
- *M&A Program 2020 - 5 companies;*
- *M&A Program 2021 - 6 companies.*

Annual inorganic net revenue



Inorganic net revenue 4Q20/4Q21





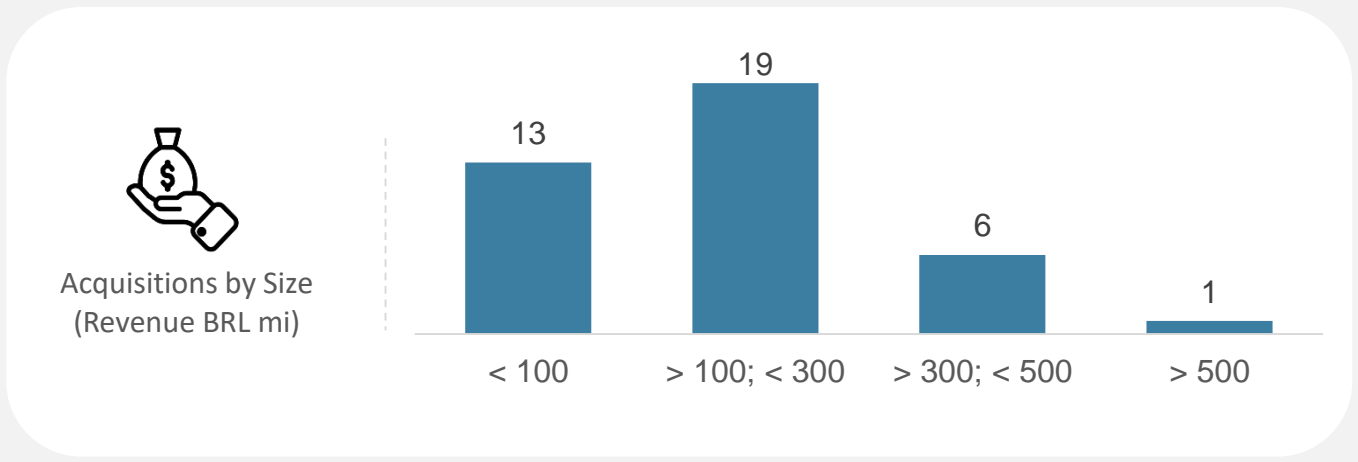
9 acquisitions announced since the IPO;

108 days average for integration;

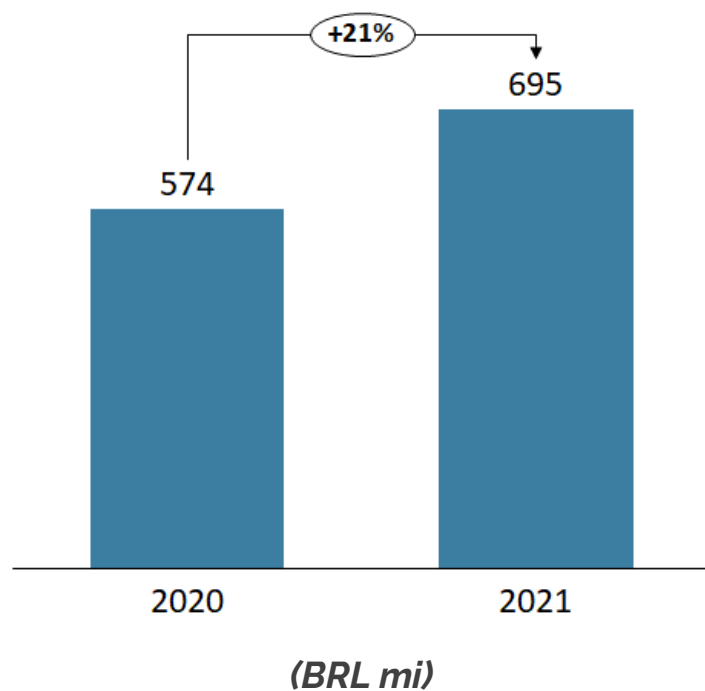
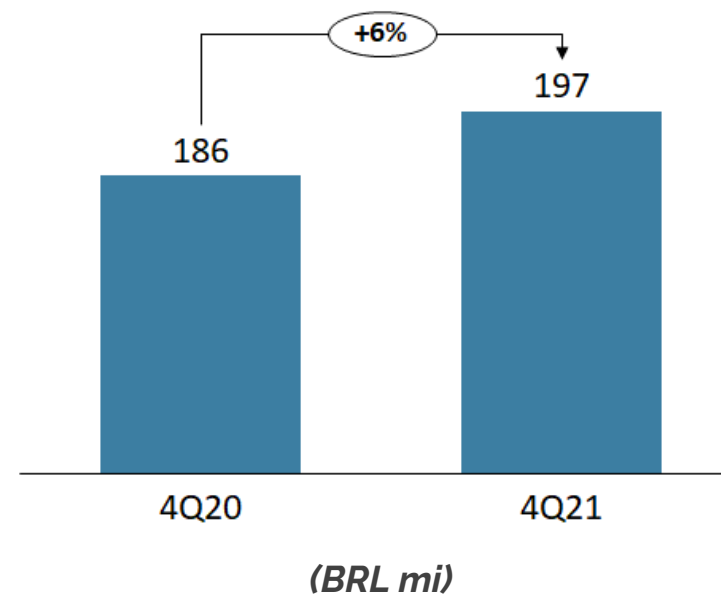
R\$1.4 billion in revenue acquired in the **2021** M&A program and;

R\$691 mm in the **2022** M&A program.

39 Acquisitions in the last 10 years

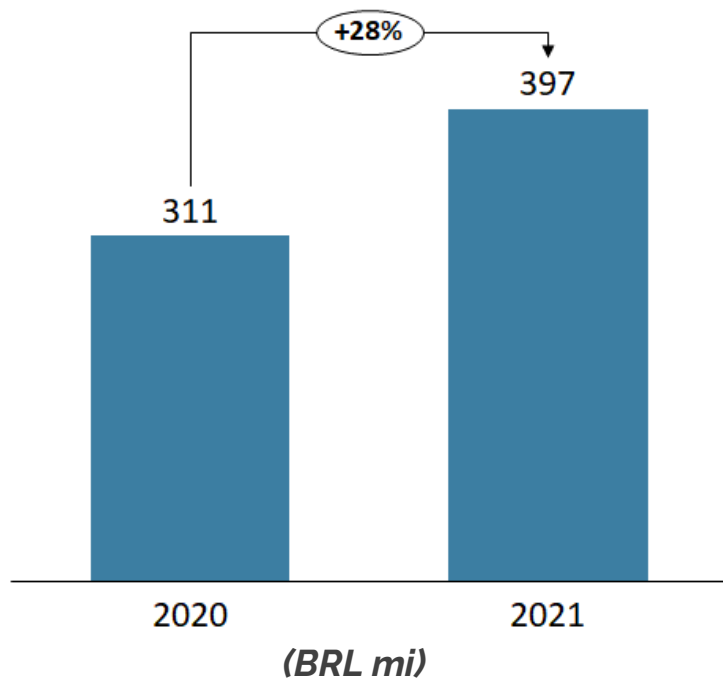


- *Adjusted EBITDA growth of 21% compared to 2020, and margin of 10.5% 1.1p.p. below 2020;*
- *Adjusted EBITDA growth of 6% compared to 4Q20, and margin of 10.3%, 2.2p.p. below 4Q20.*

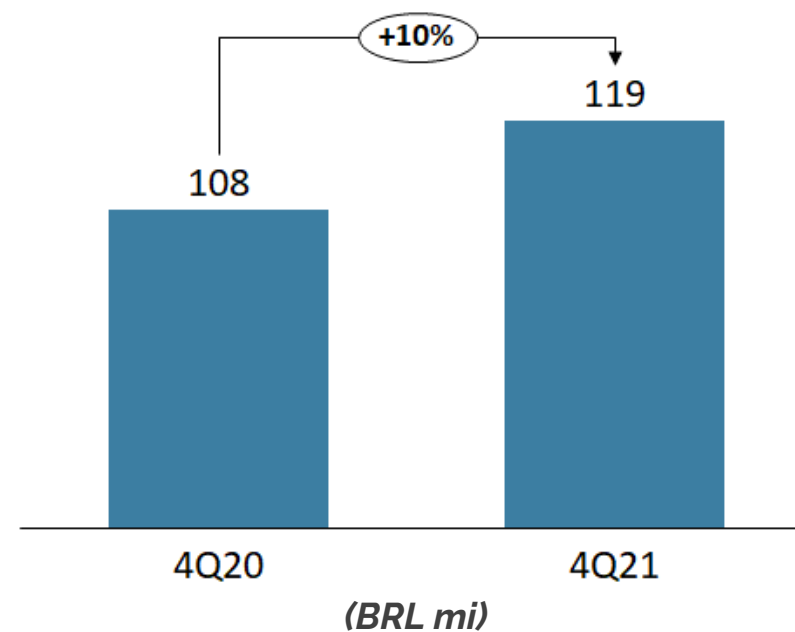
Annual adjusted EBITDA*Adjusted EBITDA 4Q20/4Q21*

- **28% growth in adjusted net income compared to 2020, and net margin of 6.0%, 0.3p.p. below 2020;**
- **10% growth in adjusted net income compared to 4Q20, and net margin of 6.2%, 1.1p.p. below 4Q20.**

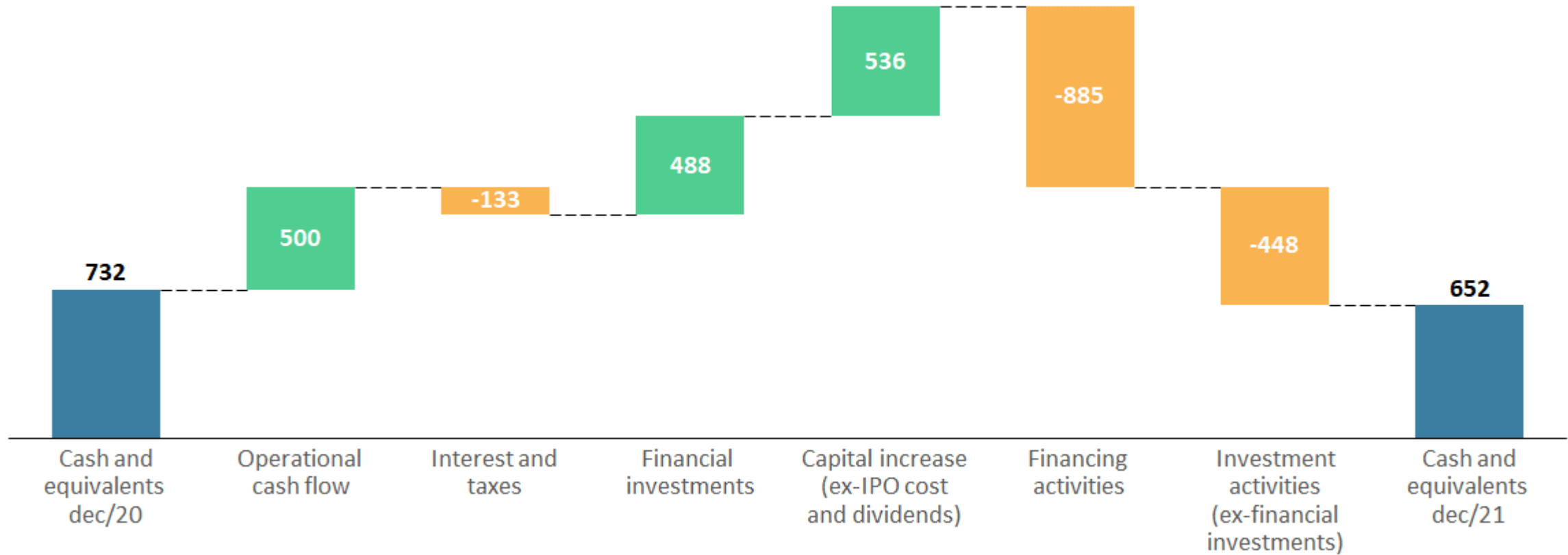
Annual adjusted net income



Adjusted net income 4Q20/4Q21



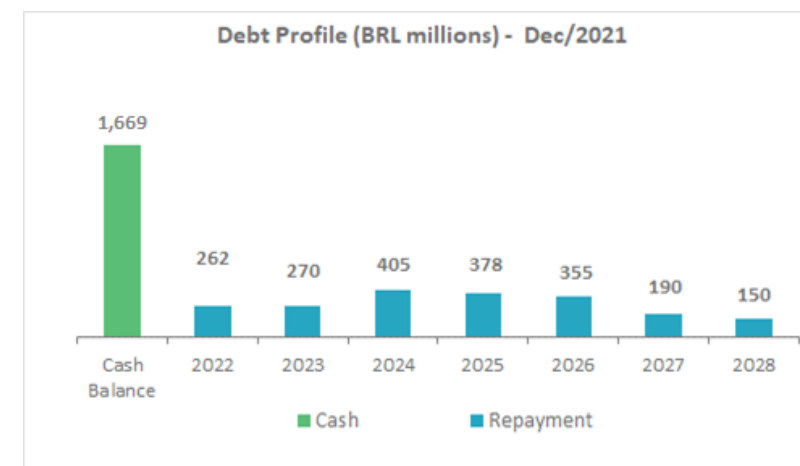
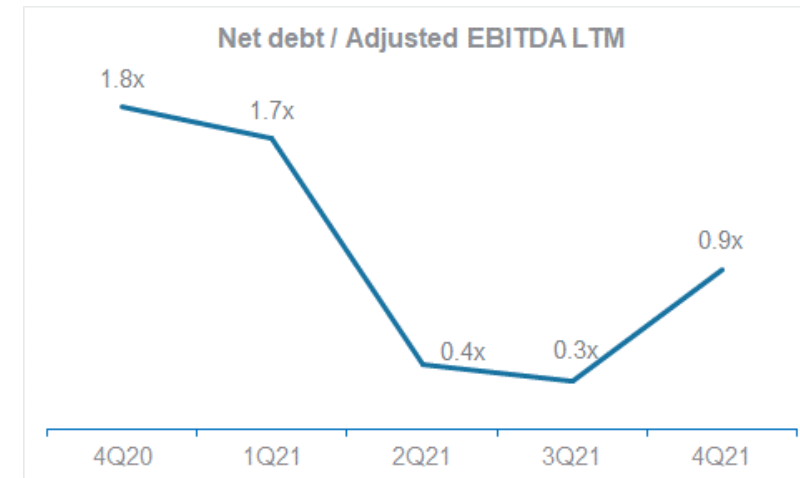
- *Operating cash generation representing 72% of adjusted EBITDA;*



(BRL mi)

- **Net debt/adjusted EBITDA of 0.9x at the end of 4Q21, 51% lower than 4Q20;**
- **48 month duration of the loan portfolio.**

Leverage BRL (million)	4Q21 (a)	3Q21 (a)	2Q21 (b)	1Q21 (c)	4Q20 (d)	△ (a) / (d)
Cash	1,669	1,385	1,422	816	878	90%
Cash and cash equivalents	652	580	548	720	732	-11%
Financial investments and derivative	1,017	805	874	96	146	597%
Gross Debt	2,304	1,570	1,659	1,846	1,937	19%
Loans	813	846	827	965	944	-14%
Debentures	1,252	506	505	503	503	149%
Acquisition of subsidiaries	177	180	294	357	467	-62%
Tax payable through installments	63	39	34	21	22	180%
Net debt	(635)	(185)	(237)	(1,030)	(1,059)	-40%
Adjusted EBITDA LTM	695	681	649	618	573	21%
Net debt / adjusted EBITDA LTM	0.9	0.3	0.4	1.7	1.8	-51%



- *Return on Invested Capital (ROIC) reached 20.2% in 2021, with a reduction of 0.3p.p. compared to 2020;*
- *Return on Equity (ROE) reached 28.4%, with a reduction of 5.0p.p. facing 2020.*

BRL (million)	2021 (a)	2020 (b)	△ (a) / (b)
Adjusted EBITDA	695	574	21%
Depreciation	-59	-46	28%
Adjusted EBITA	636	528	20%
Tax and social contribution rate	34%	34%	-
NOPAT	420	349	20%
Net debt (weighted average)*	677	767	-12%
Equity (weighted average)**	1,396	931	50%
Invested capital (net debt+equity)	2,073	1,698	22%
ROIC (NOPAT / Invested capital)	20.2%	20.5%	-0.3pp
BRL (million)	2021 (a)	2020 (b)	△ (a) / (b)
Adjusted net profit	397	311	28%
Equity (weighted average)**	1,396	931	50%
ROE	28.4%	33.4%	-5,0pp

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CONTACT IR



ri@gpssa.com.br



www.ri.grupogps.com.br