

# GPS Participações e Empreendimentos S.A.

## **Parent company and consolidated interim accounting information as at September 30, 2023**

(A free translation of the original report in Portuguese, as filed with the Brazilian Securities Commission (CVM), prepared in accordance with the Technical Pronouncement CPC 21 (R1) - Interim Financial Reporting and the international standard IAS 34 - Interim Financial Reporting, as issued by the International Accounting Standards Board - IASB)

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GRUPO **GPS**  
*Earnings Release*  
3Q23

*November 2023*

***Results Check***

***Friday, November 10***

***In Portuguese and English:***

***09:00 am (BRT)***

***07:00 am (NYT)***

***Presenters***

Marcelo Hampshire - ***Executive Director***

Marita Bernhoeft - ***Investor Relations Officer***

São Paulo, November 9, 2023 - GPS Participações e Empreendimentos S.A. ("Company"), together with its subsidiaries ("GPS Group"), announce their results for the third quarter of 2023 (3Q23).

## About GPS Group

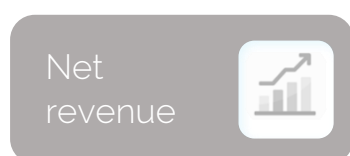
GPS Group is a leader in outsourced services– facilities, security, indoor logistics, utility engineering, industrial services, catering, temporary labor services, field marketing, and infrastructure services.

We operate throughout Brazil with a comprehensive portfolio of solutions, serving 4,454\* Customers and having more than 144\* thousand direct employees.

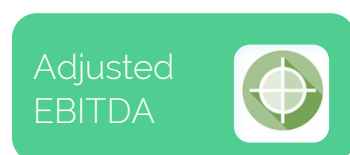
We have over 60 years of operations and continue in a constant and robust growth process, supported by an agile business model and solid business management principles.

Our growth strategy combines the organic vertical, focused on developing new Customers and expanding services and solutions to the current Customer base, with the inorganic vertical, through the acquisition and integration of companies that favor gains in scale and greater penetration in regions or services converging with our business management model.

### 1. 3Q23 Highlights



- R\$ 2,629 million in 3Q23;
- 8% higher than 3Q22;
- 11% of organic growth compared to 3Q22.



- R\$ 307 million in 3Q23;
- 10% higher than 3Q22;
- 11.7% adjusted EBITDA margin in 3Q23.



- R\$ 166 million in 3Q23;
- 19% higher than 3Q22;
- 6.3% adjusted net margin in 3Q23.

\* The numbers of employees, Customers, and contract managers do not consider the companies TLSV, CampSeg, Trademark, Lyon, Invictus and Control.

In the third quarter of 2023, we maintained the pace of organic revenue expansion by acquiring new contracts and new Customers.

We completed the systems integration of Engie Serviços e Facilities and Compart and began the integration of TLSV and Campseg, which will be completed in early 2024.

The acquisitions of Trademark, Lyon, Invictus, and Control are subject to compliance with obligations and precedent conditions and the approval of the Administrative Council for Economic Defense – CADE.

## 2. Operational capacity, service portfolio, and Customers

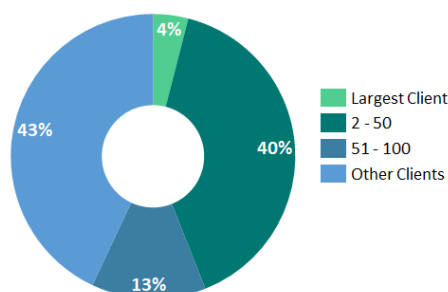
We are more than 144\* thousand direct employees, serving 4,454\* Customers nationwide. Our 490\* contract managers are focused on delivering services and improving our Customers' relationships to ensure a high level of satisfaction, reflected in our 70% NPS rate as of June 30, 2023, considering that the survey is updated by semester.



\* The numbers of employees, Customers, and contract managers do not consider the companies TLSV, CampSeg, Trademark, Lyon, Invictus and Control.

Our Customer base remains highly diversified and with a low revenue concentration.

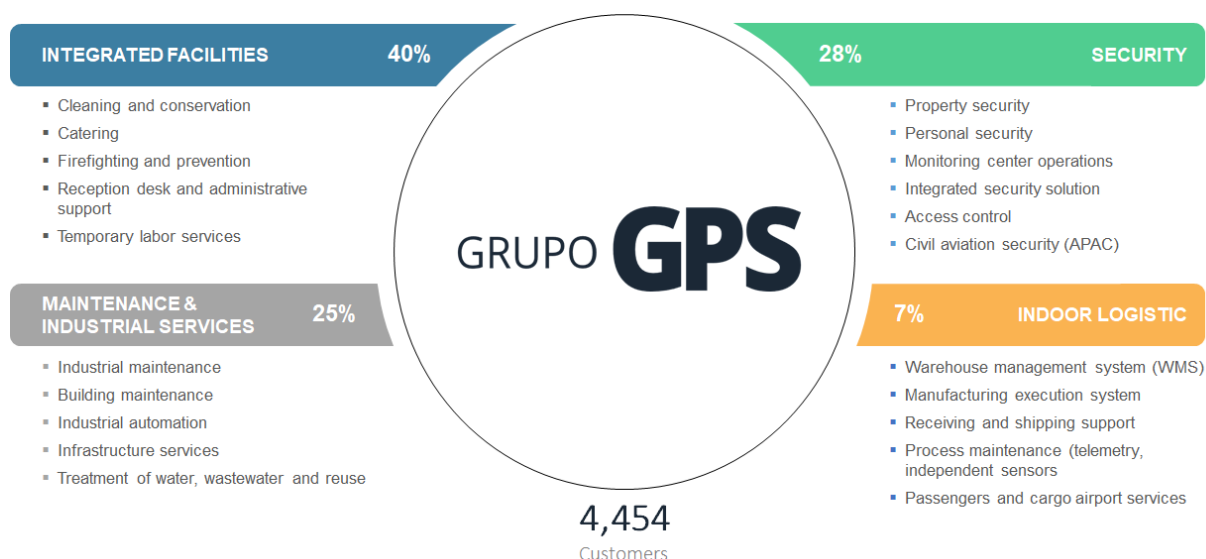
### ***Net revenue concentration by # of Customers (9M23)***



We have increasingly evolved towards a "one-stop shop" concept in services, in line with our strategy of building lasting and consistent Customer relationships.

By offering the Customer several solutions, we deepen our commercial and operational relationship and create several opportunities for growth within our Customers' portfolio.

### ***Net revenue distribution by the line of solution (9M23)***

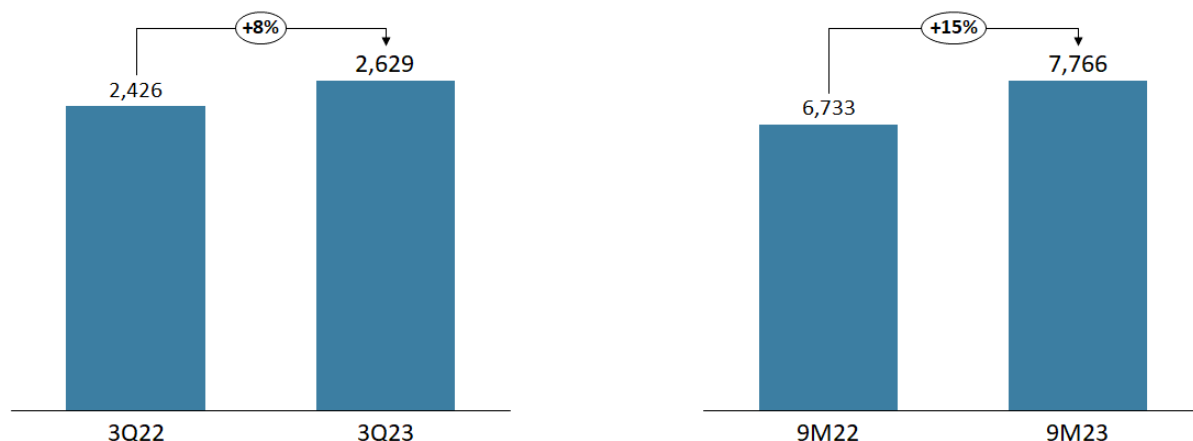


### **3. Net revenue**

- Net revenue in 3Q23 of R\$ 2,629 million, 8% higher than the revenue for 3Q22;

- Net revenue in 9M23 of R\$ 7.766 million, 15% higher than the revenue for 9M22.

The charts below show the evolution of the quarterly and nine months total net revenue. Values are represented in millions of reais.



In 3Q23, we maintained the pace of implementation of new contracts, which resulted in a 11% growth in organic net revenue compared to 3Q22 and 9% when compared to 9M22.

The tables below show the evolution of quarterly and nine months net revenue by organic and inorganic revenue. Values are represented in millions of reais.

Net revenue R\$ mi	Companies	3Q23 (a)	3Q22 (b)	△ (a) / (b)
Organic*	Grupo GPS	2,296	2,074	11%
M&A (2022)	Comau/Force/Ormec/Sulzer/Motus/E-Vertical/Global Serv.	267	352	-24%
M&A (2023)	Engie/Compart	66	-	-
<b>Total net revenue</b>		<b>2,629</b>	<b>2,426</b>	<b>8%</b>

Net revenue R\$ mi	Companies	9M23 (c)	9M22 (d)	△ (c) / (d)
Organic*	Grupo GPS	6,683	6,116	9%
M&A (2022)	Comau/Force/Ormec/Sulzer/Motus/E-Vertical/Global Serv.	902	617	46%
M&A (2023)	Engie/Compart	181	-	-
<b>Total net revenue</b>		<b>7,766</b>	<b>6,733</b>	<b>15%</b>

\* As detailed in Note29 (c), Organic net revenue includes M&A until 2021 (included).

## 4. Acquisitions program

The results for the third quarter of 2023 include the full performance of Engie Serviços e Facilities and Compart.

TLSV and Campseg results will be included from the fourth quarter onwards.

We list below the total acquisitions included in the 2023 M&A program, which totals R\$1.8 billion in gross revenue recorded in the 12 months prior to the signing of the purchase and sale contracts.

Company	Date		Gross revenue LTM (R\$ mi)	Status	Segment	M&A Program
<b>ENGIE SERVIÇOS E FACILITIES</b>	Signing	11/08/22	113	System's integration concluded	Building Maintenance and Facilities	2023
	Closing	01/16/23				
	Go live	04/01/23				
<b>COMPART</b>	Signing	12/14/22	145	System's integration concluded	Field marketing	2023
	Closing	01/31/23				
	Go live	06/01/23				
<b>TLSV</b>	Signing	06/28/23	107	System's integration	Telephone network maintenance	2023
	Closing	10/18/23				
<b>CAMPSEG</b>	Signing	07/13/23	329	System's integration	Security and Facilities	2023
	Closing	09/14/23				
<b>TRADEMARK</b>	Signing	09/19/23	371	Closing	Field marketing	2023
<b>LYON</b>	Signing	10/20/23	241	Closing	HR management in projects and construction works	2023*
<b>INVICTUS</b>	Signing	10/27/23	43	Closing	Security	2023
<b>CONTROL</b>	Signing	10/27/23	461	Closing	Electrical network maintenance	2023*

\* Acquisitions in the approval process at CADE, whose closing dates will be the basis for defining the year of the M&A Program.

## 5. EBITDA and adjusted EBITDA

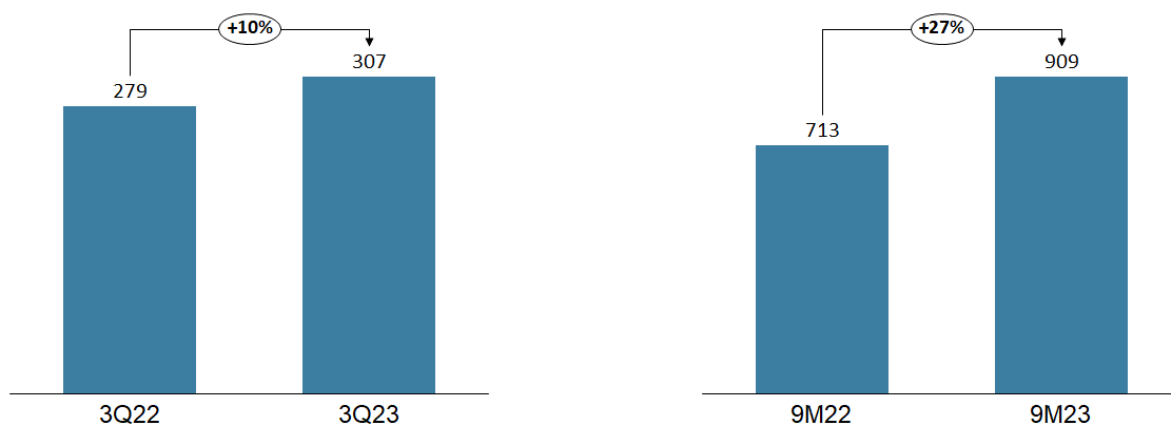
The table below shows the composition of the EBITDA calculation, as per CVM Instruction 527/2012, and the adjusted EBITDA.

EBITDA R\$ mi	3Q23 (a)	3Q22 (b)	Δ (a) / (b)	9M23 (c)	9M22 (d)	Δ (c) / (d)
<b>Net profit</b>	<b>144</b>	<b>119</b>	<b>21%</b>	<b>395</b>	<b>314</b>	<b>26%</b>
Income tax and social contribution	56	67	-16%	174	153	14%
Net financial income (expenses)	59	57	4%	199	131	52%
Depreciation of assets	27	24	12%	76	61	25%
Amortization-customers, brands, property and equipment	33	31	8%	89	91	-2%
<b>EBITDA (cf. ICVM 527)</b>	<b>319</b>	<b>298</b>	<b>7%</b>	<b>933</b>	<b>749</b>	<b>25%</b>
Provision for tax risks	-	0	-	0	1	-100%
Provision for non-labor contingencies	(4)	1	-399%	0	2	-97%
Expenses with the acquisition of subsidiaries	7	5	46%	13	10	30%
Update of indemnity assets and contingent liabilities	(2)	(21)	-92%	(8)	(43)	-82%
Earn out write-off / update	(13)	(3)	292%	(11)	3	-513%
Reversal FAP from acquired companies	-	0	-	0	(10)	-100%
Reversal of sub judice taxes	0	0	-	(0)	(0)	12%
Reconciliation of acquired balances	(0)	0	-	(3)	0	-
Bargain purchase	0	0	-	(17)	0	-
Reconciliation of balances to be received	0	0	-	1	2	-52%
<b>Adjusted EBITDA</b>	<b>307</b>	<b>279</b>	<b>10%</b>	<b>909</b>	<b>713</b>	<b>27%</b>
<i>Adjusted EBITDA / net revenue</i>	<i>11.7%</i>	<i>11.5%</i>	<i>0.2pp</i>	<i>11.7%</i>	<i>10.6%</i>	<i>1.1pp</i>

- Adjusted EBITDA of R\$ 307 million in 3Q23, 10% higher than the result for 3Q22;
- Adjusted EBITDA margin in 3Q23 of 11.7%, 0.2 p.p. higher than 3Q22;
- Adjusted EBITDA of R\$ 909 million in 9M23, 27% higher than the result of 9M22;
- Adjusted EBITDA margin of 11.7% in 9M23, 1.1p.p. higher than 9M22;

The increase in the EBITDA margin results from adjustments to the profitability of contracts and the lower M&A effect in 9M23.

The charts below show the evolution of the quarterly and nine months adjusted EBITDA. Values are in millions of reais.



Adjusted EBITDA considers only three types of events:

- Events with non-operating characteristics, such as the reversal of civil and tax contingencies from previous periods and provisions for tax risks;
- Events related to the acquisition of subsidiaries, including amounts spent on legal and financial procedures and losses incurred that are subject to indemnification by the sellers of the acquired companies;
- Other revenues or expenses not related to the operation.

## 6. Net profit and adjusted net profit\*

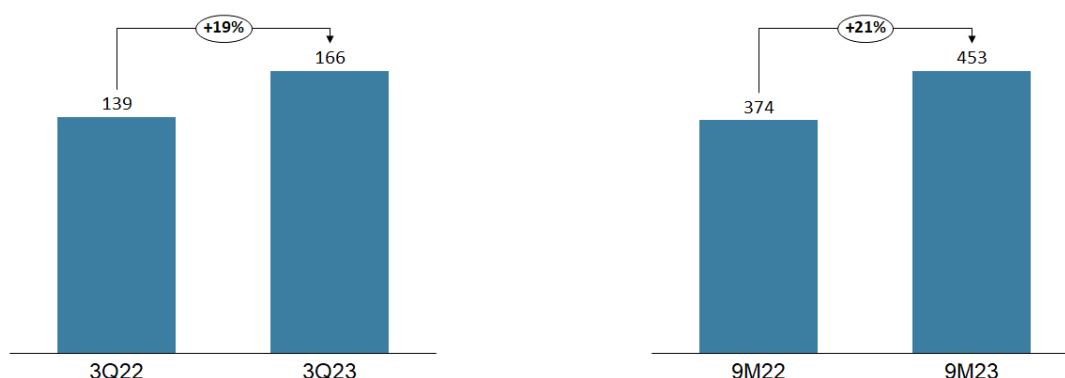
Adjusted net profit *	3Q23 (a)	3Q22 (b)	Δ (a) / (b)	9M23 (c)	9M22 (d)	Δ (c) / (d)
R\$ mi						
Net profit	144	119	21%	395	314	26%
Amortization-customer portfolio, brands and non-competition agreement**	22	20	8%	59	60	-2%
Adjusted net profit	166	139	19%	453	374	21%
Adjusted net profit / net revenue	6.3%	5.7%	0.6pp	5.8%	5.6%	0.2pp

\* Adjusted net profit is not the basis for the distribution of dividends

\*\* Net of tax effect IR/CSLL (34%)

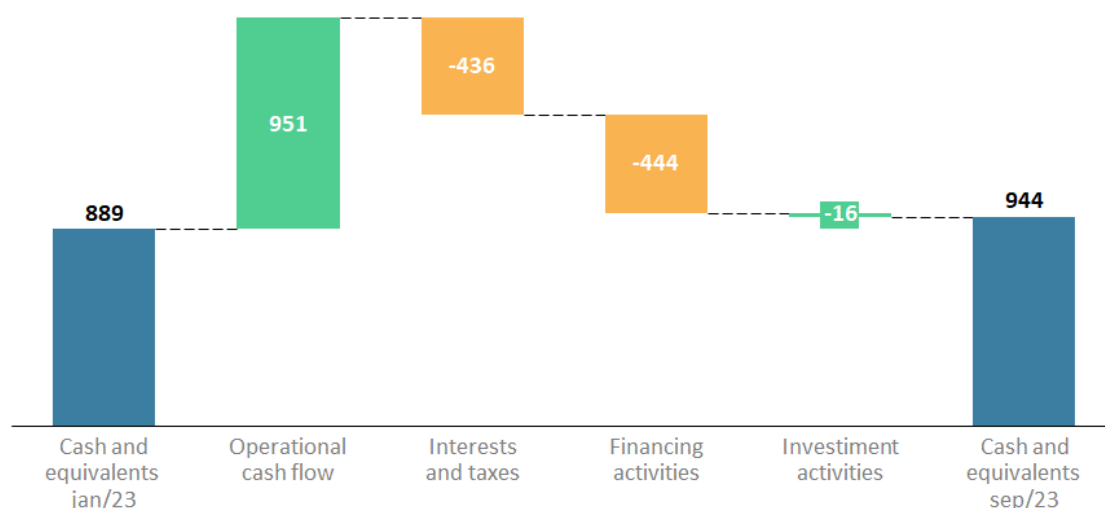
- Adjusted net profit in 3Q23 of R\$ 166 million, 19% higher than the adjusted net profit for 3Q22;
- Adjusted net margin for 3Q23 of 6.3%, 0.6 p.p. higher than the margin of 3Q22;
- Adjusted net profit in 9M23 of R\$ 453 million, 21% higher than the adjusted net profit for 9M22;
- Adjusted net margin for 9M23 of 5.8%, 0.2 p.p. higher than the margin of 9M22.

The charts below show the quarterly and nine months adjusted net profit evolution. Values are in millions of reais.



## 7. Cash flow

The graph below shows the accounting cash flow statement. Values are in millions of reais.

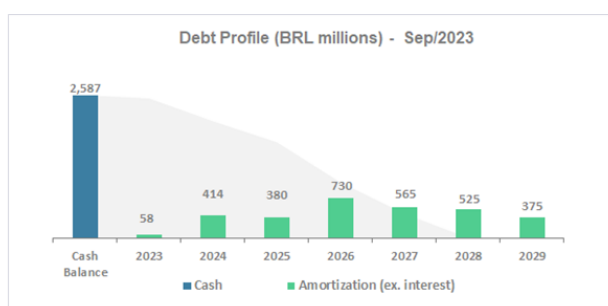
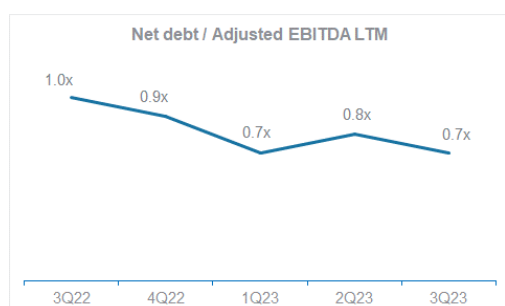


- Cash generation from operating activities in 9M23 in the amount of R\$951 million, representing 105% of adjusted EBITDA, 19 p.p. above 9M22;
- Payment of interest and income tax in the total amount of R\$436 million, higher than the amount paid in 9M22, due to the interest paid on debentures;
- Net cash from financing activities negative of R\$444 million, essentially resulting from the amortization of loans and debentures in the amount of R\$225 million, payment of dividends of R\$176 million, and the exercise of the purchase option and additional acquisition installment in the amount of R\$33 million and the positive inflow of R\$ 31 million due to the payment of capital from the issuance of shares related to the 2023 stock option program;
- Negative investment activity flow of R\$ 16 million, resulting from the net cash inflow of R\$ 157 million resulting from the redemption of financial investments, net expenses with the purchase of operational fixed assets, in the amount of R\$ 104 million and acquisition of subsidiaries not yet consolidated in the amount of R\$79 million

## 8. Leverage

Leverage R\$ mi	3Q23 (a)	2Q23 (b)	1Q23 (c)	4Q22 (d)	3Q22 (e)	△ (a) / (e)
<b>Cash</b>	<b>2,587</b>	<b>2,582</b>	<b>2,876</b>	<b>2,700</b>	<b>1,300</b>	<b>99%</b>
Cash and cash equivalents	944	928	904	889	846	12%
Financial investments	1,643	1,654	1,972	1,811	453	262%
<b>Gross Debt</b>	<b>3,471</b>	<b>3,532</b>	<b>3,644</b>	<b>3,645</b>	<b>2,204</b>	<b>58%</b>
Loans	475	515	577	635	668	-29%
Debentures	2,631	2,656	2,679	2,661	1,202	119%
Acquisition of subsidiaries	306	299	322	281	267	15%
Tax payable through installments	59	63	66	68	67	-12%
<b>Net debt</b>	<b>(884)</b>	<b>(950)</b>	<b>(768)</b>	<b>(945)</b>	<b>(904)</b>	<b>-2%</b>
Adjusted EBITDA LTM	1,204	1,176	1,106	1,008	911	32%
<b>Net debt / adjusted EBITDA LTM</b>	<b>0.7</b>	<b>0.8</b>	<b>0.7</b>	<b>0.9</b>	<b>1.0</b>	<b>-26%</b>

- We ended 3Q23 with a leverage ratio of 0.7x adjusted EBITDA, 0.1 p.p. lower than 2Q23; the availability of cash, combined with the low level of leverage, will allow us to finance the investments of the M&A program scheduled for 2023 and 2024;
- Below, we show the evolution of the GPS Group's leverage ratio and debt profile, which remains stable with a total portfolio duration of 37 months in gM23.



## 9. Final considerations

The results achieved in 9M23 reinforce our conviction that the Company's management model, based on decentralization, planned delegation, focus on generating results, and exercising meritocracy, is the most relevant factor for the success of our growth strategy. Through our competence in retaining and engaging people with an entrepreneurial spirit, we will expand our ability to build long-term relationships with Customers and the sustainability of our results.

We work to improve our short, medium, and long-term motivation and retention tools and provide our team with an increasingly efficient and productive business environment.

Last quarter of 2023 will still be challenging; therefore, we are prepared to continue in the direction of growth, combining the efforts of the commercial teams with new opportunities for acquiring companies and ensuring balanced management of the risks that involve our business environment.

### *Legal considerations*

*Financial information is presented in millions of reais unless otherwise indicated. The GPS Group's individual and consolidated interim financial information was prepared in accordance with CPC 21(R1) - Interim Financial Reporting and IAS 34 - Interim Financial Reporting, issued by the International Accounting Standard Board - IASB and presented in accordance with the Brazilian Securities Commission, applicable to the preparation of the Quarterly Information - ITR.*

*This report may include statements about future events subject to risks and uncertainties. Such statements are based on the beliefs and assumptions of GPS Group Management taken to the best knowledge and information currently available to GPS Group. Forward-looking statements and information are not guarantees of performance. They involve risks, uncertainties, and assumptions because they refer to future events, depending on circumstances that may or may not occur.*

*This report may include non-accounting metrics, which will be indicated where relevant. Such metrics are included because Management considers them relevant to the business, but they do not necessarily go through the same criteria for preparing the interim accounting information. Non-accounting data were not audited by the GPS Group's independent auditors.*

## 10. Attachments

Balance Sheet		Consolidated	
Assets - R\$ million	Note	09/30/2023	12/31/2022
<b>Current</b>			
Cash and cash equivalents	8	944	889
Financial investments	9	1,654	1,810
Derivative financial instruments	28 (c)	2	8
Trade receivables	10	2,151	1,949
Loans receivable	13.3	5	4
Inventories		11	12
Recoverable income tax and social contribution	11	220	196
Recoverable taxes	12	357	302
Other receivables	14	146	28
<b>Total current assets</b>		<b>5,489</b>	<b>5,199</b>
<b>Non-current</b>			
<b>Long-term receivables</b>			
Financial investments	9	-	0
Derivative financial instruments	28 (c)	-	3
Trade receivables	10	87	73
Loans receivable	13.3	21	27
Judicial deposits	25 (c)	207	192
Recoverable income tax and social contribution	11	21	20
Recoverable taxes	12	12	12
Indemnification assets	25 (d)	163	136
Deferred income tax and social contribution	23 (a)	593	504
<b>Total long-term assets</b>		<b>1,105</b>	<b>967</b>
Investments	15	79	3
Property and equipment	16	460	407
Right-of-use assets	17	156	69
Intangible assets	18	2,380	2,352
<b>Total non-current assets</b>		<b>4,180</b>	<b>3,798</b>
<b>Total assets</b>		<b>9,669</b>	<b>8,996</b>
<b>Liabilities - R\$ million</b>			
Liabilities - R\$ million	Note	09/30/2023	12/31/2022
<b>Current</b>			
Trade payables		134	125
Loans	19	175	199
Debentures	20	284	130
Derivative financial instruments		9	10
Leases payable	21	41	28
Payroll and social charges	22	1,217	968
Income tax and social contribution payable		57	66
Other tax obligations		110	155
Tax payable through installments agreement	24	22	22
Acquisition of subsidiaries	26	150	97
Dividends payable	13.5	-	123
Other liabilities		38	40
<b>Total current liabilities</b>		<b>2,237</b>	<b>1,961</b>
<b>Non-current</b>			
Loans	19	300	436
Debentures	20	2,348	2,532
Derivative financial instruments	28 (c)	3	-
Leases payable	21	119	42
Tax payment through installments agreement	24	37	46
Acquisition of subsidiaries	26	156	184
Provisions for contingencies and sub judice taxes	25 (a)/(b)	1,500	1,198
Other liabilities		14	6
<b>Total non-current liabilities</b>		<b>4,478</b>	<b>4,443</b>
<b>Equity</b>			
Share capital	27 (a)	1,680	1,649
Earnings reserve	27 (d)	1,271	932
Other comprehensive income		5	6
Equity valuation adjustments	27 (f)	(7)	3
<b>Equity attributable to the owners of the Company</b>		<b>2,949</b>	<b>2,590</b>
Non-controlling interests		6	2
<b>Total equity</b>		<b>2,954</b>	<b>2,592</b>
<b>Total Liabilities and equity</b>		<b>9,669</b>	<b>8,996</b>

Consolidated			
Statements of profit or loss - In thousands of Reals - except earnings per share	Note	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022
Net revenue from services rendered and goods sold	29	7,766	6,733
Costs of services rendered and goods sold	30	(6,436)	(5,659)
<b>Gross profit</b>		<b>1,330</b>	<b>1,074</b>
General and administrative expenses	30	(496)	(405)
Expected credit losses on trade receivable and to be receivable	30	(83)	(66)
Other operating revenues	30	54	14
Other operating expenses	30	(37)	(19)
<b>Income before net financial income (expenses), equity-accounted investees and taxes</b>		<b>768</b>	<b>598</b>
Financial income	31	311	188
Financial expenses	31	(511)	(319)
<b>Net financial income (expenses)</b>		<b>(199)</b>	<b>(131)</b>
<b>Profit before income tax and social contribution</b>		<b>569</b>	<b>467</b>
Current income tax and social contribution	23 (c)	(233)	(189)
Deferred income tax and social contribution	23 (c)	59	36
<b>Net profit for the period</b>		<b>395</b>	<b>314</b>
<b>Profit attributable to:</b>			
Controlling shareholders		391	314
Non-controlling shareholders		3	0
<b>Basic and diluted earnings per share attributable to controlling shareholders that hold ordinary shares</b>	32	0.58	0.47

Consolidated			
Statements of profit or loss - In thousands of Reals - except earnings per share	Note	From 07/01/2023 to 09/30/2023	From 07/01/2022 to 09/30/2022
Net revenue from services rendered and goods sold	29	2,629	2,427
Costs of services rendered and goods sold	30	(2,176)	(2,014)
<b>Gross profit</b>		<b>452</b>	<b>413</b>
General and administrative expenses	30	(175)	(140)
Expected credit losses on trade receivable and to be receivable	30	(25)	(29)
Other operating revenues	30	18	1
Other operating expenses	30	(12)	(1)
<b>Income before net financial income (expenses), equity-accounted investees and taxes</b>		<b>259</b>	<b>243</b>
Financial income	31	102	54
Financial expenses	31	(161)	(111)
<b>Net financial income (expenses)</b>		<b>(59)</b>	<b>(57)</b>
<b>Profit before income tax and social contribution</b>		<b>200</b>	<b>186</b>
Current income tax and social contribution	23 (c)	(80)	(75)
Deferred income tax and social contribution	23 (c)	23	8
<b>Net profit for the period</b>		<b>144</b>	<b>119</b>
<b>Profit attributable to:</b>			
Controlling shareholders		142	119
Non-controlling shareholders		2	0
<b>Basic and diluted earnings per share attributable to controlling shareholders that hold ordinary shares</b>	32	0.21	0.18

Consolidated			
Cash Flows - R\$ million	Note	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022
<b>Cash flows from operating activities</b>			
Net profit for the period		395	314
<b>Adjustments for:</b>			
Gain from disposal of property and equipment		(8)	(3)
Constitution of provision for expected loss of billed service	30	19	14
Constitution of provision for expected loss of billing services	30	64	52
Depreciation of property and equipment	16 (c)	57	44
Amortization of intangible assets	18 (c)	1	1
Right-of-use assets amortization	17	19	17
Surplus value amortization - customer portfolio, brands and non-competition agreement	18 (c)	77	85
Surplus value amortization - property and equipment	18 (c)	11	6
(Reversal) provision for sub justice taxes	25(b)	2	5
Reversal acquisition FAP		-	(10)
Gain on advantageous purchase	30	(17)	-
Income tax and social contribution	23(c)	174	153
Reversal of provision for tax, civil and labor risks	25(a)	(6)	(2)
Monetary update of System "S"	25(a)	45	19
Update of indemnity assets and contingent liabilities	30	(8)	(43)
Update of contingent installment - acquisition debt	26(a)	(4)	10
Write-off of contingent installment - acquisition debt	26(a)	(7)	(7)
Gain on derivative financial instruments	31	15	23
Monetary update of Selic's debt	11	(2)	-
Monetary update of judicial deposits	25(c)	(13)	(8)
Monetary update of loans to be receivable - mutual agreements	13.3	(2)	(2)
Adjustment of balance to be receivable from loans - mutual agreements	13.3	1	2
Payment of the Stock Option Plan Award		-	3
Exchange rate variation, interest and charges on loans	19 (b)	47	47
Interest and charges on debentures	20 (c)	292	122
Financial charges on installments	24	6	5
Financial charges on lease		3	3
Monetary update on sub justice taxes	25(b)	33	22
Monetary update of acquisition of subsidiaries	26(a)	9	(1)
Settlement of cost incurred with issuance of debentures	20(c)	4	1
		<b>1,208</b>	<b>870</b>
<b>Changes in:</b>			
Trade receivables		(242)	(376)
Recoverable income tax and social contribution		(113)	(158)
Recoverable taxes		(54)	(25)
Judicial deposits		(1)	(11)
Indemnification assets		1	1
Trade payables		5	(23)
Payroll and social charges		339	342
Other tax obligations		(76)	25
Other assets and liabilities		(116)	(33)
		<b>951</b>	<b>611</b>
<b>Cash (used in) from operating activities</b>			
Interest paid on loans	19(b)	(61)	(63)
Interest paid on debentures	20(c)	(250)	(99)
Interest paid on installments	24	(2)	(2)
Income tax and social contribution paid		(123)	(89)
		<b>515</b>	<b>358</b>
<b>Net cash (used in) from operating activities</b>			
<b>Cash flows from investment activities</b>			
Financial investments		157	538
Proceeds from loans - (mutual agreements)	13.3	7	5
Granting of loans - (mutual agreements)	13.3	(1)	(10)
Proceeds from the sale of property and equipment		12	6
Acquisition of property and equipment	16(b)	(116)	(76)
Acquisition of intangible assets	18(b)	-	(2)
Acquisition of not consolidated subsidiaries	15(ii)	(79)	-
Acquisition of subsidiaries, net of cash obtained in the acquisition	3	4	(292)
		<b>(16)</b>	<b>169</b>
<b>Net cash from (used in) investment activities</b>			
<b>Cash flows from financing activities</b>			
Capital increase through the issuance of shares	27(b)	31	33
Payment of tax installments	24	(15)	(11)
Payment of leases		(19)	(19)
Dividends paid (shareholders and sellers of acquisition)	13.5	(176)	(1)
Derivative financial instruments	28(c)	(7)	0
Loans amortization	19(b)	(150)	(173)
Amortization of debentures	20(c)	(75)	(75)
Exercise of call option and additional acquisition installment	26(a)	(33)	(88)
		<b>(448)</b>	<b>(334)</b>
<b>Net cash from (used in) financing activities</b>			
<b>Net increase in cash and cash equivalents</b>			
		<b>55</b>	<b>194</b>
Cash and cash equivalents as at January 1		889	652
Cash and cash equivalents as at September 30		944	846



# GRUPO **GPS**

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## Report on Review of Quarterly Information

*(A free translation of the original report in Portuguese, as filled with the Brazilian Securities Commission (CVM), prepared in accordance with the Technical Pronouncement CPC 21 (R1) - Interim Financial Reporting and the international standard IAS 34 - Interim Financial Reporting, as issued by the International Accounting Standards Board - IASB)*

To the Board of Directors and Shareholders of  
**GPS Participações e Empreendimentos S.A.**  
São Paulo - SP

### Introduction

We have reviewed the individual and consolidated interim financial information of GPS Participações e Empreendimentos S.A. (“the Company”), respectively referred to as Parent Company and Consolidated, included in the Quarterly Information Form (ITR) for the quarter ended September 30, 2023, comprising the statement of financial position as at September 30, 2023 and the respective statements of profit or loss and comprehensive income, for the three and nine-month period then ended, and changes in equity and cash flows for the nine-month period then ended, including the explanatory notes.

Management is responsible for the preparation of the parent company and consolidated interim financial information in accordance with the Technical Pronouncement CPC 21 (R1) - Interim Financial Reporting and the international standard IAS 34 - Interim Financial Reporting, as issued by the International Accounting Standards Board - IASB, such as for the presentation of this information in accordance with the standards issued by the Brazilian Securities Commission (CVM), applicable to the preparation of Quarterly Information (ITR). Our responsibility is to express a conclusion on this interim financial information based on our review.

### Review scope

We conducted our review in accordance with the Brazilian and International standards on reviews of interim financial information (NBC TR 2410 - Review of Interim Financial Information Performed by the Independent Auditor of the Entity and ISRE 2410 - Review of Interim Financial Information Performed by the Independent Auditor of the Entity, respectively). A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with the auditing standards and, consequently, does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

**Conclusion on the parent company and consolidated interim financial information**

Based on our review, nothing has come to our attention that causes us to believe that the accompanying parent company and consolidated interim financial information included in the Quarterly Information (ITR) referred to above has not been prepared, in all material respects, in accordance with CPC 21 (R1) and IAS 34, applicable to the preparation of Quarterly Information (ITR), and presented in accordance with the standards issued by the Brazilian Securities Commission (CVM).

**Other matters - Statements of value added**

The quarterly information referred to above includes the parent company and consolidated statements of value added (DVA) for the nine-month period ended at September 30, 2023, prepared under responsibility of Company's management, and presented as supplementary information for IAS 34 purposes. These statements were submitted to review procedures carried out together with the review of the Company's interim financial information to conclude that they are reconciled with interim financial information and accounting records, as applicable, and its form and content are in accordance with the criteria defined in CPC 09 Technical Pronouncement - Statement of Value Added. Based on our review, nothing has come to our attention that causes us to believe that those statements were not prepared, in all material respects, in accordance with the criteria set forth in this Standards and consistently with respect to the parent company and consolidated interim financial information taken as a whole.

São Paulo, November 9, 2023

KPMG Auditores Independentes Ltda.  
CRC 2SP014428/O-6  
(Original report in Portuguese signed by)

Marcos A. Boscolo  
Accountant CRC 1SP198789/O-0

## GPS Participações e Empreendimentos S.A.

### Statements of financial position as at September 30, 2023 and December 31, 2022

(In thousands of Reais)

Assets	Note	Parent Company		Consolidated	
		09/30/2023	12/31/2022	09/30/2023	12/31/2022
<b>Current</b>					
Cash and cash equivalents	8	41	33	943,976	889,159
Financial investments	9	-	-	1,654,096	1,810,414
Derivative financial instruments	28 (c)	-	-	1,602	7,519
Trade receivables	10	-	-	2,150,699	1,948,832
Dividends receivable	13.4	-	122,899	-	-
Loans receivable	13.3	1,699	1,275	4,719	4,019
Inventories		-	-	10,998	12,047
Recoverable income tax and social contribution	11	-	-	220,364	196,291
Recoverable taxes	12	-	87	356,566	301,974
Other assets	14	3	37	145,889	28,492
<b>Total current assets</b>		<b>1,743</b>	<b>124,331</b>	<b>5,488,909</b>	<b>5,198,747</b>
<b>Non-current</b>					
<b>Long-term assets</b>					
Financial investments	9	-	-	-	366
Derivative financial instruments	28 (c)	-	-	-	2,684
Trade receivables	10	-	-	87,438	73,294
Loans receivable	13.3	4,341	7,648	20,957	26,858
Other trade receivables - related parties	13.2	-	14,882	-	-
Judicial deposits	25 (c)	-	-	206,907	191,885
Recoverable income tax and social contribution	11	-	-	21,265	19,593
Recoverable taxes	12	-	-	12,260	12,328
Indemnification assets	25 (d)	-	-	163,065	135,983
Deferred income tax and social contribution	23 (a)	411	411	592,972	504,120
<b>Total long-term assets</b>		<b>4,752</b>	<b>22,941</b>	<b>1,104,864</b>	<b>967,111</b>
Investments	15	2,943,779	2,567,261	79,135	2,500
Property and equipment	16	-	-	459,895	407,474
Right-of-use assets	17	-	-	156,241	68,846
Intangible assets	18	-	-	2,380,101	2,351,821
<b>Total non-current assets</b>		<b>2,948,531</b>	<b>2,590,202</b>	<b>4,180,236</b>	<b>3,797,752</b>
<b>Total assets</b>		<b>2,950,274</b>	<b>2,714,533</b>	<b>9,669,145</b>	<b>8,996,499</b>

The notes are an integral part of the parent company and consolidated interim financial information.

Liabilities	Note	Parent Company		Consolidated	
		09/30/2023	12/31/2022	09/30/2023	12/31/2022
<b>Current</b>					
Trade payables	7	-	-	134,171	124,732
Loans	19	-	-	175,053	199,243
Debentures	20	-	-	283,577	129,568
Derivative financial instruments		-	-	9,234	10,344
Leases payable	21	-	-	41,126	28,081
Payroll and social charges	22	-	-	1,216,646	967,540
Income tax and social contribution payable	12	32	57,116	65,896	
Other tax obligations	3	52	110,432	154,702	
Tax payable through installments agreement	24	-	16	21,852	21,862
Acquisition of subsidiaries	26	-	-	149,677	96,749
Other liabilities - related parties	13.2	217	-	-	-
Dividends payable	13.5	-	122,712	-	122,712
Other liabilities		1	1	38,432	39,564
<b>Total current liabilities</b>		<b>240</b>	<b>122,813</b>	<b>2,237,316</b>	<b>1,960,993</b>
<b>Non-current</b>					
Loans	19	-	-	299,716	435,681
Debentures	20	-	-	2,347,896	2,531,632
Derivative financial instruments	28 (c)	-	-	3,254	-
Leases payable	21	-	-	118,663	41,814
Tax payment through installments agreement	24	-	31	36,895	46,008
Acquisition of subsidiaries	26	-	-	156,438	184,336
Provisions for contingencies and sub judice taxes	25(a)/(b)	1,370	1,305	1,500,467	1,197,720
Other liabilities		-	-	14,188	6,050
<b>Total non-current liabilities</b>		<b>1,370</b>	<b>1,336</b>	<b>4,477,517</b>	<b>4,443,241</b>
<b>Equity</b>					
Share capital	27 (a)	1,679,699	1,648,808	1,679,699	1,648,808
Earnings reserve	27 (d)	1,270,946	931,849	1,270,946	931,849
Other comprehensive income		5,257	6,461	5,257	6,461
Equity valuation adjustments	27 (f)	(7,238)	3,266	(7,238)	3,266
<b>Equity attributable to the owners of the Company</b>		<b>2,948,664</b>	<b>2,590,384</b>	<b>2,948,664</b>	<b>2,590,384</b>
Non-controlling interests		-	-	5,648	1,881
<b>Total equity</b>		<b>2,948,664</b>	<b>2,590,384</b>	<b>2,954,312</b>	<b>2,592,265</b>
<b>Total liabilities and equity</b>		<b>2,950,274</b>	<b>2,714,533</b>	<b>9,669,145</b>	<b>8,996,499</b>

## GPS Participações e Empreendimentos S.A.

### Statements of profit or loss

For the three and nine-month periods ended September 30, 2023 and 2022

(In thousands of Reais - except earnings per share)

	Note	Parent Company				Consolidated			
		From 07/01/2023 to 09/30/2023	From 07/01/2022 to 09/30/2022	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022	From 07/01/2023 to 09/30/2023	From 07/01/2022 to 09/30/2022	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022
Net revenue from services rendered and goods sold	29	-	-	-	-	2,628,719	2,426,556	7,766,371	6,733,081
Costs of services rendered and goods sold	30	-	-	-	-	(2,176,256)	(2,013,880)	(6,436,179)	(5,659,017)
<b>Gross profit</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>452,463</b>	<b>412,676</b>	<b>1,330,192</b>	<b>1,074,064</b>
General and administrative expenses	30	(82)	(115)	(459)	(535)	(174,616)	(140,180)	(495,990)	(405,260)
Expected credit losses on trade receivable and to be receivable	30	-	-	-	-	(25,261)	(29,179)	(82,878)	(66,086)
Other operating revenues	30	-	-	-	66	18,379	651	54,320	13,714
Other operating expenses	30	-	-	(242)	(1,472)	(11,856)	(1,186)	(37,459)	(18,899)
<b>Income before net financial income (expenses), equity-accounted investees and taxes</b>		<b>(82)</b>	<b>(115)</b>	<b>(701)</b>	<b>(1,941)</b>	<b>259,109</b>	<b>242,782</b>	<b>768,185</b>	<b>597,533</b>
Financial income	31	151	253	532	775	101,642	53,948	311,367	188,279
Financial expenses	31	(27)	(13)	(91)	(41)	(160,967)	(111,112)	(510,808)	(319,066)
<b>Net financial income (expenses)</b>		<b>124</b>	<b>240</b>	<b>441</b>	<b>734</b>	<b>(59,325)</b>	<b>(57,164)</b>	<b>(199,441)</b>	<b>(130,787)</b>
Equity-accounted investees	15 (a)	141,796	118,607	391,738	315,197	-	-	-	-
<b>Profit before income tax and social contribution</b>		<b>141,838</b>	<b>118,732</b>	<b>391,478</b>	<b>313,990</b>	<b>199,784</b>	<b>185,618</b>	<b>568,744</b>	<b>466,746</b>
Current income tax and social contribution	23 (c)	(10)	(24)	(63)	(93)	(79,707)	(74,617)	(233,082)	(189,021)
Deferred income tax and social contribution	23 (c)	-	-	-	-	23,461	7,862	58,921	36,433
<b>Net profit for the period</b>		<b>141,828</b>	<b>118,708</b>	<b>391,415</b>	<b>313,897</b>	<b>143,538</b>	<b>118,863</b>	<b>394,583</b>	<b>314,158</b>
<b>Profit attributable to:</b>									
Controlling shareholders		141,828	118,708	391,415	313,897	141,828	118,708	391,415	313,897
Non-controlling shareholders		-	-	-	-	1,710	155	3,168	261
<b>Basic and diluted earnings per share attributable to controlling shareholders that hold ordinary shares</b>	32	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.21</b>	<b>0.18</b>	<b>0.58</b>	<b>0.47</b>

The notes are an integral part of the parent company and consolidated interim financial information.

## GPS Participações e Empreendimentos S.A.

### Statements of comprehensive income

For the three and nine-month periods ended September 30, 2023 and 2022

(In thousands of Reais)

	Parent Company				Consolidated			
	From 07/01/2023 to 09/30/2023	From 07/01/2022 to 09/30/2022	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022	From 07/01/2023 to 09/30/2023	From 07/01/2022 to 09/30/2022	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022
Net profit for the period	141,828	118,708	391,415	313,897	143,538	118,863	394,583	314,158
Net income on hedge	-	-	-	-	1,085	(205)	(1,204)	(4,426)
<b>Comprehensive income for the period</b>	<b>141,828</b>	<b>118,708</b>	<b>391,415</b>	<b>313,897</b>	<b>144,623</b>	<b>118,658</b>	<b>393,379</b>	<b>309,732</b>
<b>Profit attributable to:</b>								
Controlling shareholders	141,828	118,708	391,415	313,897	142,913	118,503	390,211	309,471
Non-controlling shareholders	-	-	-	-	1,710	155	3,168	261

The notes are an integral part of the parent company and consolidated interim financial information.

## GPS Participações e Empreendimentos S.A.

### Statements of changes in equity

For the nine-month periods ended September 30, 2023 and 2022

(In thousands of Reais)

	Note	Earnings reserve					Others comprehensive income	Equity valuation adjustments	Total equity of owners of the Company	Non-controlling interests	Total
		Share capital	Legal reserve	Retained earnings	Costs of transaction	Retained Earnings					
<b>As at January 1, 2022</b>		<b>1,615,382</b>	<b>63,764</b>	<b>474,923</b>	<b>(809)</b>	<b>-</b>	<b>8,294</b>	<b>33,558</b>	<b>2,195,112</b>	<b>1,493</b>	<b>2,196,605</b>
Issuance of ordinary shares		33,426	-	-	-	-	-	-	33,426	-	33,426
Capital transactions		-	-	3	-	-	-	-	3	49	52
Call options update		-	-	-	-	-	-	(27,090)	(27,090)	-	(27,090)
Net income on hedge		-	-	-	-	-	(4,426)	-	(4,426)	-	(4,426)
Net profit for the period		-	-	-	-	313,897	-	-	313,897	261	314,158
<b>As at September 30, 2022</b>		<b>1,648,808</b>	<b>63,764</b>	<b>474,926</b>	<b>(809)</b>	<b>313,897</b>	<b>3,868</b>	<b>6,468</b>	<b>2,510,922</b>	<b>1,803</b>	<b>2,512,725</b>
<b>As at January 1, 2023</b>		<b>1,648,808</b>	<b>89,598</b>	<b>843,060</b>	<b>(809)</b>	<b>-</b>	<b>6,461</b>	<b>3,266</b>	<b>2,590,384</b>	<b>1,881</b>	<b>2,592,265</b>
Issuance of ordinary shares	27(b)	30,891	-	-	-	-	-	-	30,891	-	30,891
Call options update	27(f)	-	-	-	-	-	-	(10,504)	(10,504)	-	(10,504)
Capital transactions	27(e)	-	-	(906)	-	-	-	-	(906)	599	(307)
Net income on hedge	28(c)	-	-	-	-	-	(1,204)	-	(1,204)	-	(1,204)
Last fiscal year additional dividends	27(c)	-	-	(51,412)	-	-	-	-	(51,412)	-	(51,412)
Net profit for the period		-	-	-	-	391,415	-	-	391,415	3,168	394,583
<b>As at September 30, 2023</b>		<b>1,679,699</b>	<b>89,598</b>	<b>790,742</b>	<b>(809)</b>	<b>391,415</b>	<b>5,257</b>	<b>(7,238)</b>	<b>2,948,664</b>	<b>5,648</b>	<b>2,954,312</b>

The notes are an integral part of the parent company and consolidated interim financial information.

## GPS Participações e Empreendimentos S.A.

### Statements of cash flows – Indirect method

For the nine-month periods ended September 30, 2023 and 2022

(In thousands of Reais)

		Parent Company		Consolidated	
	Note	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022
<b>Cash flows from operating activities</b>					
Net profit for the period		391,415	313,897	394,583	314,158
<b>Adjustments for:</b>					
Equity-accounted investees	15(a)	(391,738)	(315,197)	-	-
Gain from disposal of property and equipment		-	-	(7,891)	(3,131)
Constitution of provision for expected loss of billed service	30	-	-	18,615	13,686
Constitution of provision for expected loss of services to be billed	30	-	-	64,264	52,400
Depreciation of property and equipment	16(c)	-	-	57,202	43,573
Amortization of intangible assets	18(c)	-	-	559	528
Right-of-use assets amortization	17	-	-	18,705	17,145
Surplus value amortization - customer portfolio, brands and non-competition agreement	18(c)	-	-	77,388	84,774
Surplus value amortization - property and equipment	18(c)	-	-	11,375	5,865
(Reversal) of provision for sub judice taxes	25(b)	-	(66)	1,708	4,772
Reversal acquisition FAP		-	-	-	(10,339)
Gain on advantageous purchase	30	-	-	(16,565)	-
Income tax and social contribution	23(c)	63	93	174,161	152,588
Reversal of provision for tax, civil and labor risks	25(a)	-	-	(5,844)	(2,140)
Monetary update of System "S"	25(a)	-	-	45,268	18,719
Update of indemnity assets and contingent liabilities	30	-	-	(7,648)	(43,429)
Update of contingent installment - acquisition debt	26(a)	-	-	(3,836)	9,625
Write-off of contingent installment - acquisition debt	26(a)	-	-	(7,205)	(6,954)
Gain on derivative financial instruments	31	-	-	15,480	23,452
Monetary update of Selic's indebt	11	-	-	(1,672)	-
Monetary update of judicial deposits	25(c)	-	-	(12,575)	(7,963)
Monetary update of loans to be receivable - mutual agreements	13.3	(528)	(805)	(1,836)	(2,105)
Adjustment of balance to be receivable from loans - mutual agreements	13.3	200	1,439	973	2,033
Payment of the Stock Option Plan Award		-	-	-	3,326
Exchange rate variation, interest and charges on loans	19(b)	-	-	46,642	47,430
Interest and charges on debentures	20(c)	-	-	291,549	121,906
Financial charges on installments	24	1	4	5,704	5,317
Financial charges on lease		-	-	2,796	2,542
Monetary update on sub judice taxes	25(b)	65	-	33,161	22,246
Monetary update of acquisition of subsidiaries	26(a)	-	-	9,232	(1,126)
Settlement of cost incurred with issuance of debentures	20(c)	-	-	3,738	1,275
		<b>(522)</b>	<b>(635)</b>	<b>1,208,031</b>	<b>870,173</b>
<b>Changes in:</b>					
Trade receivables		-	-	(241,771)	(376,373)
Recoverable income tax and social contribution		-	-	(113,049)	(158,017)
Recoverable taxes		89	-	(53,522)	(25,234)
Judicial deposits		-	-	(1,422)	(10,550)
Indemnification assets		-	-	1,399	530
Trade payables		7	(49)	5,350	(23,401)
Payroll and social charges		-	-	338,569	342,331
Other tax obligations		(49)	(14)	(76,319)	24,660
Other trade receivables - with related parties	13.2	217	(20,669)	-	-
Other assets and liabilities		14,916	(14,961)	(115,818)	(32,950)
<b>Cash generated from (used in) operating activities</b>		<b>14,658</b>	<b>(36,328)</b>	<b>951,448</b>	<b>611,169</b>
Interest paid on loans	19(b)	-	-	(60,769)	(63,337)
Interest paid on debentures	20(c)	-	-	(250,014)	(98,579)
Interes paid on installments	24	-	-	(1,975)	(1,575)
Income tax and social contribution paid		(86)	(68)	(123,302)	(89,206)
<b>Net cash generated from (used in) operating activities</b>		<b>14,572</b>	<b>(36,396)</b>	<b>515,388</b>	<b>358,472</b>
<b>Cash flows from investment activities</b>					
Financial investments		-	-	156,684	537,998
Dividends receivable	13.4	125,506	-	-	-
Proceeds from loans - mutual agreements	13.3	3,211	2,984	7,064	5,324
Granting of loans - mutual agreements	13.3	-	-	(1,000)	(9,500)
Proceds from the sale of property and equipment		-	-	11,661	5,768
Acquisition of property and equipment	16(b)	-	-	(115,679)	(75,977)
Acquisition of intangible assets	18(b)	-	-	-	(1,975)
Acquisition of not consolidated subsidiaries	15(ii)	-	-	(79,135)	-
Acquisition of subsidiaries, net of cash obtained in the acquisition	3	-	-	4,078	(292,197)
<b>Net cash generated from (used in) investment activities</b>		<b>128,717</b>	<b>2,984</b>	<b>(16,327)</b>	<b>169,441</b>
<b>Cash flows from financing activities</b>					
Capital increase through the issuance of shares	27(b)	30,891	33,426	30,891	33,426
Payment of tax installments	24	(48)	-	(15,399)	(11,258)
Payment of leases		-	-	(19,279)	(18,654)
Dividends paid (shareholders and sellers of acquisition)	13.5	(174,124)	-	(175,912)	(1,400)
Derivative financial instruments	28(c)	-	-	(6,559)	30
Loans amortization	19(b)	-	-	(149,922)	(172,838)
Debentures amortization	20(c)	-	-	(75,000)	(75,000)
Exercise of call option and additional acquisition installment	26(a)	-	-	(33,064)	(88,477)
<b>Net cash (used in) from generated financing activities</b>		<b>(143,281)</b>	<b>33,426</b>	<b>(444,244)</b>	<b>(334,171)</b>
<b>Net increase in cash and cash equivalents</b>		<b>8</b>	<b>14</b>	<b>54,817</b>	<b>193,742</b>
Cash and cash equivalents as at January 1		33	30	889,159	652,434
Cash and cash equivalents as at September 30		41	44	943,976	846,176

The notes are an integral part of the parent company and consolidated interim financial information.

## GPS Participações e Empreendimentos S.A.

### Statements of value added

For the nine-month periods ended September 30, 2023 and 2022

(In thousands of Reais)

		Parent Company		Consolidated	
	Note	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022	From 01/01/2023 to 09/30/2023	From 01/01/2022 to 09/30/2022
<b>Revenues (1)</b>		<b>-</b>	<b>66</b>	<b>8,368,436</b>	<b>7,303,235</b>
Gross revenue from services rendered and good sold	29	-	-	8,396,994	7,355,607
Other revenues	30	-	66	54,320	13,714
Provision for expected loss of billed services and to be billed	10 (a)	-	-	(82,878)	(66,086)
<b>Inputs acquired from third parties (2)</b>		<b>(727)</b>	<b>(2,048)</b>	<b>(954,091)</b>	<b>(692,341)</b>
Costs of goods sold	30	-	-	(123,705)	(105,965)
Materials, third party services and others	30	(727)	(2,048)	(830,386)	(586,376)
<b>Gross value added (3) = (1) + (2)</b>		<b>(727)</b>	<b>(1,982)</b>	<b>7,414,345</b>	<b>6,610,894</b>
<b>Depreciation and amortization (4)</b>		<b>-</b>	<b>-</b>	<b>(165,229)</b>	<b>(151,885)</b>
<b>Net value added produced (5) = (3) + (4)</b>		<b>(727)</b>	<b>(1,982)</b>	<b>7,249,116</b>	<b>6,459,009</b>
<b>Value added received in transfer (6)</b>		<b>392,270</b>	<b>315,972</b>	<b>311,367</b>	<b>188,279</b>
Equity-accounted investees	15 (a)	391,738	315,197	-	-
Financial income	31	532	775	311,367	188,279
<b>Total distributed value added (7) = (5) + (6)</b>		<b>391,543</b>	<b>313,990</b>	<b>7,560,483</b>	<b>6,647,288</b>
<b>Distribution of value added</b>		<b>(391,543)</b>	<b>(313,990)</b>	<b>(7,560,483)</b>	<b>(6,647,288)</b>
<b>Personnel</b>		<b>-</b>	<b>-</b>	<b>(4,874,156)</b>	<b>(4,384,879)</b>
Direct compensation		-	-	(4,630,397)	(4,145,104)
Benefits		-	-	(136,375)	(126,878)
Social charges		-	-	(107,384)	(112,897)
<b>Taxes and fees</b>		<b>(63)</b>	<b>(93)</b>	<b>(1,609,600)</b>	<b>(1,498,432)</b>
Federal		(63)	(93)	(1,280,444)	(1,213,779)
State		-	-	(14,253)	(11,028)
Municipal		-	-	(314,903)	(273,625)
<b>Remuneration of third parties' capital</b>		<b>(65)</b>	<b>-</b>	<b>(682,144)</b>	<b>(449,819)</b>
Interests		(65)	-	(472,147)	(292,848)
Rentals		-	-	(209,997)	(156,971)
<b>Equity remuneration</b>		<b>(391,415)</b>	<b>(313,897)</b>	<b>(394,583)</b>	<b>(314,158)</b>
Retained earnings		(391,415)	(313,897)	(394,583)	(314,158)

The notes are an integral part of the parent company and consolidated interim financial information.

**GPS Participações e Empreendimentos S.A.**

Explanatory notes to the parent company and consolidated interim accounting information as at September 30, 2023.

*Balance in thousands of reais, except as otherwise indicated.*

**1 Operating context**

GPS Participações e Empreendimentos S.A. ("Parent Company" or "Company") is a holding company as a publicly-held registered in the Novo Mercado segment of B3 S.A. - Brasil, Bolsa, Balcão ("B3"), characterizing it as the highest level of corporate governance in the Brazilian capital market, under the trading code GGPS3, with registered office at 1,215, Miguel Frias e Vasconcelos avenue, in Sao Paulo city, Sao Paulo state.

The consolidated financial statements include the Company and its subsidiaries (collectively referred to as the "Group"). The Group's main activities are: (i) provision of property security services; (ii) provision of hygiene and cleaning services (facilities); (iii) provision of indoor logistics services; (iv) provision of electronic security services, implementation, operation, and building maintenance services; (v) provision of maritime hospitality services (on oil platforms); (vi) provision of kitchen services and sales of meals; (vii) provision of highway maintenance services; (viii) interest in companies by acquiring shares or quotas of the capital; and (ix) administration and management of temporary labor for third parties, pursuant to Law nº 6,019/74, as amended by Law nº 13,429/17; (x) financial business consulting and advisory, in the area of promotional events, planning, organization and execution of fairs, congresses, events and incentive campaigns; (xi) promotion of sales and distribution of promotional gifts; (xii) provision of industrial maintenance services; and (xiii) insurance brokerage of elementary branches, life insurance, health, pension and capitalization.

**2 Description of the subsidiaries**

The consolidated financial statements are composed of the financial statements of the parent company and the companies directly and indirectly controlled. As at September 30, 2023 and December 31, 2022, the consolidated interim accounting information include the consolidation of the following companies, all of which are domiciled in Brazil:

Direct subsidiary	Direct subsidiary	September 30, 2023	December 31, 2022
Top Service Serviços e Sistemas S.A. - (Top Service)	GPS Participações e Empreendimentos S.A.	100.00	100.00

Indirect subsidiary	Direct subsidiary	September 30, 2023	December 31, 2022
GPS Predial Sistemas de Segurança Ltda. - (GPS RJ)	Top Service Serviços e Sistemas S.A.	100.00	100.00
GPS Predial Sistemas de Segurança Ltda. - (GPS SP)	Top Service Serviços e Sistemas S.A.	100.00	100.00
GPS Predial Sistemas de Segurança Ltda. - (GPS BA)	Top Service Serviços e Sistemas S.A.	100.00	100.00
Ecopolo Gestão de Águas, Resíduos e Energia Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
GPS Tec Sistemas Eletrônicos de Segurança Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Engeseg Empresa de Vigilância Computadorizada Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
In-Haus Industrial e Serviços de Logística Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Proguarda Vigilância e Segurança Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Proguarda Administração e Serviços Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Proteg Segurança Patrimonial Eireli	Top Service Serviços e Sistemas S.A.	100.00	100.00
Quattro Serv Serviços Gerais Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Servis Segurança Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
SECOPI - Segurança Comercial do Piauí Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Ultralimpo Empreendimentos e Serviços Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Polonorte Segurança da Amazônia Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Gol Segurança e Vigilância Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
BC2 Construtora Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00

Indirect subsidiary	Direct subsidiary	September 30, 2023	December 31, 2022
BC2 Infraestrutura Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Top Service Facilities Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
LC Administração de Restaurantes Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Presidente Altino Participações e Comercialização de Imóveis Próprios Ltda. (formerly called Onservice Gestão de Serviços Terceirizados Ltda.)	Top Service Serviços e Sistemas S.A.	100.00	100.00
Eleva In-Haus Manutenção Industrial Ltda. (formerly called Comau do Brasil Indústria e Comércio Ltda.)	Top Service Serviços e Sistemas S.A.	100.00	100.00
Evimeria Corretagem de Seguros e Consultoria Ltda.	Top Service Serviços e Sistemas S.A.	80.00	80.00
Ormec Engenharia Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Global Serviços Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Global Serviços Empresariais de Mão de Obra Temporária Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Global Empregos Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Global Administração e Serviços Aeroportuários Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Global Central de Estágios Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Global Treinamento e Desenvolvimento Profissional Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Allis Soluções Inteligentes Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Rudder Segurança Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Serviços de Cogeração Carioca Ltda.	Top Service Serviços e Sistemas S.A.	88.82	88.82
Allis Luandre Soluções em Trade e Pessoas Ltda. (formerly called Allis Soluções em Trade e Pessoas Ltda.)	Top Service Serviços e Sistemas S.A.	100.00	100.00
Compart Marketing e Tecnologia Ltda. (a)	Top Service Serviços e Sistemas S.A.	100.00	-
Maestro Tecnologia S.A. (a)	Top Service Serviços e Sistemas S.A.	77.27	-
GPS AIR - Serviços Auxiliares ao Transporte Aéreo Ltda.	In-Haus Industrial e Serviços de Logística Ltda.	100.00	100.00
Loghis Logística e Serviços Ltda.	In-Haus Industrial e Serviços de Logística Ltda.	100.00	100.00
Predial Axel Manutenção Industrial Ltda. (formerly called Sulzer Brasil Indústria e Comércio Ltda.)	In-Haus Industrial e Serviços de Logística Ltda.	100.00	100.00
Motus Serviços Ltda.	In-Haus Industrial e Serviços de Logística Ltda.	60.00	60.00
Conbras Manutenção Ltda. (formerly called ISS Manutenção e Serviços Integrados Ltda.)	In-Haus Industrial e Serviços de Logística Ltda.	100.00	100.00
In-Haus Log Ltda. (formerly called ISS Serviços de Logística Integrada Ltda.)	In-Haus Industrial e Serviços de Logística Ltda.	100.00	100.00
Engie Brasil Serviços de Energia Ltda. (a)	In-Haus Industrial e Serviços de Logística Ltda.	100.00	-
Graber Sistemas de Segurança Ltda.	Top Service Serviços e Sistemas S.A.	100.00	100.00
Visel Vigilância e Segurança Ltda.	Graber Sistemas de Segurança Ltda.	100.00	100.00
Fortaleza Serviços de Vigilância Ltda.	Graber Sistemas de Segurança Ltda.	100.00	100.00
Onseg Serviços de Vigilância e Segurança Ltda.	Graber Sistemas de Segurança Ltda.	100.00	100.00
Onserv Serviços Terceirizados Ltda.	Graber Sistemas de Segurança Ltda.	100.00	100.00
Poliservice - Sistemas de Segurança S.A.	Graber Sistemas de Segurança Ltda.	100.00	100.00
Sunset Serviços Patrimoniais Ltda.	Graber Sistemas de Segurança Ltda.	55.00	55.00
Sunset Vigilância e Segurança Ltda.	Graber Sistemas de Segurança Ltda.	55.00	55.00
Global Segurança Ltda.	Graber Sistemas de Segurança Ltda.	100.00	100.00
Force Vigilância Ltda.	Graber Sistemas de Segurança Ltda.	100.00	100.00
Force Serviços Terceirizados Eireli.	Graber Sistemas de Segurança Ltda.	100.00	100.00
Rudder Serviços Gerais Ltda.	Rudder Segurança Ltda.	100.00	100.00
Eleva Facilities Ltda. (formerly called Comau Facilities Ltda.)	Eleva In-Haus Manutenção Industrial Ltda.	100.00	100.00
Wrapper Sistemas Ltda.	Motus Serviços Ltda.	80.00	80.00
Evertical Comércio de Máquinas e Equipamentos de Informática Ltda.	GPS Tec Sistemas Eletrônicos de Segurança Ltda.	55.00	55.00
Evertical Tecnologia Ltda.	GPS Tec Sistemas Eletrônicos de Segurança Ltda.	55.00	55.00
Engie Facilities, Limpeza e Conservação Ltda. (a)	Engie Brasil Serviços de Energia Ltda.	100.00	-
SW Invest Tecnologia, Serviços e Participações Ltda. (a)	Maestro Tecnologia S.A.	100.00	-

(a) Acquisition of control by purchase of capital shares. About the business combination, see details in note nº 3.

### 3 Business combination

The Group's strategic objective is to seek leadership in the market sectors in which it operates, for which purpose it has a structured program of inorganic growth. This program includes acquisitions from groups of companies or companies in the same business segments.

Such acquisitions are mainly aimed at:

- increasing the portfolio of services offered, strengthening the one stop shop position;
- expansion of the customers portfolio;
- the achievement of operational and fiscal synergies;
- the consolidation of presence in the regions in which it operates; and
- the expansion of the territorial base by entering new markets.

The evaluation techniques used to measure fair value of relevant acquired assets and liabilities are as follows:

Assets and liabilities acquired	Valuation method
Brand and customers portfolio	Income approach that considers future cash flows attributed to intangible assets discounted to present value.
Surplus value of fixed assets	To determine the value in use of these items, they were evaluated based on the market value of the equivalent products.
Contingent liabilities	The fair value of contingent liabilities was determined based on legal audit and due diligence reports issued by legal advisors and took into account the probability and magnitude of outflows of resources.

All partial acquisitions refers to the acquisition of control. For the partial acquisitions of the shares of the acquired companies, the Group has adopted, whenever applicable, the early acquisition methodology, in which, on the same acquisition date, an option instrument is mutually granted between the parties for the purchase and sale of the residual shares of the capital of the acquired companies, constituting themselves as separate accounting units. Since the acquisition of control already occurs at this stage, its acquisitions are fully recorded (in 100%, even if the purchase on the acquisition date is partial), regardless of the shareholding held.

The fair value of acquired assets and liabilities assumed and transaction amounts on the acquisition date of 2022 acquisitions are parent company and consolidated financial statements as at December 31, 2022, published on March 2, 2023. The fair value of the assets acquired and liabilities assumed and the transaction values at the acquisition date for the 2023 acquisitions are presented below:

Acquired in 2023	Note	Engie Group 3.1	Compart 3.2	Maestro Group 3.3	Total of 2023
Cash and cash equivalents		36,586	9,318	6,132	52,036
Trade receivables		25,469	31,347	89	56,905
Recoverable taxes		2,435	1,541	-	3,976
Deferred income tax and social contribution (i)		-	27,406	-	27,406
Judicial deposits		1,013	13	-	1,026
Property and equipment		9,268	741	-	10,009
Right-of-use assets		493	2,625	-	3,118
Intangible assets (ii)		11,951	38,441	1,324	51,716
Other assets (iii)		464	25,115	1	25,580
Loans		-	(3,894)	-	(3,894)
Leases payable		(493)	(2,625)	-	(3,118)
Trade and other payables		(11,581)	(2,561)	(1)	(14,143)
Payroll and social charges		(9,076)	(9,462)	-	(18,538)
Tax liabilities		(4,451)	(2,180)	(15)	(6,646)
Provision for contingencies (iv)		(5,202)	(11,716)	-	(16,918)
Sub judice taxes		(40,311)	(68,533)	(8)	(108,852)
<b>Fair value of identifiable net assets (v) (A)</b>		<b>16,565</b>	<b>35,576</b>	<b>7,522</b>	<b>59,663</b>
<b>Non-acquired interests (ix) (H)</b>		-	-	<b>1,408</b>	<b>1,408</b>
<b>Transferred consideration (B)</b>	3.1 to 3.3 (a)	-	<b>86,613</b>	<b>8,487</b>	<b>95,100</b>
Cash payment on previously year (vi) (C)		-	2,500	-	2,500
Cash payment in the year (D)		-	41,129	6,829	47,958
Contingent consideration (E) = (B - C - D)		-	42,984	1,658	44,642
Update of contingent consideration (F)		-	3,620	65	3,685
<b>Balance payable from acquisition debt (E + F)</b>		-	<b>46,604</b>	<b>1,723</b>	<b>48,327</b>
Cash and cash equivalents and financial investments (G)		(36,586)	(9,318)	(6,132)	(52,036)
Cash effect on the year = (D + G)		(36,586)	31,811	697	(4,078)
<b>Goodwill (vii) (B - A + H)</b>		-	<b>51,037</b>	<b>2,373</b>	<b>53,410</b>
<b>Bargain purchase (viii) (B - A)</b>		<b>(16,565)</b>	-	-	<b>(16,565)</b>

- (i) Refers to taxes on temporary differences arising from the fair value of net assets acquired.
- (ii) Allocation determined to the client portfolio. The intangible of the client portfolio derives from the company's relationship with its clients who represent a stable and recurring source of income. The intangible of brands derives from the ease with which consumers identify a business by products and services. Deferred taxes are recognized in the acquiring company, which records the capital gains. The rate is 34% (income tax and social contribution).
- (iii) Refers to indemnification assets, advance expenses, advances and other trades to be receivable.
- (iv) Refers to the allocation of contingent liabilities (not recorded in the statement of financial position of the acquired company) and to the provisions themselves, recognized in the statement of financial position.
- (v) For the closing of the period September 30, 2023, the fair values of identifiable assets and liabilities assumed, collected on the date of acquisition are pending completion, thus, we report the provisional amounts until the completion of the evaluation is obtained, as instructed by CPC 15 (R1) / IFRS 3. The same applies to fair values of intangible assets (client portfolio, brands, fixed assets, indemnity assets and contingent liabilities), which were determined provisionally. If new information is established within the period of measurement (one year), as determined by CPC 15 (R1) / IFRS 3, from the date of acquisition, about facts and circumstances that existed on the date of acquisition, any adjustments in the amounts mentioned above, or any need for additional provision, the accounting of the acquisition will be reviewed.
- (vi) Payment made in 2022 by advance, therefore, with no effect on the statement of cash flows in 2023.
- (vii) The goodwill resulting from the acquisition, which comprises the amount of the difference paid and/or payable by the Group in relation to the identifiable net assets. It is mainly attributed to the skills and technical talent of the workforce and the expected synergies in the integration of the acquired companies into the Group's existing businesses. See explanatory note n° 18 (a). In this sense, the tax treatment will occur from the moment of the realization of the investment, with the incorporation of the acquired company, which corresponds to the triggering of the tax benefit of the goodwill, under the terms of the legislation in force.
- (viii) The bargain purchase arises from the excess of the net value of the identified assets and liabilities assumed in relation to the consideration transferred by the control of the acquired. See details in note n° 3.1 (d(i)).
- (ix) Company partially acquired, without the possibility of acquiring the residual portion.

### 3.1 Engie Group

On January 16, 2023, the Group, through its indirect subsidiary In-Haus Industrial e Serviços de Logística Ltda., acquired 100% of the share capital, which also comprises 100% of the voting capital, from Engie Brasil Serviços de Energia Ltda., which is the parent company of Engie Facilities, Limpeza e Conservação Ltda., thus obtaining its control as of February 1, 2023.

#### *a. Consideration transferred*

The acquisition was carried out for the symbolic amount of R\$ 1 (one BRL), depending on the identifiable liabilities and debtors. This amount was settled on the date of signing of the purchase and sale agreement on November 08, 2022.

#### *b. Incorporated revenues and results*

The Group consolidated in the period ended September 30, 2023 the amounts of net revenue and loss for the period from February 1 to September 30, 2023 arising from the acquisition of R\$ 68,365 and R\$ 203, respectively (if the date of acquisition was at the beginning of the reporting period, such amounts would be R\$ 76,180 and (R\$ 1,801), respectively).

#### *c. Acquisition costs*

The Group incurs costs related to the acquisition in the amount of R\$ 529 related to attorney's fees and due diligence costs. Attorney's fees and due diligence costs were recorded as "Other operating expenses" in the income statement.

#### *d. Gain on bargain purchase*

The gain on bargain purchase recognized as a result of the acquisition was determined as follows:

Consideration transferred (A)	-
Bargain purchase - income (B) (i)	16,565
<b>Total of the gain with bargain purchase (A - B)</b>	<b>16,565</b>

- (i) The Group recorded in "Other operating revenues" in the income statement, a gain of R\$ 16,565 related to the bargain purchase in the acquisition of the companies Engie Brasil Serviços de Energia Ltda. and Engie Facilities, Limpeza e Conservação Ltda. As required in paragraph 36 of CPC 15 (R1) / IFRS 3 - Business Combination, the Group has carried out a review to ensure that all assets acquired and all liabilities assumed have been correctly identified, thus obtaining confirmation of the bargain purchase scenario. The result of the negotiation was mainly due to the seller's intention to withdraw from the business.

### 3.2 Compart

On January 31, 2023, the Group, through its direct subsidiary Top Service Serviços e Sistemas S.A., acquired 100% of the share capital, which also comprises 100% of the voting capital, from Compart Marketing e Tecnologia Ltda., thus obtaining its control as of February 1, 2023.

**a. Consideration transferred**

The acquisition was made for the amount of R\$ 86,613, being:

- (i) R\$ 2,500 paid via bank transfer, on the date of signature of the purchase and sale agreement, as a signal, on December 14, 2022;
- (ii) R\$ 41,129 paid by bank transfer, on February 2, 2023;
- (iii) R\$ 18,038 to be paid within 60 months from the closing date on January 31, 2023; and
- (iv) R\$ 18,053 as an additional amount (earn-out) to be paid up to 180 days after the end of the 2023 fiscal year, in accordance with compliance with the contractual clauses established in the purchase and sale agreement.; and
- (v) R\$ 6,893 as an additional amount (earn-out) to be paid up to 60 days after the end of the 2023 fiscal year, in accordance with compliance with the contractual clauses established in the purchase and sale agreement.

**b. Incorporated revenues and income**

The Group consolidated in the period ended September 30, 2023 the amounts of net revenue and net income for the period from February 1 to September 30, 2023 arising from the acquisition of R\$ 119,628 and R\$ 4,682, respectively (if the acquisition date were at the beginning of the reporting period, such amounts would be R\$ 135,610 and R\$ 8,432, respectively).

**c. Acquisition costs**

The Group incurs costs related to the acquisition in the amount of R\$ 437 related to attorney's fees and due diligence costs. Attorney's fees and due diligence costs were recorded as "Other operating expenses" in the income statement.

**3.3 Maestro Group**

On June 14, 2023, the Group, through its subsidiary Top Service Serviços e Sistemas S.A., acquired 77.27% of the share capital, which also comprises 77.27% of the voting capital, of Maestro Tecnologia S.A., which is the parent company of SW Invest Tecnologia, Serviços e Participações Ltda., thus obtaining control as of July 1, 2023.

**a. Consideration transferred**

The acquisition was made for the amount of R\$ 8,487, as being:

- (i) R\$ 2,487 in three semiannual installments, to be paid to the sellers as of the date of signature of the share purchase agreement, the first of which will be paid on June 15, 2023 and which corresponds to 77.27% of the shares issued by the company representing 77.27% of the share capital;
- (ii) R\$6,000 on June 15, 2023, referring to the subscription of new shares issued by the company, which corresponds to 50% of the shares representing the share capital.

**b. *Incorporated revenues and income***

The Group consolidated in the period ended September 30, 2023 the amounts of net revenue and net income for the period from July 1 to September 30, 2023 arising from the acquisition of R\$ 204 and R\$ 103, respectively (if the acquisition date were at the beginning of the reporting period, such amounts would be R\$ 574 and R\$ 334, respectively).

**c. *Acquisition costs***

The Group incurs costs related to the acquisition in the amount of R\$ 97 related to attorney's fees and due diligence costs. Attorney's fees and due diligence costs were recorded as "Other operating expenses" in the income statement.

**4 Basis for preparation****4.0 Declaration of compliance (with respect to the Accounting Pronouncements Committee - CPC and International Financial Reporting Standards - IFRS)**

The principal accounting practices applied in the preparation of this parent company and consolidated interim accounting information have not changed from those presented in the parent company and consolidated financial statements for the year ended December 31, 2022. Therefore, this parent company and consolidated interim accounting information should be read together with the Company's parent company and consolidated financial statements for the year ended December 31, 2022, published on March 2, 2023.

The parent company and consolidated interim accounting information was prepared in accordance with Technical Pronouncement CPC 21 (R1) - Interim Statement and in accordance with the international standard IAS 34 - "Interim Financial Reporting" issued by the IASB "International Accounting Standards Board", applicable to the preparation of interim accounting information.

These guidelines have been consistently applied in the preparation of the Group's parent company and consolidated interim accounting information.

This information is being presented considering OCPC 07 - Disclosure in the Disclosure of General Purpose Accounting-Financial Reports, which reinforces basic disclosure requirements of existing standards and suggests a disclosure focused on: (i) information relevant to users, (ii) quantitative and qualitative aspects and (iii) risks.

All relevant information proper to the parent company and consolidated interim accounting information, and only these, are being evidenced, and correspond to that used by Management in its administration.

This parent company and consolidated interim accounting information was authorized for issuance by Management on November 09, 2023. After its issuance, only shareholders are empowered to change the interim accounting information.

#### **4.1 Statement of value added**

The presentation of the parent company and consolidated Statement of Value Added (DVA) is required by Brazilian corporate laws and accounting policies adopted in Brazil applicable to publicly-held companies. The DVA was prepared in accordance with the criteria defined in Technical Pronouncement CPC 09 - "Statement of Value Added". IFRS does not require the presentation of this statement. Consequently, for IFRS purposes, this statement is presented as supplementary information, without prejudice to the set of parent company and consolidated interim accounting information.

#### **4.2 Consolidation**

The Group consolidates all entities controlled by it, that is, when it is exposed or has rights to variable returns from its involvement with the investee and is able to direct the relevant activities of the investee.

The subsidiaries included in the consolidation are described in note nº 2 and the accounting policies applied in the preparation of the consolidated interim accounting information are described in note nº 8 of the parent company and consolidated financial statements as at December 31, 2022, published on March 02, 2023.

#### **4.3 Functional and presentation currency**

This parent company and consolidated interim accounting information is presented in Reais, which is the Group's functional currency. All balances have been rounded up to the nearest thousand, except where otherwise specified.

#### **4.4 Presentation of information by segment**

The information by operating segments is presented in a manner consistent with the internal report provided to the main chief operations decision maker.

The Company's main decision-making body, responsible for defining the allocation of resources and evaluating the performance of the operating segments, is the Board of Directors.

### **5 Use of estimates and judgments**

In preparing these parent company and consolidated interim accounting information, required Management to make judgments, estimates and assumptions that affect the application of the parent company's and its subsidiaries' accounting policies and the reported amounts of assets, liabilities, revenues and expenses. Actual results may differ from these estimates.

Underlying estimates and assumptions are continuously reviewed. Estimates reviews are recognized on a prospective basis.

#### **5.1 Judgments**

There is no information on judgments made in the application of accounting policies that have significant effects on the amounts recognized in the interim accounting information.

## 5.2 Uncertainties regarding assumptions and estimates

Information about uncertainties related to assumptions and estimates as at September 30, 2023 that have a significant risk of resulting in a material adjustment in the carrying balances of assets and liabilities in the next fiscal year is included in the following notes:

- **Note n° 10** - Trade receivables: Measurement of expected credit loss for trade receivables;
- **Note n° 18** - Impairment test for intangible assets and goodwill: main assumptions regarding recoverable values and value in use of cash-generating units based on discounted cash flow;
- **Note n° 23** - Deferred income tax and social contribution - recognition of deferred tax assets: availability of future taxable income against which deductible temporary differences and tax losses can be used;
- **Note n° 25** - Recognition and measurement of provisions for contingencies and sub judice taxes: main assumptions on likelihood and magnitude of outflows of funds;
- **Note n° 26** - Acquisition of subsidiary: Fair value of the consideration transferred (including contingent consideration) and assets acquired, and liabilities assumed; and
- **Note n° 28** - Financial instruments: The effectiveness of hedge: determined by prospective periodic assessments on effectiveness to ensure that there is an economic relationship between the protected item and the hedge instrument. Fair value of swap: the fair value is calculated based on the present value of estimated future cash flows.

## 6 Basis for measurement

The parent company and consolidated interim accounting information have been prepared on a historical cost basis, except for the following material items recognized in the statements of financial position:

- (i) Derivative financial instruments are measured at fair value;
- (ii) Non-derivative financial instruments measured at their fair value through profit or loss are measured at fair value; and
- (iii) Contingent liabilities assumed in a business combinations are measured at fair value.

### ***Fair value measurement***

Fair value is the price that would be received for the sale of an asset or paid for the transfer of a liability in an orderly transaction between market participants on the measurement date, in the main market or, in its absence, in the most advantageous market to which the Group has access on that date. The fair value of a liability reflects its risk of non-performance.

A few of the Group's accounting policies and disclosures require the assessment of fair value, for both financial and non-financial assets and liabilities.

When available, the Group measures the fair value of an instrument using the price quoted in an active market for that instrument. A market is considered active if transactions for asset or liability occur with sufficient frequency and volume to provide pricing information on an ongoing basis.

If there is no price quoted in an active market, the Group uses valuation techniques that maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The chosen valuation technique incorporates all the factors that market participants would take into account when fixing the price of a transaction.

If an asset or liability measured at fair value has a purchase price and a sale price, the Group measures assets based on purchase prices and liabilities based on sale prices.

The best evidence of the fair value of a financial instrument on initial recognition is generally the price of the transaction - that is, the fair value of the consideration given or received. If the Group determines that the fair value at initial recognition differs from the transaction price and the fair value is not evidenced by a price quoted in an active market for an identical asset or liability or based on a valuation technique for which any unobservable inputs are judged to be insignificant in relation to the measurement, then the financial instrument is initially measured at the fair value to distinguish the difference between the fair value at initial recognition and the transaction price. Subsequently, this difference is recognized in profit or loss on an appropriate basis over the life of the instrument, or until such time as the valuation is fully supported by market observable inputs or the transaction is closed, whichever occurs first.

## **7 Information by segment**

Information by operating segments is presented in a form that is consistent with the internal report provided to the principal operations decision taker. The main operating decision maker, responsible for allocating resources and evaluating the performance of operational segments, is the Board of Directors in accordance with the annual approval of the Business Plan, also responsible for making strategic decisions of the Group.

The determination of the Group's operating segments is based on its Corporate Governance framework, which divides the businesses for management and decision-making purposes into regional units, in the customers' geographical areas. The revenue and cost are used to define the respective management frameworks, based on the regional units. The Board of Directors monitors the results of each business unit at least bimonthly.

The revenues and costs of the segment are based on the customers' geographic location, which is the same metric used to define the respective management frameworks, based on regional units.

There is no customer that has contributed more than 10% of net operating revenue at September 30, 2023 and 2022. All revenues from contracts with customers of the Group are concentrated in a single geographic market (Brazil) and all products and services are transferred at a specific moment.

The following table contains summarized accounting information related to the geographical distribution of the Group's business operations as at September 30, 2023 and 2022:

	Net revenue		Costs		Gross profit (loss)	
	09/30/2023	09/30/2022	09/30/2023	09/30/2022	09/30/2023	09/30/2022
Southeast	4,846,105	4,083,075	(3,955,514)	(3,355,944)	890,591	727,131
North and Northeast	1,202,707	970,983	(982,959)	(815,504)	219,748	155,479
South	1,084,254	822,524	(886,800)	(663,182)	197,454	159,342
Midwest	511,040	435,883	(414,504)	(362,792)	96,536	73,091
Unallocated (i)	122,265	420,616	(196,402)	(461,595)	(74,137)	(40,979)
<b>Total</b>	<b><u>7,766,371</u></b>	<b><u>6,733,081</u></b>	<b><u>(6,436,179)</u></b>	<b><u>(5,659,017)</u></b>	<b><u>1,330,192</u></b>	<b><u>1,074,064</u></b>

- (i) These amounts refer to consolidated balances that are not yet part of the Group's operating system, such as companies that have been acquired and have not yet been fully integrated. Since these acquisitions are still in the measurement period, the amounts are being presented provisionally in the Group's consolidated interim accounting information, in accordance with CPC 15 (R1) / IFRS 3 - Business Combination. The accounting records of results are classified by Result Centers, which carry information such as: segment, region, management structure, among others. Unlike the patrimonial accounting records, which are classified only by accounting accounts, so that it becomes impractical to present the equity items by regionalized segment.

## 8 Cash and cash equivalents

	Parent Company		Consolidated	
	09/30/2023	12/31/2022	09/30/2023	12/31/2022
Cash and banks	41	33	49,024	93,065
Bank deposit certificates (a)	-	-	894,952	796,094
<b>Total</b>	<b><u>41</u></b>	<b><u>33</u></b>	<b><u>943,976</u></b>	<b><u>889,159</u></b>

- (a) Investments in bank deposit certificates referring to cash and cash equivalents as at September 30, 2023 are remunerated based on average rates equivalent to 107.67% p.a. (104.79% p.a. as at December 31, 2022) of the variation in the Interbank Deposit Certificates (CDI). These resources have prompt liquidity, are readily convertible into a known amount of cash, are used to cover payment of the Group's operating obligations and are subject to a negligible risk of value changes.

The balance of "Cash and cash equivalents" considers the average monthly turnover of the last six months, provided that it also cumulatively meets the criteria of CPC 03 / IAS 7. The cash surplus will be used for strategic purposes of the Group; therefore, it is classified under "Financial investments" in current and non-current assets.

Information on the Group's exposure to market and credit risks is included in note nº 28.

## 9 Financial investments

	Consolidated	
	09/30/2023	12/31/2022
Bank deposit certificates (i)	1,654,096	1,810,780
<b>Current</b>	<b>1,654,096</b>	<b>1,810,414</b>
<b>Non-current</b>	<b>-</b>	<b>366</b>

Financial investments in Bank deposit certificates as at September 30, 2023 are remunerated based on average rates equivalent to 110.88% p.a. (106.33% p.a. as at December 31, 2022) of the variation in the Interbank Deposit Certificates (CDI). These resources have prompt liquidity, are readily convertible into a known amount of cash and are subject to a negligible risk of value changes.

These financial investments, even if of immediate settlement, were separated from cash and cash equivalents because they are not intended to maintain the Group's operating cash flow.

Information on the Group's exposure to market and credit risks is included in note n° 28.

## 10 Trade receivables

	Consolidated	
	09/30/2023	12/31/2022
Billed services	1,341,625	1,284,207
Services to be billed (a)	993,153	757,304
Contractual withholdings (c)	82,057	72,491
Other trade receivables	-	81
<b>Subtotal</b>	<b>2,416,835</b>	<b>2,114,083</b>
Provision for expected loss from billed services (b)	(96,873)	(74,612)
Provision for expected loss from services to be billed (b)	(81,825)	(17,345)
<b>Total</b>	<b>2,238,137</b>	<b>2,022,126</b>
<b>Current</b>	<b>2,150,699</b>	<b>1,948,832</b>
<b>Non-current</b>	<b>87,438</b>	<b>73,294</b>

- (a) Services to be billed refers to the billed provided and measured and not billed yet as of the closing date of the individual and consolidated financial statement.
- (b) The provision for expected loss from billed services and services to be billed is calculated in accordance with the policy mentioned in note n°. 8.9 of the individual and consolidated financial statement as at December 31, 2022, published on March 02, 2023.
- (c) Refers to retentions made by customers, contractually provided, which will be returned at the end of the contractual term.

The aging list of accounts receivable from billed services is presented in note n° 28.

The movement of the provision balance for expected losses of the billed services is shown below:

	<b>Consolidated</b>	
	<b>2023</b>	<b>2022</b>
<b>As at January 1,</b>	<b>(74,612)</b>	<b>(56,848)</b>
Provision from acquired of business combination	(3,646)	(14,844)
Constitution of the provision for loss	(23,334)	(13,686)
Realization of the provision for loss	4,719	-
<b>As at September 30,</b>	<b>(96,873)</b>	<b>(85,378)</b>

The movement of the provision balance for expected losses of the services to be billed is shown below:

	<b>Consolidated</b>	
	<b>2023</b>	<b>2022</b>
<b>As at January 1,</b>	<b>(17,345)</b>	<b>(4,627)</b>
Provision from acquired of business combination	(216)	(5,657)
Constitution of the provision for loss	(64,264)	(52,400)
<b>As at September 30,</b>	<b>(81,825)</b>	<b>(62,684)</b>

There are fiduciary assignments of receivables for working capital loans, see note nº 19.

Information on the Group's exposure to credit risks, of market and expected losses related to "Trade receivables and other trade receivables" is disclosed in note nº 28.

## 11 Recoverable income tax and social contribution

	<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>12/31/2022</b>
Income tax from operating, net	142,243	118,513
Income tax from financial investments, net	1,007	1,052
Social contribution, net	77,114	76,726
Income tax credit arising from the Selic update on tax overpayments	12,913	12,913
Social contribution credit arising from the Selic update on tax overpayments	4,649	4,649
Update currency of Selic's indebttness	3,703	2,031
<b>Total</b>	<b>241,629</b>	<b>215,884</b>
<b>Current</b>	<b>220,364</b>	<b>196,291</b>
<b>Non-current</b>	<b>21,265</b>	<b>19,593</b>

The balance of income tax and social contribution to be recovered refers to the amounts withheld at source in the tax notes of sale/services provided.

## 12 Recoverable taxes

	Parent Company		Consolidated	
	09/30/2023	12/31/2022	09/30/2023	12/31/2022
Social Security Financing Contribution (COFINS) (i)	-	-	94,877	77,053
Social Integration Program Contribution (PIS) (i)	-	-	20,808	17,394
Contributions to the National Institute of Social Security (INSS)	-	-	198,954	133,485
(i)	-	-	51,858	51,338
Tax Over Service Rendered (ISSQN) (i)	-	87	2,329	35,032
Others (ii)	-	-	-	-
<b>Total</b>	<b>-</b>	<b>87</b>	<b>368,826</b>	<b>314,302</b>
<b>Current</b>	<b>-</b>	<b>87</b>	<b>356,566</b>	<b>301,974</b>
<b>Non-current</b>	<b>-</b>	<b>-</b>	<b>12,260</b>	<b>12,328</b>

- (i) Recoverable taxes are substantially presented by the origin of taxes withheld at source regarding services provided to customers according to Law nº 10,833 of December 29, 2003. The payments made by legal entities to other private legal entities, for the provision of cleaning, conservation, maintenance, security, surveillance, transportation of valuables and rental of labor services, for the provision of credit and marketing consulting, management of credit, selection and risks, marketing, management of trade payables and receivables services, as well as remuneration for professional services, are subject to the withholding at source of COFINS and PIS/PASEP contribution, as disclosed at this note and the Social Contribution on Net income - CSLL, see note nº 11. Thus, the Group has in its current assets withholding of ISS (2% to 5%), PIS (0.65%), COFINS (3%), Income Tax (1% to 4.8%), Social Contribution (1%), and INSS (11%), which are used as a reducing source of its payable taxes.
- (ii) Other taxes refers essentially to IPI and ICMS taxes. In relation to the comparative period there was a reduction in the balance due to compensations made by PER/DCOMP (governmental compensation system) during the 2023 financial year.

## 13 Related parties

### 13.1 Ultimate controlling party

Control of the Company is exercised by a control block consisting of the following shareholders: José Caetano Paula de Lacerda, Carlos Nascimento Pedreira, NP Participações S.A., Valora Participações Ltda., Luis Carlos Martinez Romero and Marcelo Niemeyer Hampshire.

### 13.2 Other trade receivables – related parties and other liabilities – related parties

The Group companies carry out among themselves operations with the nature of "current account" and single cash agreement, through debits and credits that involve the account holders and the company defined as the leader of the agreement, the subsidiary Top Service Serviços e Sistemas S.A. In this sense, the parent company recorded, on September 30, 2023, the amount of R\$ 217 in "other liabilities – related parties", in current liabilities (R\$ 14,882 as at December 31, 2022 in "other trade receivables – related parties", in non-current assets), of the subsidiary Top Service Serviços e Sistemas S.A.

### 13.3 Loans receivable

	Parent Company		Consolidated	
	09/30/2023	12/31/2022	09/30/2023	12/31/2022
Loans receivable (i)	6,040	8,923	25,676	30,877
<b>Total</b>	<b>6,040</b>	<b>8,923</b>	<b>25,676</b>	<b>30,877</b>
<b>Current</b>	<b>1,699</b>	<b>1,275</b>	<b>4,719</b>	<b>4,019</b>
<b>Non-current</b>	<b>4,341</b>	<b>7,648</b>	<b>20,957</b>	<b>26,858</b>

- (i) These are loans for Group executives. The term of the loan agreements is eight years with payments in eight annual installments. The amounts are updated monthly (pro rata temporis) by the accumulated variation in the remuneration of the CDI (Interbank Deposit Certificate) and, for loans granted in 2022, updates are based on the IPCA (Ample National Consumer Price Index).

	Parent Company		Consolidated	
	2023	2022	2023	2022
<b>As at January 1,</b>	<b>8,923</b>	<b>12,265</b>	<b>30,877</b>	<b>25,448</b>
Loan granted	-	-	1,000	9,500
Adjustment for inflation	528	805	1,836	2,105
Receipts	(3,211)	(2,984)	(7,064)	(5,324)
Others	(200)	(1,439)	(973)	(2,033)
<b>As at September 30,</b>	<b>6,040</b>	<b>8,647</b>	<b>25,676</b>	<b>29,696</b>

#### 13.3.1 Compensation for key Management personnel

Key Management personnel includes the officers who are in the Company's Stock Options Plan. The remuneration paid for services provided as shown below:

	Consolidated	
	09/30/2023	09/30/2022
Salaries	21,908	11,454
Benefits	1,852	1,412
Charges	2,360	1,905
Profit and Results Share	77,314	61,249
Stock option plan premium (i)	3,087	3,326
<b>Total</b>	<b>106,521</b>	<b>79,346</b>

- (i) See note nº 27 (b).

The compensation of the Group's key Management personnel includes salaries and benefits (medical assistance, meal vouchers and food stamps).

### 13.4 Dividends receivable

As at September 30, 2023, the parent company does not have dividends to be receivable (R\$ 122,899 as at December 31, 2022 which was received by the Company in April 2023) from its subsidiary Top Service Sistemas e Serviços S.A.

	<u>Parent Company</u>	
	2023	2022
As at January 1,	122,899	-
Dividends additional approved	2,607	-
Dividends received	(125,506)	-
As at September 30,	-	-

### 13.5 Dividends payable

As at September 30, 2023, the parent company does not have dividend amounts to be payable for its shareholders (R\$ 122,712 as at December 31, 2022).

	<u>Parent Company</u>		<u>Consolidated</u>	
	2023	2022	2023	2022
As at January 1,	122,712	-	122,712	-
Dividends additional approved	51,412	-	51,412	-
Dividends anticipated recorded to be distributed in subsidiaries	-	-	647	-
Dividends recorded to be distributed by subsidiaries	-	-	1,141	1,400
Dividends distributed	(174,124)	-	(175,912)	(1,400)
As at September 30,	-	-	-	-

### 13.6 Guarantees, sureties, and collaterals with related parties

The Group also has transactions in which the parent company provides endorsement in contracts made by the direct subsidiary Top Service Serviços e Sistemas S.A. and the indirect subsidiaries Loghis Logística e Serviços Ltda. and Ormec Engenharia Ltda., at no cost to the subsidiaries, as follows:

Type	09/30/2023	12/31/2022
Loans (i)	469,873	626,031
Debentures	2,631,473	2,661,200
<b>Total</b>	<b>3,101,346</b>	<b>3,287,231</b>

- (i) As at September 30, 2023, of the total amount of R\$ 474,769 (R\$ 634,924 as at December 31, 2022) of loans, R\$ 469,873 (R\$ 626,031 as at December 31, 2022) is guaranteed by the Company in contracts made by subsidiaries.

### 13.7 Other transactions with related parties

The Group also has transactions with related operational parties with elimination in the consolidated. As at September 30, 2023, the elimination between revenue and cost was R\$ 8,464 (R\$ 6,151 as at December 31, 2022), due to services provided by GPS Tec Sistemas Eletrônicos de Segurança Ltda., Top Service Serviços e Sistemas S.A., In-Haus Industrial e Serviços de Logística Ltda., Graber Sistemas de Segurança Ltda., LC Administração de Restaurantes Ltda., Loghis Logística e Serviços Ltda., Evertical Tecnologia Ltda., Allis Luandre Soluções em Trade e Pessoas Ltda., Maestro Tecnologia S.A. and SW Invest Tecnologia, Serviços e Participações Ltda.

## 14 Other assets

	Parent Company		Consolidated	
	09/30/2023	12/31/2022	09/30/2023	12/31/2022
Advance to trade payables and benefits (i)	-	-	124,465	6,519
Expenses advance	-	-	8,513	9,191
Advance to employees	-	-	8,134	6,142
Insurances to be allocated	-	34	4,632	6,397
Other assets	3	3	145	243
<b>Total</b>	<b>3</b>	<b>37</b>	<b>145,889</b>	<b>28,492</b>

- (i) A large part of the balance refers to the advance of benefits, as a result of the understanding of the Superior Court of Justice (STJ) in early 2023 that the food allowance paid in cash does not qualify as a utility salary, the Group adopted the use of a benefits card that complies with the criteria of the Worker's Food Program (PAT), being recorded as a very short-term advance. In addition, in 2023 the Group joined the Federal Revenue Service's "zero litigation" program, which, in short, allows taxpayers to settle their tax cases that are in administrative judgment, however, the payment occurs in advance, even before the approval of the installment plan. As at September 30, 2023, the advance balance of the "zero litigation" was R\$ 13,042.

## 15 Investments

	Parent Company		Consolidated	
	09/30/2023	12/31/2022	09/30/2023	12/31/2022
Investments in controlled companies (i)	2,875,650	2,499,132	-	-
Investment in the acquisition process (ii)	-	-	79,135	2,500
Goodwill on investment acquisition	68,129	68,129	-	-
<b>Total</b>	<b>2,943,779</b>	<b>2,567,261</b>	<b>79,135</b>	<b>2,500</b>

- (i) For the partial acquisitions of the shares of the acquired companies, the Group adopted the early acquisition methodology where, on the same acquisition date, a put and call option instrument for residual shares of the capital of the companies is mutually agreed upon between the acquired companies. Due to the adoption of the early acquisition method, the Group records all of its acquisitions in full, regardless of the ownership interest acquired.
- (ii) **In 2022:** > On December 14, 2022, the acquisition of 100% of the quotas and the signing of the purchase and sale agreement was carried out by the direct subsidiary Top Service Serviços e Sistemas S.A., of the company Compart Marketing e Tecnologia Ltda. Also occurring on the same date, payment as deposit in the total amount of R\$ 2,500, with an agreed balance to be paid on the closing date in national currency. Compart provides field marketing, merchandising, promotions and events services, with a presence in 7 states and a strong presence in the Southeast region. The completion of the acquisition took place as described in note n°. 3.2.

**In 2023:** > On September 14, 2023, the acquisition of 100% of the shares of Campseg Vigilância e Segurança Patrimonial Ltda. and Campseg Serviços de Facilities Ltda. was concluded, with payment of the closing installment in the amount of R\$ 69,905, which added to the payment of the deposit, on July 13, 2023, in the amount of R\$ 3,850, the total amount of R\$ 73,755 as the price paid for the acquisition, thus obtaining its control from October 1, 2023.

>On September 19, 2023, the purchase and sale agreement was approved and signed for the acquisition of 70% of the shares issued by the company Trademark Participações S.A. and 70% of the shares issued by the companies Pop Trade Marketing e Consultoria Ltda. and Seven Trade Marketing e Consultoria Ltda. On September 19, 2023, a deposit payment in the amount of R\$ 5,380 will be made. The completion of the acquisition is subject to the fulfillment of obligations and conditions precedent customary in this type of operating, including its submission to the approval of the Administrative Council for Economic Defense (CADE). Trademark provides point-of-sale management services, promotional activations and strategic support in distribution channels and dissemination of products or services, with a presence in 6 states and a strong presence in Sao Paulo.

**a. Information on investments**

As at September 30, 2023	Interest	Profit of the fiscal year	Equity-accounted investees	Assets	Liabilities	Equity
<b>Direct subsidiary</b>						
Top Service Serviços e Sistemas S.A.	100%	391,738	391,738	8,138,661	5,263,011	2,875,650

As at December 31, 2022	Interest	Profit of the fiscal year	Equity-accounted investees	Assets	Liabilities	Equity
<b>Direct subsidiary</b>						
Top Service Serviços e Sistemas S.A.	100%	517,471	517,471	7,673,407	5,174,275	2,499,132

**b. Changes in investments**

	<b>Parent Company</b>	
	<b>2023</b>	<b>2022</b>
<b>As at January 1,</b>	<b>2,567,261</b>	<b>2,204,812</b>
Equity-accounted investees	391,738	315,197
Distributed dividends	(2,607)	-
Capital transaction (i)	(12,613)	(31,513)
<b>As at September 30,</b>	<b>2,943,779</b>	<b>2,488,496</b>

- (i) According to the advance acquisition method, the balance refers to the distribution of dividends from subsidiaries to shareholders or minority shareholders, treated in the parent company as a capital transaction, and also adjustments in the net equity of subsidiaries identified during the validation process of the initial balances that occurs in conjunction with the allocations of the purchase price as instructed by CPC 15 (R1) / IFRS 3, such as equity valuation adjustments.

**c. Changes in equity of the direct subsidiary**

Direct subsidiary	Balance as at 12/31/2022	Capital transactions with indirect investees	Distributed dividends	Equity-accounted investees	Balance as at 09/30/2023
Top Service Serviços e Sistemas S.A.	2,499,132	(12,613)	(2,607)	391,738	2,875,650
<b>Total</b>	<b>2,499,132</b>	<b>(12,613)</b>	<b>(2,607)</b>	<b>391,738</b>	<b>2,875,650</b>

Direct subsidiary	Balance as at 12/31/2021	Capital transactions with indirect investees	Equity-accounted investees	Balance as at 09/30/2022
Top Service Serviços e Sistemas S.A.	2,136,683	(31,513)	315,197	2,420,367
<b>Total</b>	<b>2,136,683</b>	<b>(31,513)</b>	<b>315,197</b>	<b>2,420,367</b>

## 16 Property and equipment - consolidated

### a. Breakdown of property and equipment

	Marchinery, utensils, and tools	Buildings and lands (i)	IT equipment	Vehicles	Wheapons	Leasehold improvements	Treatment equipment	Monitoring center	Assets in progress	Total
<b>Annual average depreciation rates</b>	<b>10%</b>	<b>From 4% to 25%</b>	<b>20%</b>	<b>20%</b>	<b>20%</b>	<b>33%</b>	<b>20%</b>	<b>33%</b>	<b>-</b>	<b>-</b>
<b>Breakdown as at September 30, 2023</b>										
Total cost	465,390	42,587	93,694	237,040	21,612	25,778	11,093	25,491	44,193	966,878
Accumulated depreciation	(232,414)	(6,470)	(61,474)	(151,250)	(16,438)	(20,112)	(7,585)	(11,240)	-	(506,983)
<b>Net property and equipment</b>	<b>232,976</b>	<b>36,117</b>	<b>32,220</b>	<b>85,790</b>	<b>5,174</b>	<b>5,666</b>	<b>3,508</b>	<b>14,251</b>	<b>44,193</b>	<b>459,895</b>
<b>Breakdown as at December 31, 2022</b>										
Total cost	399,580	43,126	79,942	222,408	21,178	23,995	11,093	12,589	31,358	845,269
Accumulated depreciation	(203,581)	(5,321)	(51,969)	(129,670)	(15,732)	(17,035)	(6,894)	(7,593)	-	(437,795)
<b>Net property and equipment</b>	<b>195,999</b>	<b>37,805</b>	<b>27,973</b>	<b>92,738</b>	<b>5,446</b>	<b>6,960</b>	<b>4,199</b>	<b>4,996</b>	<b>31,358</b>	<b>407,474</b>

- (i) In cost of buildings and lands, R\$ 21,470 refers to the land acquired in 2020, R\$ 2,228 of balance arising from acquisitions in 2022, R\$ 7,132 of allocation of capital gain by the acquisition of the subsidiary Top Service Facilities Ltda. (formerly ISS Servisystem do Brasil Ltda.), and R\$ 12,296 from the allocation of capital gains for the acquisition subsidiary Predial Axel Manutenção Industrial Ltda. (formerly Sulzer Brasil Indústria e Comércio Ltda.) in 2022. The added value has a useful life of 4 years, with depreciation of 25% per year. The land is not depreciated.

**b. Changes in cost of property and equipment**

	Machinery, utensils, and tools	Buildings and land	IT equipment	Vehicles	Weapons	Leasehold improvements	Treatment equipment	Monitoring center	Assets in progress	Total
<b>Balances as at December 31, 2022</b>	<b>399,580</b>	<b>43,126</b>	<b>79,942</b>	<b>222,408</b>	<b>21,178</b>	<b>23,995</b>	<b>11,093</b>	<b>12,589</b>	<b>31,358</b>	<b>845,269</b>
Acquisitions	54,748	-	10,826	18,913	706	1,801	-	87	28,598	115,679
From acquired companies	13,180	-	3,447	1,099	-	-	-	-	-	17,726
Write-offs	(4,030)	(539)	(567)	(5,438)	(891)	(18)	-	(124)	(189)	(11,796)
Transfers	1,912	-	46	58	619	-	-	12,939	(15,574)	-
<b>Balances as at September 30, 2023</b>	<b>465,390</b>	<b>42,587</b>	<b>93,694</b>	<b>237,040</b>	<b>21,612</b>	<b>25,778</b>	<b>11,093</b>	<b>25,491</b>	<b>44,193</b>	<b>966,878</b>
	Machinery, utensils, and tools	Buildings and land	IT equipment	Vehicles	Weapons	Leasehold improvements	Treatment equipment	Monitoring center	Assets in progress	Total
<b>Balances as at December 31, 2021</b>	<b>291,126</b>	<b>28,602</b>	<b>67,699</b>	<b>138,652</b>	<b>17,404</b>	<b>20,104</b>	<b>10,836</b>	<b>9,767</b>	<b>7,441</b>	<b>591,631</b>
Acquisitions	30,248	-	8,990	12,432	387	1,257	-	20	22,643	75,977
From acquired companies	66,523	2,448	7,298	51,857	2,861	-	-	-	938	131,925
Surplus value of property and equipment	11,802	12,296	117	28,146	-	-	-	-	-	52,361
Write-offs (i)	(12,908)	-	(4,314)	(10,351)	(332)	(73)	-	(1,198)	(10)	(29,186)
Transfers	2,762	-	(1,654)	645	885	1,022	257	2,558	(6,475)	-
<b>Balances as at September 30, 2022</b>	<b>389,553</b>	<b>43,346</b>	<b>78,136</b>	<b>221,381</b>	<b>21,205</b>	<b>22,310</b>	<b>11,093</b>	<b>11,147</b>	<b>24,537</b>	<b>822,708</b>

- (i) The companies acquired in 2021, which were within the measurement period, as instructed by CPC 15 (R1) / IFRS 3, suffered losses in inventory of fixed assets in the net amount of R\$ 6,613 (R\$ 21,216 in cost and R\$ 14,603 of accumulated depreciation). These adjustments were recorded in the measurement of the initial balances, with an impact on the shareholders' equity of the acquired companies and on the allocation of the goodwill of the acquirers, with no impact on the result and cash flow statement for the period, the remaining losses that occurred in the period are sprayed and occurred in the group's normal operating flow.

**c. Changes in accumulated depreciation**

	Marchinery, utensils, and tools	Buildings and land	IT equipment	Vehicles	Weapons	Leasehold improvements	Treatment equipment	Monitoring center	Total
<b>Balance as at December 31, 2022</b>	<b>(203,581)</b>	<b>(5,321)</b>	<b>(51,969)</b>	<b>(129,670)</b>	<b>(15,732)</b>	<b>(17,035)</b>	<b>(6,894)</b>	<b>(7,593)</b>	<b>(437,795)</b>
Surplus value of property and equipment	(54)	(1,086)	-	(10,235)	-	-	-	-	(11,375)
From acquired companies	(5,030)	-	(1,675)	(1,012)	-	-	-	-	(7,717)
Depreciation	(26,042)	(63)	(7,830)	(14,629)	(1,215)	(3,079)	(691)	(3,653)	(57,202)
Write-offs	2,293	-	98	4,198	509	2	-	6	7,106
Transfers	-	-	(98)	98	-	-	-	-	-
<b>Balance as at September 30, 2023</b>	<b>(232,414)</b>	<b>(6,470)</b>	<b>(61,474)</b>	<b>(151,250)</b>	<b>(16,438)</b>	<b>(20,112)</b>	<b>(7,585)</b>	<b>(11,240)</b>	<b>(506,983)</b>

	Marchinery, utensils, and tools	Buildings and land	IT equipment	Vehicles	Weapons	Leasehold improvements	Treatment equipment	Monitoring center	Total
<b>Balance as at December 31, 2021</b>	<b>(143,617)</b>	<b>(2,202)</b>	<b>(43,891)</b>	<b>(91,818)</b>	<b>(12,055)</b>	<b>(13,259)</b>	<b>(5,990)</b>	<b>(6,166)</b>	<b>(318,998)</b>
Surplus value of property and equipment	-	(1,901)	-	(3,964)	-	-	-	-	(5,865)
From acquired companies	(39,668)	(545)	(4,356)	(28,716)	-	-	-	-	(73,285)
Depreciation	(20,590)	(21)	(6,206)	(10,854)	(1,368)	(2,866)	(668)	(1,000)	(43,573)
Write-offs (i)	7,578	-	2,117	9,525	256	45	-	-	19,521
Transfers	19	-	2,190	184	(2,440)	-	-	47	-
<b>Balance as at September 30, 2022</b>	<b>(196,278)</b>	<b>(4,669)</b>	<b>(50,146)</b>	<b>(125,643)</b>	<b>(15,607)</b>	<b>(16,080)</b>	<b>(6,658)</b>	<b>(7,119)</b>	<b>(422,200)</b>

- (i) The companies acquired in 2021, which were within the measurement period, as instructed by CPC 15 (R1) / IFRS 3, suffered losses in inventory of fixed assets in the net amount of R\$ 6,613 (R\$ 21,216 in cost and R\$ 14,603 of accumulated depreciation). These adjustments were recorded in the measurement of the initial balances, with an impact on the shareholders' equity of the acquired companies and on the allocation of the goodwill of the acquirers, with no impact on the result and cash flow statement for the period, the remaining losses that occurred in the period are sprayed and occurred in the group's normal operating flow.

**d. Assessment of the useful life of the property and equipment**

The Group, considering the provisions contained in CPC 27 / IAS 16 reviews every year and, if necessary, adjusts its criteria for determining the useful life and residual value of property and equipment.

**e. Provision for impairment**

The Group's assets are recorded at amounts that do not exceed their recoverable values, with no need for recognition of devaluation by setting up a provision for losses. In order to ensure that the assets are not accounted for at a higher value than the value recoverable from their use or disposal, the Group makes an analysis based on external and internal factors provided for in CPC 01 (R1) / IAS 36, and runs an impairment test based on the expected income (loss) at least on a yearly basis. As at September 30, 2023, Management has not identified factors that would indicate the need for a new valuation.

**f. Guarantee**

In 2023 and 2022, there is no property and equipment sin given in guarantee of financial leases.

**17 Right-of-use assets**

		<b>Consolidated</b>	
	<b>Useful life in years (i)</b>	<b>09/30/2023</b>	<b>12/31/2022</b>
Right-of-use	2 - 8	195,017	93,704
Accumulated amortization of the right-of-use		(38,776)	(24,858)
<b>Total</b>		<b>156,241</b>	<b>68,846</b>

- (i) The useful lives applied refer to the terms for which the Group believes that it will use the assets covered by the lease agreements, observing the contractual conditions.

The Group has lease operations for the use of properties as administrative headquarters in several geographic regions of the Brazilian territory, where it provides property security, maintenance and cleaning services of its customers service areas.

The Group recognizes right-of-use assets at the lease start date. The right-of-use assets are measured by the lease payable, adjusted for any lease payments made up to that of the start date, plus any initial direct costs incurred by the Group.

The right-of-use assets are subsequently amortized using the straight-line method from the start date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the lessee at the end of the lease term. In this case, the right-of-use assets will be amortized over the useful life of the underlying asset. In addition, the right-of-use assets are decreased of impairment losses, if any, and adjusted for certain remeasurements of the lease payable.

**a. Changes in right-of-use assets**

	<b>Consolidated</b>	
	<b>2023</b>	<b>2022</b>
<b>As at January 1,</b>	<b>68,846</b>	<b>39,866</b>
Cost additions (b)	115,577	42,135
Cost write-offs (a)	(17,041)	(37,727)
Write-off of right-of-use assets amortization (a)	4,446	33,149
From acquisitions	3,118	6,409
Right-of-use assets amortization	(18,705)	(17,145)
<b>As at September 30,</b>	<b>156,241</b>	<b>66,687</b>

- (a) In 2022 the Administration carried out careful analysis on the basis of lease agreements, during such analysis was carried out the systemic write-off of contracts finalized and consequently amortized in its entirety. These effects were also reflected in the accounting balances, resulting in write-offs between lines of the right-to-use asset and their respective accumulated amortizations. Cancellations occurred to regional synergies also affect this line.
- (b) The additions that occurred in the period are substantially composed of two real estate lease agreements related to storage contracts. These contracts were added in September 2023 and have lease periods between 55 and 70 months.

## 18 Intangible assets

**a. Breakdown of intangible assets**

	<b>Useful life</b>	<b>Amortization rate</b>	<b>Consolidated</b>	
			<b>09/30/2023</b>	<b>12/31/2022</b>
<b>Acquisition costs</b>				
Goodwill generated in stock mergers	Undefined	-	66,970	66,970
Goodwill operations from acquired companies	Undefined	-	1,680,826	1,627,681
Customers portfolio	Defined	From 6% to 55%	772,683	734,991
Brands	Defined/Undefined	From 3% to 100%	220,216	214,070
Surplus value of softwares	Defined	Up to 20%	12,582	3,268
Non-compete agreement	Defined	Up to 20%	21,700	21,700
Provision for surplus and goodwill	Undefined	-	1,158	1,158
<b>Goodwill, customers portfolio, brands, surplus value and non-compete agreement</b>			<b>2,776,135</b>	<b>2,669,838</b>
Softwares from third parties	Defined	Up to 20%	11,542	11,636
Others	Defined	Up to 20%	682	682
			<b>12,224</b>	<b>12,318</b>
<b>Total costs</b>			<b>2,788,359</b>	<b>2,682,156</b>
<b>Accumulated amortization</b>				
Softwares	-	-	(8,763)	(8,228)
Customers portfolio, brands, non-compete agreement and softwares	-	-	(398,965)	(321,577)
Others	-	-	(530)	(530)
<b>Total of accumulated amortization</b>	-	-	<b>(408,258)</b>	<b>(330,335)</b>
<b>Net intangible assets</b>	-	-	<b>2,380,101</b>	<b>2,351,821</b>

**b. Changes in cost**

	Incorporation of shares	Surplus value					Software	Software	Others	Provision of surplus value and goodwill	Total
		Goodwill	Customers portfolio	Brands	Non-compete agreement	Softwares					
<b>Balance as at December 31, 2022</b>	<b>66,970</b>	<b>1,627,681</b>	<b>734,991</b>	<b>214,070</b>	<b>21,700</b>	<b>3,268</b>	<b>11,636</b>		<b>682</b>	<b>1,158</b>	<b>2,682,156</b>
Evertical (i)	-	(236)	1,146	122	-	-	-	-	-	-	1,032
Global Serviços (i)	-	(29)	142	25	-	-	-	-	-	-	138
Engie	-	-	11,951	-	-	-	-	-	-	-	11,951
Compart	-	51,037	23,443	5,999	-	8,999	-	-	-	-	89,478
Maestro	-	2,373	1,010	-	-	315	-	-	-	-	3,698
<b>Bussiness combination effect</b>	<b>-</b>	<b>53,145</b>	<b>37,692</b>	<b>6,146</b>	<b>-</b>	<b>9,314</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>106,297</b>
Other write-offs	-	-	-	-	-	-	(94)	-	-	-	(94)
<b>Balance as at September 30, 2023</b>	<b>66,970</b>	<b>1,680,826</b>	<b>772,683</b>	<b>220,216</b>	<b>21,700</b>	<b>12,582</b>	<b>11,542</b>		<b>682</b>	<b>1,158</b>	<b>2,788,359</b>

- (i) The movements refers to adjustments in the statement of financial position of companies acquired in fiscal year 2022, which were within the measurement period, as instructed by CPC 15 (R1) / IFRS 3, and which underwent evaluation and measurement of surplus value allocation in 2023.

	Incorporation of shares	Surplus value					Software	Software	Others	Provision of surplus value and goodwill	Total
		Goodwill	Customers portfolio	Brands	Non-compete agreement	Softwares					
Balance as at December 31, 2021	66,970	1,364,770	577,352	156,733	16,740	2,649	8,821	573	1,158	2,195,766	
Allis	-	2,074	774	-	-	-	-	-	-	2,848	
Eleva (Comau)	-	42,267	23,067	-	-	-	-	-	-	65,334	
Force	-	26,070	6,421	8,548	-	-	-	-	-	41,039	
Ormec	-	23,991	239	10,248	4,288	-	-	-	-	38,766	
Global	-	(2,190)	-	-	-	-	-	-	-	(2,190)	
Vivante	-	(7,274)	8,129	-	480	-	-	-	-	1,335	
Rudder	-	(1,328)	6,329	-	-	-	-	-	-	5,001	
Predial Axel (Sulzer)	-	11,375	5,667	-	-	-	-	-	-	17,042	
Única	-	(3,279)	4,601	-	-	-	-	-	-	1,322	
Evertical	-	64,962	36,268	5,152	-	-	1,875	-	-	108,257	
Motus	-	15,142	10,405	1,395	-	-	-	-	-	26,942	
Global Serviços	-	77,016	55,155	29,740	-	619	-	-	-	162,530	
Bussiness combination effect	-	248,826	157,055	55,083	4,768	619	1,875	-	-	468,226	
Other additions	-	-	-	-	-	-	1,865	110	-	1,975	
Balance as at September 30, 2022	66,970	1,613,596	734,407	211,816	21,508	3,268	12,561	683	1,158	2,665,967	

**c. Changes in accumulated amortization**

	Customers portfolio	Brands	Non-compete agreement	Softwares	Others	Total
<b>As at December 31, 2022</b>	<b>(289,580)</b>	<b>(24,640)</b>	<b>(7,357)</b>	<b>(8,228)</b>	<b>(530)</b>	<b>(330,335)</b>
Amortization	(62,975)	(7,430)	(6,983)	(559)	-	(77,947)
Others	-	-	-	24	-	24
<b>As at September 30, 2023</b>	<b>(352,555)</b>	<b>(32,070)</b>	<b>(14,340)</b>	<b>(8,763)</b>	<b>(530)</b>	<b>(408,258)</b>
	Customers portfolio	Brands	Non-compete agreement	Softwares	Others	Total
<b>As at December 31, 2021</b>	<b>(201,483)</b>	<b>(21,631)</b>	<b>(1,042)</b>	<b>(7,421)</b>	<b>(530)</b>	<b>(232,107)</b>
Amortization	(74,061)	(6,780)	(3,933)	(528)	-	(85,302)
From acquired companies	-	-	-	(637)	-	(637)
Others	-	-	-	48	-	48
<b>As at September 30, 2022</b>	<b>(275,544)</b>	<b>(28,411)</b>	<b>(4,975)</b>	<b>(8,538)</b>	<b>(530)</b>	<b>(317,998)</b>

**d. Impairment test for UGCs containing goodwill**

The Group evaluated the recoverability of the book value of goodwill and other assets with an indefinite useful life, using the concept of "Value in Use", through a discounted cash flow model, representative of the sets of tangible and intangible assets used in the production and sale of products/services to its customers.

For the purposes of the impairment test, goodwill (goodwill, trademarks, merger of shares and non-compete agreement) was allocated to the Group's cash-generating units (UGC) (operating divisions) that refer to the agglutination of companies, by CNPJ and preponderance of businesses.

The base date of the impairment test was June 30, 2023 and did not include intangible assets acquired during the 2023 fiscal year, which totaled R\$125,545, disclosed in note n° 3. In this way, the said amount is not allocated in any of the UGCs. Below is a table summarizing the main intangible assets that were submitted to the impairment test carried out by the Group during the year:

Useful life	09/30/2023			12/31/2022		
	Undefined	Defined	Total	Undefined	Defined	Total
<b>Goodwill and merger of shares</b>						
Security	499,768	-	499,768	473,758	-	473,758
Facilities	422,817	-	422,817	369,567	-	369,567
Meals	67,626	-	67,626	67,626	-	67,626
Maintenance	290,515	-	290,515	251,887	-	251,887
Logistics	54,620	-	54,620	39,026	-	39,026
Electronic Security	85,010	-	85,010	21,892	-	21,892
Human Resources	273,478	-	273,478	194,976	-	194,976
	<b>1,693,834</b>	<b>-</b>	<b>1,693,834</b>	<b>1,418,732</b>	<b>-</b>	<b>1,418,732</b>
<b>Non-compete agreement</b>						
Security	-	4,813	4,813	-	5,565	5,565
Facilities	318	4,529	4,867	318	998	1,316
Maintenance	-	5,695	5,695	-	6,367	6,367
Electronic Security	-	126	126	-	185	185
	<b>318</b>	<b>15,183</b>	<b>15,501</b>	<b>318</b>	<b>13,115</b>	<b>13,433</b>
<b>Brands</b>						
Security	55,379	16,572	71,951	37,435	29,434	66,869
Facilities	10,243	16,507	26,750	4,664	9,527	14,191
Electronic Security	55	5,485	5,540	55	-	55
Logistics	-	4,730	4,730	-	3,712	3,712
Human Resources	-	67,947	67,947	-	41,678	41,678
	<b>65,677</b>	<b>111,241</b>	<b>176,918</b>	<b>42,154</b>	<b>84,351</b>	<b>126,505</b>
<b>Customers portfolio</b>						
Security	-	121,187	121,187	-	157,995	157,995
Facilities	-	65,227	65,227	-	68,790	68,790
Meals	-	4,172	4,172	-	7,424	7,424
Maintenance	-	59,066	59,066	-	44,395	44,395
Electronic Security	-	37,433	37,433	-	3,339	3,339
Logistics	-	16,724	16,724	-	7,681	7,681
Humans Resources	-	108,064	108,064	-	63,987	63,987
	<b>-</b>	<b>411,873</b>	<b>411,873</b>	<b>-</b>	<b>353,611</b>	<b>353,611</b>
<b>Fixed assets</b>						
Facilities	-	38,116	38,116	-	4,687	4,687
Maintenance	-	21,550	21,550	-	13,215	13,215
	<b>-</b>	<b>59,666</b>	<b>59,666</b>	<b>-</b>	<b>17,902</b>	<b>17,902</b>
<b>Total</b>	<b>1,759,829</b>	<b>597,963</b>	<b>2,357,792</b>	<b>1,461,204</b>	<b>468,979</b>	<b>1,930,183</b>

The main assumptions used to estimate recoverable value are set out below. The values assigned to the key assumptions represent the assessment of future trends in relevant industries and were based on historical data from internal and external sources.

	Security	Facilities	Meals	Maintenance	Logistics	Electronic Security	Humans Resources
<b>In percentage – 2023</b>							
WACC rate (a)	11.9	11.9	12.1	11.9	11.9	11.9	11.9
Leverage of UGC	12.5	12.5	77.7	12.5	12.5	12.5	12.5
Perpetuity growth rate (after 10 years of projected cash flow)	4.0	4.0	4.0	4.0	4.0	4.0	4.0
Average growth in net revenue	7.0	7.6	8.2	9.7	7.5	9.4	5.8
EBITDA Margin	9.4	15.0	16.3	12.1	11.9	35.0	13.3
Working capital in % of net revenue	4.0	10.6	12.8	9.8	11.7	17.1	16.1
<b>In percentage – 2022</b>							
WACC rate (a)	11.9	11.9	12.2	11.9	11.9	11.9	11.9
Leverage of UGC	12.6	12.6	25.0	12.6	12.6	12.6	12.6
Perpetuity growth rate (after 10 years of projected cash flow)	4.9	4.1	4.9	4.9	4.9	4.9	4.9
Average growth in net revenue	9.2	9.2	10.4	8.3	8.6	6.7	8.9
EBITDA Margin	9.0	13.6	16.3	11.6	9.5	31.6	9.5
Working capital in % of net revenue	5.6	12.0	9.6	8.0	20.1	19.7	12.0

- (a) The WACC Weighted Average Cost of Capital is calculated based on the CAPM (Capital Asset Leveraging Model) model using a market beta, leverage, risk free, market premium, size risk and the Group's financing cost.

According to the assumptions presented above, for the application of the methodology of the discounted future cash flow, in order to verify the possible loss to recoverable value, a financial projection was prepared for the period from July 2023 to June 2033. Management deems it appropriate to use the ten-year period based on its past experience in accurately preparing projections of its cash flow. Such understanding is in accordance with CPC 01 (R1) / IAS 36.

Based on the annual recovery test of intangible assets, prepared in accordance with the projections made on the financial statements as of June 30, 2023, no possible losses or indications of losses were identified, as the estimated recoverable value of each UGC exceeds the net carrying value on the valuation date. It is worth mentioning that the Company will monitor the earnings projections and growth prospects during the year ending December 31, 2023.

## 19 Loans

### a. Breakdown of balances

Credit facilities used	Annual interest rate	Currency	Consolidated	
			09/30/2023	12/31/2022
Working capital	CDI + up to 2%	BRL	153,117	209,367
Working capital	CDI + 2.1% to 2.5%	BRL	169,684	228,185
Working capital	CDI + 2.6% to 3.0%	BRL	5,269	8,810
Working capital	Prefixed 8.7% to 8.9%	BRL	8,919	12,880
Working capital (i)	LIBOR + 2.40% to 3.09%	USD	126,360	159,379
Commercial papers (ii)	CDI + 1.94%	BRL	11,420	16,303
<b>Total</b>			<b>474,769</b>	<b>634,924</b>
<b>Current</b>			<b>175,053</b>	<b>199,243</b>
<b>Non-current</b>			<b>299,716</b>	<b>435,681</b>

- (i) The Group has loans operations in foreign currency denominated in US\$ (US Dollar), but with swap in amount consistent with the estimated future cash flow, eliminating the foreign currency variation and converting the entire operation to 100% of the Interbank Deposit Certificate (CDI) rate, plus interest of 2.00% to 2.47% per year, in compliance with risk management criteria. See note n° 28 (c).
- (ii) In May 2019, subsidiary Top Service Serviços e Sistemas S.A. issued private debt securities, as commercial papers, amounting to R\$ 50,000. The commercial papers will circulate by endorsement, with no guarantee, of a mere transfer of ownership, as provided for in paragraph 1, article 4, of the Instruction of the Brazilian Securities and Exchange Commission ("CVM") n° 566. The unit par value of each series will be remunerated at 100% of the Interbank Deposit Certificate (CDI) rate, plus a percentage of 1.94% p.a. The remuneration will be paid, together with the unit par value of the respective series, in a single installment at the maturity date, or, even, at the date of possible early maturity of the commercial papers as a result of a default event. The commercial papers will have a guarantee provided universally by GPS Participações e Empreendimentos S.A. and are exempt from registration with the CVM in accordance with CVM Instruction n° 476/2009.

The amounts recorded in non-current liabilities as at September 30, 2023 present the following amortization schedules until 2027:

Maturity	09/30/2023
2024 (from October)	29,411
2025	126,496
2026	103,809
2027	40,000
<b>Total</b>	<b>299,716</b>

### Guarantees

The balances of working capital loans are subject to the financial charges mentioned in the table and are substantially guaranteed by fiduciary assignments of receivables with simple domicile without balance withholding.

The commercial notes are guaranteed universally by the Company.

**b. Changes in balance**

	<b>Consolidated</b>	
	<b>2023</b>	<b>2022</b>
<b>As at January 1,</b>	<b>634,924</b>	<b>812,698</b>
Agreements from acquired companies	3,894	44,371
Provisioned exchange variation	(5,575)	(9,438)
Provisioned interest and charges	52,217	56,868
<b>Payments</b>		
Principal	(149,922)	(172,838)
Interest paid	(60,769)	(63,337)
<b>As at September 30,</b>	<b>474,769</b>	<b>668,324</b>

**c. Restrictive contractual clauses in loans (covenants)**

The Group holds secured bank loans that, according to the terms of the contract, will be paid in installments over the next four years. With the exception of contracts signed with Banco Bradesco in December 2017, all contracts contain covenants that are monitored in a timely manner and establish that at the end of each fiscal year the group's net debt amount must be less than or equal to a multiple ranging from 2.5 to 3.5 times its EBITDA for the same fiscal year, observing that for the cases of covenants with net debt limit established at 2.5 times, in case of operational leverage proven generated by acquisitions in a given fiscal year, the financial index corresponding to the same fiscal year, exclusively, should be less than or equal to 3.5 times its EBITDA.

**20 Debentures**

	<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>12/31/2022</b>
<b>Current liabilities</b>		
Issuance of guaranteed debt securities	288,724	134,688
Transaction cost	(5,147)	(5,120)
	<b>283,577</b>	<b>129,568</b>
<b>Non-current liabilities</b>		
Issuance of guaranteed debt securities	2,362,499	2,550,000
Transaction cost	(14,603)	(18,368)
	<b>2,347,896</b>	<b>2,531,632</b>
<b>Total</b>	<b>2,631,473</b>	<b>2,661,200</b>

In November 2019, the Group, through its subsidiary Top Service Serviços e Sistemas S.A., carried out the first issuance of private debt securities, in the form of simple debentures, non-convertible into shares, of the security interest type, with additional personal guarantee, in a single series, for public distribution, with limited distribution efforts in accordance with of CVM instruction nº 476 and other legal and regulatory provisions, being, therefore, in accordance with article 6 of CVM Instruction nº 476, automatically exempted from the distribution register covered by Article 19 of Law nº 6,385/76. The offer is registered with Anbima - Brazilian Association of Financial and Capital Markets Entities under Chapter

VIII of the Anbima Code. The debentures were registered with unit par value of R\$ 1.00, for the issued and traded amount of R\$ 500,000 (five hundred thousand) debentures, with the transaction amounting to R\$ 500,000.

The unit par value of each series shall be remunerated quarterly at 100% of the Interbank Deposit Certificate (CDI) + 1.60% p.a.

In December 2021, through its subsidiary Top Service Serviços e Sistemas S.A., carried out the third issuance of private debt securities, in the form of simple debentures, non-convertible into shares, of the security interest type, with additional personal guarantee, in a single series, for public distribution, with limited distribution efforts in accordance with of CVM instruction n° 476 and other legal and regulatory provisions, being, therefore, in accordance with article 6 of CVM Instruction n° 476 automatically exempted from the distribution register covered by Article 19 of Law n° 6,385/76. The offer is registered with Anbima - Brazilian Association of Financial and Capital Markets Entities under Chapter VIII of the Anbima Code. The debentures were registered with unit par value of R\$ 1.00, for the issued and traded amount of R\$ 750,000 (seven hundred and fifty thousand) debentures, with the transaction amounting to R\$ 750,000.

The unit par value of each series shall be remunerated quarterly at 100% of the Interbank Deposit Certificate (CDI) + 2.15% p.a.

In December 2022, through its subsidiary Top Service Serviços e Sistemas S.A., carried out the second issuance of private debt securities, in the form of simple debentures, non-convertible into shares, of the security interest type, with additional personal guarantee, in a single series, for public distribution, with limited distribution efforts in accordance with of CVM instruction n° 476 and other legal and regulatory provisions, being, therefore, in accordance with article 6 of CVM Instruction n° 476, automatically exempted from the distribution register covered by Article 19 of Law n° 6,385/76. The offer is registered with Anbima - Brazilian Association of Financial and Capital Markets Entities under Chapter VIII of the Anbima Code. The debentures were registered with a unit par value of R\$ 1.00, for the issued and traded amount of 1,500,000 (one million and five hundred thousand) debentures, with the transaction amounting to R\$ 1,500,000.

The unit par value of each series shall be remunerated quarterly at 100% of the Interbank Deposit Certificate (CDI) + 2.15% p.a.

**a. Terms and debt repayment schedule**

The remuneration shall be paid, without prejudice to payments as a result of early maturity, and the optional early redemption and the offer of full early redemption of the Debentures, pursuant to the deed of Issuance. The balance of the nominal unit value of the first and second issuance debentures will be amortized, in 20 (twenty) quarterly and successive installments, from the eighth quarter of grace, while the third issuance is 16 successive quarterly installments from the 12 grace quarters. The net resources obtained by the Group with the Issuance will be used for cash reinforcement.

The debentures will have a fiduciary guarantee under the terms of article 822 of Law n° 10,406/2002. The Company provides sureties in favor of the debenture holders. The debentures of the second and third issuance are only secured by GPS Participações e Empreendimentos S.A. in favor of debenture holders.

The table below highlights the characteristics defined for the first and second issuance carried out:

Issuance	Series	Beginning	Maturity	DI + spread p.a.	Number of securities	Unit par value	Total amount issued	Position on 09/30/2023
First	Single	11/20/2019	10/25/2026	14.57%	500,000	1	500,000	333,725
Second	Single	12/27/2021	10/25/2028	15.12%	750,000	1	750,000	770,975
Third	Single	12/28/2022	10/18/2029	15.12%	1,500,000	1	1,500,000	1,546,523
<b>Total</b>					<b>2,750,000</b>	<b>1</b>	<b>2,750,000</b>	<b>2,651,223</b>

Issuance	Series	Beginning	Maturity	DI + spread p.a.	Number of securities	Unit par value	Total amount issued	Position on 12/31/2022
First	Single	11/20/2019	10/25/2026	15.25%	500,000	1	500,000	410,875
Second	Single	12/27/2021	10/25/2028	15.80%	750,000	1	750,000	771,167
Third	Single	12/28/2022	10/18/2029	15.80%	1,500,000	1	1,500,000	1,502,646
<b>Total</b>					<b>2,750,000</b>	<b>1</b>	<b>2,750,000</b>	<b>2,684,688</b>

<b>Maturity</b>								<b>09/30/2023</b>
2024 (from October)								62,500
2025								250,000
2026								625,000
2027								524,999
2028								525,000
2029								375,000
<b>Total</b>								<b>2,362,499</b>

**b. Restrictive contractual clauses (covenants)**

The deed of debentures contains covenants, which are monitored in a timely manner and establish that at the end of each fiscal year, the amount of net financial debt divided by EBITDA for the respective year must be less than or equal to 2.5 times, observing that, in case of operational leverage proven generated by acquisitions in a given fiscal year, the financial index corresponding to the same fiscal year, should be less than or equal to 3.5 times.

**c. Changes in balances**

	<b>Consolidated</b>	
	<b>2023</b>	<b>2022</b>
<b>As at January 1,</b>	<b>2,661,200</b>	<b>1,252,207</b>
Settlement of cost incurred with issuance of debenture	3,738	1,275
Provisioned interest and charges	291,549	121,906
<b>Payments</b>		
Principal	(75,000)	(75,000)
Interest	(250,014)	(98,579)
<b>As at September 30,</b>	<b>2,631,473</b>	<b>1,201,809</b>

## 21 Leases payable

The Group has lease operations for the use of properties as administrative headquarters in several geographic regions of the Brazilian territory, where it provides property security, maintenance and cleaning services of its customers' service areas.

	<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>12/31/2022</b>
<b>Current liabilities</b>		
Leases payable	49,431	31,437
Interest to be allocated	(8,305)	(3,356)
	<b>41,126</b>	<b>28,081</b>
<b>Non-current liabilities</b>		
Leases payable	134,651	47,280
Interest to be allocated	(15,988)	(5,466)
	<b>118,663</b>	<b>41,814</b>
<b>Total</b>	<b>159,789</b>	<b>69,895</b>

The lease payable is initially measured at the present value of lease payments that are not made on the start date of each contract, discounted at the interest rate implicit in the lease or, if that rate cannot be determined immediately, at the Group's incremental loan rate. Generally, the Group uses its incremental loan rate as a discount rate.

### a. Changes in leases payable

	<b>Consolidated</b>	<b>Consolidated</b>
	<b>2023</b>	<b>2022</b>
<b>As at January 1</b>	<b>69,895</b>	<b>41,945</b>
Additions (b)	115,577	42,135
From acquired company	3,118	6,445
Appropriated interest	2,796	2,542
Payments	(19,279)	(18,654)
Write-offs	(12,318)	(4,712)
Remeasurement (a)	-	(2,078)
<b>As at September 30</b>	<b>159,789</b>	<b>67,623</b>

- (a) The Administration carried out inventory in its base of lease agreements and made the systemic write-off of contracts finalized and consequently amortized in its entirety. These effects were reflected in the accounting balances, resulting in the remeasurement amounts.
- (b) In September 2023, two relevant contracts were added to serve the Logistics service, with a term between 55 and 70 months of lease, which led to the increase in the balance.

**22 Payroll and social charges**

		<b>Consolidated</b>	
		<b>09/30/2023</b>	<b>12/31/2022</b>
	Salaries and wages	231,714	221,013
	Social charges	153,616	162,733
	Provision for vacation and social charges	471,776	458,614
	Provision for 13 <sup>th</sup> salary and social charges	263,688	-
	Provision for bonus (a)	95,852	125,180
	<b>Total</b>	<b>1,216,646</b>	<b>967,540</b>
(a)	The changes of the provision for bonuses can be presented as follows:		
		<b>2023</b>	<b>2022</b>
	<b>As at January 1,</b>	<b>125,180</b>	<b>98,450</b>
	Write-off of provision for payment	(127,998)	(99,907)
	Constitution of the provision	98,670	78,167
	<b>As at September 30, (i)</b>	<b>95,852</b>	<b>76,710</b>
(i)	The amount of the provision for bonus is presented net of pro-labore's advance at R\$ 17,046 (R\$ 76,710 as at September 30, 2022).		

## 23 Income tax and social contribution

### a. Breakdown of current and deferred tax credits

The parent company and certain subsidiaries present the following balances to be offset, deducted or added in the calculation basis of future taxable income to be assessed based on taxable income. Additionally, there are differences to be deducted in future fiscal years, as indicated below:

	<b>Parent Company</b>		<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>12/31/2022</b>	<b>09/30/2023</b>	<b>12/31/2022</b>
<b>Credits to be offset with future taxable income:</b>				
Tax losses and negative basis of social contribution	-	-	189,017	171,425
<b>Business combinations effects:</b>				
Goodwill portion amortized for tax purpose on future profitability	-	-	(314,436)	(259,713)
Accounting amortization of surplus value allocation with defined useful life prior to Law n° 11,638/07	-	-	5,007	5,007
Amortization of surplus value allocation with defined useful life	-	-	124,942	135,296
Amortization of customers portfolio, brands and property and equipment	-	-	269,898	228,440
Adjustment to fair value - acquisition debt	-	-	29,550	13,636
<b>Temporary differences:</b>				
Constitution of provision for expected loss of services billed and to be billed	-	-	170,962	91,957
Constitution of provision for credit loss from contractual withholding	-	-	2,135	4,285
Provision for labor agreement or execution	-	-	194,225	210,281
Provision for tax agreement or execution	-	-	482,409	361,624
Provision for civil agreement or execution	-	-	36,453	34,175
Graber indemnity assets (see note n° 25 (d))	-	-	(61,900)	(58,350)
Income tax and social contribution credit arising from the Selic update on tax overpayments	-	-	(17,211)	(17,562)
Provision for variable remuneration	-	-	92,661	125,180
Derivative instruments - unrealized swap	-	-	7,965	141
<i>Sub judice</i> Taxes	1,370	1,305	536,030	446,089
Other temporary differences	(161)	(96)	(3,673)	(9,206)
Calculation basis	1,209	1,209	1,744,034	1,482,705
<b>Deferred income tax and social contribution assets (34%)</b>	<b>411</b>	<b>411</b>	<b>592,972</b>	<b>504,120</b>
Total deferred tax assets	466	444	728,028	621,363
Total deferred tax liabilities	(55)	(33)	(135,056)	(117,243)
<b>Net deferred tax assets</b>	<b>411</b>	<b>411</b>	<b>592,972</b>	<b>504,120</b>

The tax loss and the negative calculation basis of the social contribution do not have limitation periods, and their offsetting is limited to 30% of the calculation bases to be determined in each future base year.

Deferred tax liabilities refer to the tax amortization of future profitability goodwill related to merged subsidiaries and will only be realized in the event of investment disposal or write-off due to impairment.

**b. Changes in deferred tax assets and liabilities balances (consolidated)**

						<u>Balance as at September 30, 2023</u>		
	Net Balance as at January 1, 2023	Recognized in statement of profit or loss	Recognized in equity	Acquired in business combinations	Others (i)	Net debt	Deferred tax assets	Deferred tax liabilities
<b>Credits to be offset with future taxable income:</b>								
Tax losses and negative basis of social contribution	58,285	5,981	-	-	-	64,266	64,266	-
<b>Business combinations effects:</b>								
Goodwill portion amortized on future profitability	(88,302)	(18,606)	-	-	-	(106,908)	-	(106,908)
Accounting amortization of surplus value allocation with defined useful life prior to Law n° 11,638/07	1,702	-	-	-	-	1,702	1,702	-
Amortization of surplus value allocation with defined useful life	46,001	(3,520)	-	-	-	42,481	42,481	-
Amortization of customers portfolio, brands and property and equipment	77,670	14,096	-	-	-	91,766	91,766	-
Adjustment to fair value - acquisition debt	4,636	-	5,410	-	-	10,046	10,046	-
<b>Temporary differences:</b>								
Provision for expected loss of services billed and to be billed	31,265	26,615	-	247	-	58,127	58,127	-
Constitution of provision for credit loss from contractual withholding	1,457	(731)	-	-	-	726	726	-
Provision for labor agreement or execution	71,496	(5,578)	-	119	-	66,037	66,037	-
Provision for tax agreement or execution	122,952	36,408	-	4,659	-	164,019	164,019	-
Provision for civil agreement or execution	11,620	775	-	-	-	12,395	12,395	-
Graber indemnity assets	(19,839)	(1,207)	-	-	-	(21,046)	-	(21,046)
Income tax and social contribution credit arising from the Selic update on tax overpayments	(5,971)	119	-	-	-	(5,852)	-	(5,852)
Provision for variable remuneration	42,561	(11,056)	-	-	-	31,505	31,505	-
Derivative instruments - unrealized swap	48	2,040	620	-	-	2,708	2,708	-
Sub judice Taxes	151,670	6,970	-	23,610	-	182,250	182,250	-
Other temporary differences	(3,131)	6,615	-	(1,229)	(3,505)	(1,250)	-	(1,250)
<b>Assets (liabilities) net taxes</b>	<b>504,120</b>	<b>58,921</b>	<b>6,030</b>	<b>27,406</b>	<b>(3,505)</b>	<b>592,972</b>	<b>728,028</b>	<b>(135,056)</b>

- (i) Deferred income tax and social contribution related to the spin-off of the company GPS SP to GABER, which will be constituted after the delivery of the ancillary obligation informing the special event that occurred, as the spun-off company had an unconstituted tax loss.

	Balance as at September 30, 2022							
	Net Balance as at January 1, 2022	Recognized in statement of profit or loss	Recognized in equity	Acquired in business combinations	Others	Net debt	Deferred tax assets	Deferred tax liabilities
<b>Credits to be offset with future taxable income:</b>								
Tax losses and negative basis of social contribution	65,738	(821)	-	-	-	64,917	64,917	-
<b>Business combinations effects:</b>								
Goodwill portion amortized on future profitability	(66,319)	(16,488)	-	-	-	(82,807)	-	(82,807)
Accounting amortization of surplus value allocation with defined useful life prior to Law n° 11,638/07	1,702	-	-	-	-	1,702	1,702	-
Amortization of surplus value allocation with defined useful life	51,237	(4,028)	-	-	-	47,209	47,209	-
Amortization of customers portfolio, brands and property and equipment	53,418	23,024	-	-	-	76,442	76,442	-
Adjustment to fair value - acquisition debt	(11,425)	456	13,955	-	-	2,986	2,986	-
<b>Temporary differences:</b>								
Provision for expected loss of services billed and to be billed	20,902	26,718	-	2,721	-	50,341	50,341	-
Provision for credit loss from contractual withholding	1,457	-	-	-	-	1,457	1,457	-
Provision for loss debt tax credit	6,614	(6,614)	-	-	-	-	-	-
Provision for labor agreement or execution	61,930	3,288	-	3,473	-	68,691	68,691	-
Provision for tax agreement or execution	63,680	39,315	-	355	-	103,350	103,350	-
Provision for civil agreement or execution	16,381	(4,246)	-	-	-	12,135	12,135	-
Graber indemnity assets	(18,714)	(666)	-	-	-	(19,380)	-	(19,380)
IR and CSLL update of Selic's indebts	(5,795)	(176)	-	-	-	(5,971)	-	(5,971)
Provision for variable remuneration	33,473	(7,520)	-	128	-	26,081	26,081	-
Derivative instruments - unrealized swap	(9,832)	11,253	(2,673)	-	-	(1,252)	-	(1,252)
Sub judice Taxes	134,717	(9,135)	-	49,542	-	175,124	175,124	-
Other temporary differences	3,001	(17,927)	6,034	2,026	(468)	(7,334)	-	(7,334)
<b>Assets (liabilities) net taxes</b>	<b>402,165</b>	<b>36,433</b>	<b>17,316</b>	<b>58,245</b>	<b>(468)</b>	<b>513,691</b>	<b>630,435</b>	<b>(116,744)</b>

**c. Reconciliation of income tax and social contribution with the corresponding expenses in the income**

The reconciliation between income tax (IRPJ) and social contribution (CSLL) at the nominal and effective tax rates is shown below:

	Parent Company		Consolidated	
	09/30/2023	09/30/2022	09/30/2023	09/30/2022
Net income for the period	391,415	313,897	394,583	314,158
Equity-accounted investees	(391,738)	(315,197)	-	-
Adjusted accounting (loss) profit without equity-accounted (IRPJ/CSLL)	(323) <u>63</u>	(1,300) <u>93</u>	394,583 <u>174,161</u>	314,158 <u>152,588</u>
<b>Loss (profit) before income tax and social contribution</b>	<b>(260)</b>	<b>(1,207)</b>	<b>568,744</b>	<b>466,746</b>
Income tax and social contribution at nominal rate (34%)	88	410	(193,373)	(158,694)
(Additions) / Permanent Exclusions (i)	(94)	(78)	9,016	1,541
Donations / Worker's Meal Program (PAT) / additional (ii)	12	13	4,536	1,629
<i>Lei do bem</i> (tax incentive for technological innovation - law 11,196/05)	-	-	3,491	2,244
Others (iii)	(69)	(438)	2,169	692
Income tax and social contribution expenses	<u>(63)</u>	<u>(93)</u>	<u>(174,161)</u>	<u>(152,588)</u>
Current taxes	(63)	(93)	(233,082)	(189,021)
Deferred taxes	-	-	58,921	36,433
<b>Effective rate</b>	<b><u>(24.23%)</u></b>	<b><u>(7.71%)</u></b>	<b><u>30.62%</u></b>	<b><u>32.69%</u></b>

- (i) Permanent additions are made up of traffic fines, union dues, gifts, and infraction notice fines. Permanent deletions are comprised of chargebacks, discounts, and credit corrections.
- (ii) These refers to deductions incurred in the period as set forth in the IRPJ regulations
- (iii) The differences and non-constituted tax loss of companies with no prospect of future profitability

## 24 Tax payment through installments agreement

		Parent Company		Consolidated	
		09/30/2023	12/31/2022	09/30/2023	12/31/2022
Type	Monthly financial charges				
REFIS IV	SELIC	-	47	22,056	21,562
PPI	SELIC	-	-	9,560	11,180
Simplified Social Security	SELIC	-	-	27,131	35,128
<b>Total</b>		<b>-</b>	<b>47</b>	<b>58,747</b>	<b>67,870</b>
<b>Current</b>		<b>-</b>	<b>16</b>	<b>21,852</b>	<b>21,862</b>
<b>Non-current</b>		<b>-</b>	<b>31</b>	<b>36,895</b>	<b>46,008</b>

The Group has REFIS IV-type installment plans, referring to Law nº 11,941/09, Law nº 12,973/14 and Law nº 12,996/14 administered by the RFB (Brazilian Federal Revenue Office) and PGFN (Office of the General Counsel for the National Treasury), as well as municipal PPI in the city of Sao Paulo and in 2017 based on Law nº 13,496/17, the simplified installment plans were included in the "NEW REFIS" known as PERT (Special Program Tax Regularization) and administered by the RFB and PGFN.

Change in the amounts due is shown below:

	<u>Parent Company</u>		<u>Consolidated</u>	
	2023	2022	2023	2022
<b>As at January 1,</b>	<b>47</b>	<b>58</b>	<b>67,870</b>	<b>62,510</b>
Financial charges	1	4	5,704	5,317
Payments made of principal	(48)	(12)	(15,399)	(11,258)
Payments made of interest	-	-	(1,975)	(1,575)
Offsets	-	-	-	(1,234)
From acquired companies	-	-	1,325	11,872
New installments	-	-	1,222	1,115
<b>As at September 30,</b>	<b>-</b>	<b>50</b>	<b>58,747</b>	<b>66,747</b>

The non-current installments have the following maturity schedule:

	<u>Consolidated</u>
<b>Year</b>	<b>09/30/2023</b>
2024 (from October)	12,118
2025	13,249
2026	6,209
2027 onwards	5,319
<b>Total</b>	<b>36,895</b>

## 25 Provision for contingencies, indemnification assets, judicial deposits and sub judice taxes

	<u>Parent Company</u>		<u>Consolidated</u>	
	09/30/2023	12/31/2022	09/30/2023	12/31/2022
Provision for tax, civil and labor risks (a)	-	-	910,657	751,631
Sub judice taxes (b)	1,370	1,305	589,810	446,089
<b>Total</b>	<b>1,370</b>	<b>1,305</b>	<b>1,500,467</b>	<b>1,197,720</b>

**a. Provision for tax, civil and labor risks**

The Group is subject to various legal proceedings and tax, labor and civil administrative procedures. As at September 30, 2023, the Group had a provision equivalent to R\$ 910,657 (R\$ 751,631 as at December 31, 2022), considered adequate and sufficient by management based on legal advisor's opinions.

	<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>12/31/2022</b>
Labor (i)	204,551	210,281
Tax (ii)	91,583	84,270
Civil (iii)	42,855	34,176
"S" System (iv)	385,384	277,354
Monetary update of "S" System (iv)	79,073	33,805
<b>Provision for tax, civil and labor risks</b>	<b>803,446</b>	<b>639,886</b>
Allocation of contingent liabilities (v)	107,211	111,745
<b>Total</b>	<b>910,657</b>	<b>751,631</b>

- (i) The main demands of labor demands are: differences in overtime, additional dangerousness, unhealthiness and additional nocturnal.
- (ii) The main nature of the demands are: (i) non- homologation of tax credits of IRPJ, CSLL, PIS and COFINS declared in PER/DCOMP; (ii) non-homologation of INSS credits used in PER/DCOMP for INSS compensation; (iii) questioning about non-collection/retention of the ISS; (iv) no incidence of INSS on indemnity funds (vacation, 1/3 vacation sums, 15 days prior to sickness or accident aid, indemnified notice).
- (iii) The main civil proceedings do not involve individually relevant values and are mainly related to: (i) contractual discussions with customers and (ii) reparation for material damage.
- (iv) For compulsory contributions to the "S" System, 33 cases, being 18 active companies and 15 companies already incorporated from the Group that have injunctions / judgments, in lawsuits, which allow the limitation of the calculation base of INSS to 20 times the highest minimum wage in force, with regard to the collection to SENAC institutions, SESC, SESI, SENAI, SEBRAE, INCRA and salary education. For certain companies/actions the success is partial and covers only part of these third parties, and in cases of decision-making, the differences are being provisioned. The provision recorded in relation to such processes is determined by management, based on the analysis of its legal advisors, and reflects the risk of probability of probable loss estimated for the current scenario that is still undefined. Such analyses include the evaluation of available evidence, the hierarchy of laws, the available jurisprudence, the most recent decisions in the courts and their relevance in the legal system. In January 2021, supported by the injunctions mentioned above, the Group ceased to settle such obligations and began to recognize them as provision for contingencies. Prior to this date, the calculations of the "S" System were settled in its entirety, thus, with no risk prior to January 2021.
- (v) Refers to an allocation made in the acquisitions of companies, recognized in the acquiring company, broken down in a PPA - Purchase Price Allocation report, arising from legal processes and risks raised in due diligence of civil, labor and tax spheres evaluated with a possible expectation of loss.

Change in provision for contingencies can be summarized as follows:

	Consolidated	
	09/30/2023	09/30/2022
<b>As at January 1,</b>	<b>751,631</b>	<b>564,058</b>
Contingency update against indemnity assets	3,550	(17,026)
“S” System	108,030	112,998
Monetary update of “S” System	45,268	18,719
From acquisition “S” System – Única	-	(1,395)
From acquisition – Comau	-	16,827
From acquisition – Force	-	1,937
From acquisition – Ormec	-	7,409
From acquisition – Predial Axel (Sulzer)	-	1,942
From acquisition – Evertical	-	513
From acquisition – Motus	-	569
From acquisition – Global	-	7,587
From acquisition – Engie	690	-
From acquisition – Compart	11,716	-
Others	150	(1,754)
Reversal of provision	(114,600)	(77,757)
Provision supplement	108,756	75,617
<b>Subtotal</b>	<b>915,191</b>	<b>710,244</b>
Write-off of contingent liabilities (i)	(14,304)	(44,785)
Allocation of contingent liabilities (i)	4,512	28,816
Update of contingent liabilities (i)	5,258	-
<b>As at September 30,</b>	<b>910,657</b>	<b>694,275</b>

(i) The movement of contingent liabilities allocation occurred as detailed below:

Consolidated	12/31/2022	Additions	Write-offs	Update	09/30/2023
Proguarda	86	-	(86)	-	-
Fortaleza	205	-	-	-	205
Graber	1	-	-	-	1
Onseg	14	-	-	-	14
Poliservice	107	-	(34)	-	73
RZF	167	-	-	-	167
Magnus	120	-	(31)	-	89
Algar	67	-	(23)	2	46
Quattro	31	-	-	-	31
Jam	521	-	-	-	521
Servis	157	-	(66)	(2)	89
Polonorte	351	-	-	-	351
Gol	492	-	(422)	3	73
BC2	245	-	(12)	-	233
Sunset	144	-	-	18	162
Conbras	14,873	-	(6,196)	399	9,076
Luandre	613	-	(372)	-	241
ISS	20,498	-	(2,965)	1,713	19,246
Vivante	14,673	-	(1,186)	(132)	13,355
Loghis	371	-	(140)	11	242
Única	2,120	-	(218)	14	1,916
Rudder	9,247	-	(1,360)	(2,432)	5,455
Allis	13,443	-	(370)	4,228	17,301
Comau	22,386	-	(676)	1,479	23,189
Force	2,587	-	(47)	(168)	2,372
Ormec	1,041	-	(55)	148	1,134
Sulzer	673	-	-	-	673
Global Emplegos	6,370	-	-	-	6,370
Motus	32	-	-	-	32
Evertical	110	-	(22)	-	88
Engie	-	4,512	(23)	(23)	4,466
<b>Total</b>	<b>111,745</b>	<b>4,512</b>	<b>(14,304)</b>	<b>5,258</b>	<b>107,211</b>

Consolidated	31/12/2021	Additions	Write-offs	09/30/2022
Proguarda	86	-	-	86
Fortaleza	224	-	(191)	33
Sempre	2,435	-	-	2,435
Graber	4,165	-	(28)	4,137
Onseg	183	-	(169)	14
Poliservice	236	-	(129)	107
RZF	520	-	(18)	502
Magnus	933	-	(830)	103
Algar	570	-	(393)	177
Quattro	453	-	(50)	403
Jam	2,417	-	(1,798)	619
Servis	1,033	-	(535)	498
Polonorte	1,402	-	(265)	1,137
Gol	998	-	(186)	812
BC2	1,572	-	(1,449)	123
Sunset	82	60	-	142
Conbras	15,261	-	(38)	15,223
Luandre	1,082	-	(584)	498
ISS	61,199	-	(33,964)	27,235
Vivante	22,270	-	(1,971)	20,299
Loghis	277	61	-	338
Única	2,330	229	-	2,559
Rudder	8,001	-	(2,187)	5,814
Allis	18,708	1,029	-	19,737
Comau	-	22,386	-	22,386
Force	-	1,846	-	1,846
Ormec	-	270	-	270
Sulzer	-	886	-	886
Global	-	1,854	-	1,854
Evertical	-	163	-	163
Motus	-	32	-	32
<b>Total</b>	<b>146,437</b>	<b>28,816</b>	<b>(44,785)</b>	<b>130,468</b>

The Group, in accordance with accounting practices, provides its contingencies whose risk rating of loss is likely, according to the analysis of its legal advisors. The main process is:

Tax action filed by the Brazilian Internal Revenue Service against the subsidiary Graber, for the collection of social security compensation (INSS) that occurred in 2015 and 2016. Challenge dismissed in 2018, voluntary appeal filed and awaiting trial. It is noteworthy that the debt is the responsibility of the sellers of the Graber Group and in relation to which the Group has withholding payment as a contingent and asset installment indemnified according to the position agreed and described in the purchase and sale contract, in the amount of R\$ 61,900 as at September 30, 2023 (R\$ 58,350 as at December 31, 2022). The estimated loss as at September 30, 2023 is R\$ 61,900 (R\$ 58,350 as at December 31, 2022). This value is estimated by legal advisors based on the results of current and expected legal proceedings.

#### **Possible losses not provisioned in the statement of financial position**

Actions involving risk of loss classified by the Group as possible, based on the assessment of its legal advisors, for which there is no provision constituted on September 30, 2023, total R\$ 885,541, of which R\$ 391,057 are tax, R\$ 115,933 civil and R\$ 378,551 labor (R\$ 865,794 as at December 31, 2022, of which R\$ 389,270 were tax, R\$ 132,149 civil and R\$ 344,375 labor). The nature of these actions are the same as described in the item "(a.) Provision for tax, civil and labor risks".

Due to the publication on May 2, 2023 of the STF Judgments in RE's 949,297 and 955,227 - Items 881 and 885 - three embargoes of declaration by the Taxpayers were opposed, which are pending judgment, in this way, the Company is evaluating any reflections that arise from them.

**b. Sub judice taxes**

	Parent Company		Consolidated	
	09/30/2023	12/31/2022	09/30/2023	12/31/2022
Municipal taxes	-	-	12,174	10,130
Federal taxes (i)	1,370	1,305	504,654	364,307
State taxes	-	-	732	732
Labor and social security risks (ii)	-	-	72,250	70,920
<b>Total</b>	<b>1,370</b>	<b>1,305</b>	<b>589,810</b>	<b>446,089</b>

- (i) Federal taxes: being in its entirety coming from the acquired companies. Such balances are constituted to cover fiscal risks not provisioned by the previous Administration and are mainly related to federal debts with suspended enforceability;
- (ii) Labor and social security risks: this provision was made to cover labor risks arising from companies acquired due to non-adherence to some aspects of the CLT (Consolidation of Labor Laws). Such risks refer mainly to the compensation of INSS unduly paid on indemnity amounts, with discussions not yet settled in the judiciary and the absence of INSS taxation on variable amounts.

Change in sub judice taxes can be summarized as follows:

	Controladora		Consolidado	
	2023	2022	2023	2022
<b>As at January 1,</b>	<b>1,305</b>	<b>1,371</b>	<b>446,089</b>	<b>396,226</b>
Update currency	65	-	33,161	22,246
Provision for tax risks	-	-	-	775
Provision from acquired companies – Comau	-	-	-	18,167
Provision from acquired companies – Force	-	-	-	35,697
Provision from acquired companies – Ormec	-	-	-	4,956
Provision from acquired companies– Predial Axel (Sulzer)	-	-	8	7,562
Provision from acquired companies – Evertical	-	-	-	5,228
Provision from acquired companies – Motus	-	-	-	5,417
Provision from acquired companies – Global Emplegos	-	-	-	25,403
Provision from acquired companies – Engie (a)	-	-	40,311	-
Provision from acquired companies – Compart (a)	-	-	68,533	-
Reconciliation balance from acquisition	-	-	-	(263)
Provision supplement	-	-	1,966	4,227
Reversal FAP from acquisition (b)	-	-	-	(10,339)
Reversal of provision	-	(66)	(258)	(230)
<b>As at September 30,</b>	<b>1,370</b>	<b>1,305</b>	<b>589,810</b>	<b>515,072</b>

- (a) For more details, see note n° 3.
- (b) Refers to the reversal of provision made by acquisition by possible questions of adequacy of the FAP (Accident Prevention Factor) in certain clients. The Group, after the process of operational stabilization and integration, understands that this is no longer applicable (since all contracts are renegotiated and dimensioned).

**c. Judicial deposits**

They represent restricted assets of the Group and are related to the amounts deposited and held in court until the settlement of the disputes to which they relate. The judicial deposits held by the Group as at September 30, 2023 and December 31, 2022 are as follows:

	Consolidated	
	09/30/2023	12/31/2022
Labor judicial deposits	78,356	75,217
Non-labor appeal deposit	84,266	84,704
Update currency	44,285	31,964
<b>Total</b>	<b>206,907</b>	<b>191,885</b>

Change in judicial deposits can be summarized as follows:

	Consolidated	
	2023	2022
<b>As at January 1,</b>	<b>191,885</b>	<b>136,702</b>
Update currency	12,575	7,963
Deposits	39,492	28,973
Write-offs	(38,071)	(19,936)
From acquired companies	1,026	27,275
<b>As at September 30,</b>	<b>206,907</b>	<b>180,977</b>

**d. Indemnification assets**

The Group has withholding of payouts as contingent portion and assets indemnifiable according to the position agreed and described in the sale agreements.

	Consolidated	
	09/30/2023	12/31/2022
Graber Group	61,900	58,350
Allocation of indemnity assets	101,165	77,633
<b>Total</b>	<b>163,065</b>	<b>135,983</b>

The composition per company of the allocation of indemnity assets can be summarized as follows:

Consolidated	12/31/2022	Deposits	Write-offs	09/30/2023
Fortaleza	123	-	-	123
Grabber	20,479	-	-	20,479
Onseg	930	-	(930)	-
Poliservice	535	-	-	535
RZF	1,419	-	-	1,419
Magnus	1,196	-	(1,185)	11
Proteg	220	-	-	220
Jam	4,547	-	-	4,547
Servis	6,907	-	-	6,907
Gol	1,709	-	-	1,709
Sunset	557	-	-	557
Luandre	1,845	-	(76)	1,769
Loghis	830	-	-	830
Rudder	12,961	792	-	13,753
Comau	11,614	-	-	11,614
Ormec	4,956	-	-	4,956
Motus	32	-	-	32
Evertical	403	-	-	403
Global Empregos	6,370	-	-	6,370
Compart	-	24,931	-	24,931
<b>Total</b>	<b>77,633</b>	<b>25,723</b>	<b>(2,191)</b>	<b>101,165</b>

Consolidated	12/31/2021	Deposits	Write-offs	09/30/2022
Fortaleza	123	-	-	123
Grabber	20,479	-	-	20,479
Onseg	930	-	-	930
Poliservice	535	-	-	535
RZF	1,693	-	(200)	1,493
Magnus	1,196	-	-	1,196
Proteg	220	-	-	220
Jam	4,571	-	-	4,571
Servis	6,729	178	-	6,907
Gol	1,709	-	-	1,709
BC2	505	-	(505)	-
Sunset	557	-	-	557
Luandre	1,849	-	(4)	1,845
Loghis	830	-	-	830
Rudder	30,000	-	(18,985) (i)	11,015
Comau	-	14,756	-	14,756
Ormec	-	4,956	-	4,956
Evertical	-	516	-	516
Motus	-	61	-	61
<b>Total</b>	<b>71,926</b>	<b>20,467</b>	<b>(19,694)</b>	<b>72,699</b>

- (i) On March 11, 2022, the pecuniary fine was paid in the amount of R\$ 18,985 and the extinction of all penalties and prohibitions imposed in administrative proceedings.

## 26 Acquisition of subsidiaries

Through of business combinations, the Group registers the purchase options of the remaining quotas in the capital of investees, in addition to the contractual contingent installments.

As at September 30, 2023 and December 31, 2022, the breakdown of these financial liabilities was registers as follows:

	<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>12/31/2022</b>
Servtec	-	2,976
Proevi	-	1,301
Graber (i)	54,601	52,823
JAM	1,689	1,718
Luandre	6,471	7,071
Sunset (ii)	43,931	43,985
Comau (iii)	24,408	33,515
Ormec (iv)	47,626	52,013
Evertical (v)	48,242	68,626
Motus	30,820	14,181
Compart (vi)	46,604	-
Maestro	1,723	-
Other acquisition amounts	-	2,876
<b>Total</b>	<b>306,115</b>	<b>281,085</b>
<b>Currents assets</b>	<b>149,677</b>	<b>96,749</b>
<b>Non-current assets</b>	<b>156,438</b>	<b>184,336</b>

(i) Refers to the "retained price" of the consideration transferred in the acquisition, initially scheduled for discharge in 3 installments, maturing for 20, 40 and 60 months from the date of the business combination, May 31, 2017. Considering that the parties are in negotiation regarding the deductions of materialized contingencies and/or indemnifications of the retained price, these installments should be settled by May 31, 2025 as provided in the Purchase and Sale Agreement (CCV). Such installments are corrected by the accumulated variation of the CDI and will be adjusted, subtracting any materialized losses and/or indemnities corresponding to the occurrences described in the CCV, on the date of settlement;

(ii) The Group has an option to purchase the remaining 45% of the Sunset Group, which may be exercised in full and only once, during the period of 90 days from the delivery of the annual statement of financial position of December 31, 2023. The year-end price, whether a purchase option or a sales option, will be defined by a formula indicated in the contract, which considers the applicable multiple (according to the type of option exercised) x EBITDA. On May 13, 2022, the additional amount (earnout) was paid in the amount of R\$ 15,835, calculated based on EBITDA calculated in the period from January 1, 2021 to December 31, 2021. As at September 30, 2023, R\$ 43,931 registered is equivalent to an open payment, referring to the adoption of the early acquisition method;

(iii) Refers to supervening assets, arising from taxes to be recovered ("tax credits"), referring to the period of competence of the sellers, which will be reimbursed by the Group to the extent that said tax credits are used, upon request for compensation and/or credit of the claim for refund;

(iv) Refers to the "additional amount" of the consideration transferred in the acquisition, which is calculated based on EBITDA that exceeds the amount of R\$ 17,210, multiplied by the multiple of 5.5 and which was calculated in the period from January 1, 2022 to December 31, 2022, limited to 12% of the Net Revenue for that period. From this amount is added or subtracted the variation of Gross Debt, Cash and Equivalents and Working Capital, calculated between the closing of statement of financial position (January 31, 2022) and the statement of financial position as at December 31, 2022;

(v) Refers to the additional amount (earn-out), measured at fair value, to be paid up to 150 days after the end of the 2022 fiscal year, in accordance with contractual clauses establishing the criteria to be met by the parties (based on multiples of EBITDA calculated in the period from January 1, 2022 to December 31, 2022). The Group also has an option to purchase the remaining 45% of the Evertical Group, which may be exercised in full and only once, during a period of 90 days from the delivery of the annual balance sheet as of December 31, 2024. The strike price, whether it is a call option or a put option, will be defined by a formula indicated in the contract, which considers the applicable multiple (according to the type of option exercised) x EBITDA. On May 05, 2023, the payment of the additional amount (Earnout) in the amount of R\$ 17,477 was made, calculated based on the EBITDA calculated in the period from January 1, 2022 to December 31, 2022. On September 30, 2023, the registered amount of R\$ 48,242 is equivalent to the outstanding consideration, referring to the adoption of the advance acquisition method;

(vi) See note nº 3.2

**a. Changes of acquisition liabilities of subsidiaries**

	12/31/2022	Acquisition record	Update option	Write-off earn-out	Update earn-out	Update currency	Adjustments	Payment exercise of call option and additional Purchase and installment	Payment price of acquisition	Previous year's payments	09/30/2023
Servtec	2,976	-	-	(2,976)	-	-	-	-	-	-	-
Proevi	1,301	-	-	(1,314)	-	13	-	-	-	-	-
Graber	52,823	-	-	-	-	1,778	-	-	-	-	54,601
JAM	1,718	-	-	-	(29)	-	-	-	-	-	1,689
Luandre	7,071	-	-	-	399	217	(150)	(1,066)	-	-	6,471
Sunset	43,985	-	(54)	-	-	-	-	-	-	-	43,931
Única	-	-	-	-	12,652	3,029	(1,160)	(14,521)	-	-	-
Comau	33,515	-	-	-	(9,107)	-	-	-	-	-	24,808
Ormec	52,013	-	-	-	(4,387)	-	-	-	-	-	47,626
Evertical	68,626	93	(2,353)	-	(5,367)	4,156	564	(17,477)	-	-	48,242
Motus	14,181	-	18,321	-	(1,682)	-	-	-	-	-	30,820
Compart (i)	-	86,613	-	-	3,620	-	-	-	(41,129)	(2,500)	46,604
Maestro	-	8,487	-	-	65	-	-	-	(6,829)	-	1,723
Others trades payable	2,876	-	-	(2,915)	-	39	-	-	-	-	-
<b>Total</b>	<b>281,085</b>	<b>95,193</b>	<b>15,914</b>	<b>(7,205)</b>	<b>(3,836)</b>	<b>9,232</b>	<b>(746)</b>	<b>(33,064)</b>	<b>(47,958)</b>	<b>(2,500)</b>	<b>306,115</b>

- (i) Refers to the total amount paid for the acquisition of the company. In the statement of cash flows, the amount is presented net of cash earned in the acquisition. For more details, see explanatory note n° 3.

	12/31/2021	From acquired companies	Update option	Write-off earn-out	Update earn-out	Adjustments	Adjustment for inflation	Payment purchase option	Payment purchase price	Payment from previously years	09/30/2022
Servtec	2,976	-	-	-	-	-	-	-	-	-	2,976
Proevi	1,274	-	-	-	-	-	20	-	-	-	1,294
Sempre	1,050	-	-	-	-	(1,050)	-	-	-	-	-
Graber	51,842	-	-	-	-	-	737	-	-	-	52,579
JAM	19,393	-	3,695	-	(54)	(136)	-	(21,041)	-	-	1,857
Gol	3,916	-	46	-	-	(171)	-	(3,791)	-	-	-
BC2	7,203	-	-	(6,954)	(249)	-	-	-	-	-	-
Luandre	35,239	-	17,869	-	2,505	(8)	199	(47,810)	-	-	7,994
Sunset	31,334	-	19,434	-	10,380	(422)	(2,130)	(15,835)	-	-	42,761
Loghis	7,214	-	-	-	9,744	-	-	-	-	-	16,958
Única	12,652	-	-	-	(12,652)	-	-	-	-	-	-
Comau (ii)	-	135,644	-	-	(49)	-	-	-	-	(105,537)	30,058
Force (ii)	-	26,187	-	-	-	-	-	-	(26,187)	-	-
Ormec (ii)	-	95,667	-	-	-	-	-	-	(63,192)	-	32,475
Sulzer	-	43,466	-	-	-	-	-	-	(40,388)	-	3,078
Evertical	-	97,951	-	-	-	-	-	-	(37,811)	-	60,140
Motus	-	28,280	-	-	-	-	-	-	(16,674)	-	11,606
Global Empregos	-	159,457	-	-	-	-	-	-	(159,457)	-	-
Other trade payables	2,808	-	-	-	-	-	48	-	-	-	2,856
<b>Total</b>	<b>176,901</b>	<b>586,652</b>	<b>41,044</b>	<b>(6,954)</b>	<b>9,625</b>	<b>(1,787)</b>	<b>(1,126)</b>	<b>(88,477)</b>	<b>(343,709)</b>	<b>(105,537)</b>	<b>266,632</b>

(ii) Refers to the total amount paid for the acquisition of the company. In the statement of cash flows, the amount is presented net of cash earned in the acquisition.

## 27 Equity

### a. Share capital

The share capital fully subscribed and paid as at September 30, 2023 is R\$ 1,738,167 (R\$ 1,707,276 as at December 31, 2022), divided into 672,170,267 common shares (669,708,835 common shares as at December 31, 2022) all nominative with no par value and distributed as follows:

	09/30/2023		12/31/2022	
	Total shares	Interests	Total shares	Interests
Control block	279,290,445	41.55%	278,264,021	41.55%
Managers	10,544,694	1.57%	5,022,816	0.75%
Miscellaneous	382,335,128	56.88%	386,421,998	57.70%
<b>Total</b>	<b>672,170,267</b>	<b>100%</b>	<b>669,708,835</b>	<b>100%</b>

Share capital fully subscribed and paid is presented net of expenses with issuance of shares in the amount of R\$ 58,468. Thus, according to the statement of changes in equity, the share capital is presented of R\$ 1,679,699 as at September 30, 2023 (R\$ 1,648,808 as at December 31, 2022).

### b. Common shares

**Events 2023** - On March 29, 2023, the Company's Board of Directors approved a capital increase within the authorized capital limit, with the issuance of new shares, as a result of the approval of the proposal of the Committee of People & Organization with respect to the Company's Stock Option Program for the calendar year 2023 (PROCA-23) and consequent issuance of common shares in the context of said PROCA-23.

The total amount of the Company's capital increase was R\$ 30,891, which increased from R\$ 1,707,276 to R\$ 1,738,167 through the issuance of 2,461,432 common shares, registered book-entry and without nominal value of the Company, representing 0.37% of the Company's capital stock prior to such issuance, at the issuance price calculated based on the average quotation of the 5 trading sessions corresponding to the period from March 8 to 14, 2023, of R\$ 12.55 per option, and a 10% discount to be paid as a premium, corresponding to the amount of R\$ 1.26 per option, with a total value of R\$ 3,101, for subscription by the selected partners, increasing the Company's capital stock from 669,708,835 to 672,170,267 common shares, nominative, book-entry and without par value, excluding the preemptive right of the current shareholders in the subscription of the common shares issued by the Company. The amount actually paid as a prize was R\$ 3,087, as disclosed in note n° 13.3.1.

### c. Destination of proposed profits and dividends

According to the articles of partnership, from the net income for the fiscal year, after offsetting accumulated losses, 5% will be applied to constituting the legal reserve up to 20% of the share capital, and 25% will be allocated to the distribution of the minimum mandatory dividend, respecting the priority of payment of fixed dividends.

On April 5, 2023, the payment of dividends provisioned at the end of 2022, R\$ 122,712 corresponding to 25% of the 2022 Net Income (adjusted after the allocation of the legal reserve), and R\$ 51,412 corresponding to 10.47% of the Net Income as additional dividends, was approved at the Annual General Meeting. The dividends were paid in full to shareholders on April 17, 2023.

**d. Earnings reserve**

The earnings retention reserve corresponds to the remaining profits after destination for legal reserve and proposal for distribution of dividends, mainly aiming to meet its investment projects.

The net income for the period, after the offsets and deductions provided for by law and according to statutory forecast.

**e. Capital transactions**

Capital transactions correspond to transactions with the members, without passing through the parent company's income. Reflects the events affecting the subsidiaries and indirectly the parent company through capital transactions. The composition of the period/fiscal year mutation refers to the items below:

	09/30/2023	12/31/2022
Business combination adjustments	(906)	-
<b>Total</b>	<b>(906)</b>	<b>-</b>

**f. Equity valuation adjustments**

Equity valuation adjustments mainly include net changes in the fair value of contingent consideration from call option agreements and other contingent consideration specified in the sale agreement on the acquisition date, which are updated each reporting period, see more details in note n° 26 (a). The amounts recorded in equity valuation adjustments are fully or partially reclassified to the income (loss) for the fiscal period/year, in whole or in part, when the assets/liabilities to which they relate are disposed.

	09/30/2023	12/31/2022
Fair value	(10,966)	4,948
Deferred income tax and social contribution	3,728	(1,682)
<b>Total</b>	<b>(7,238)</b>	<b>3,266</b>

The movement of equity valuation adjustments can be summarized as:

	<b>Consolidated</b>	
	<b>2023</b>	<b>2022</b>
<b>As at January 1,</b>	<b>3,266</b>	<b>33,558</b>
Fair value	(15,914)	(41,044)
Deferred income tax and social contribution	5,410	13,954
<b>As at September 30,</b>	<b>(7,238)</b>	<b>6,468</b>

## 28 Financial instruments

### a. Accounting classification and fair values

The table below shows the carrying amounts and the fair values of the financial assets and liabilities, including their levels in the hierarchy of fair value. It does not include information on the fair value of the financial assets and liabilities not measured at fair value, if the carrying amount is a reasonable approach of the fair value.

Consolidated assets		Carrying amount			Fair value		
September 30, 2023	Note	Financial assets measured at fair value through profit or loss	Financial assets at amortized cost	Total	Level 2	Level 3	Total
<b>Financial assets measured at fair value</b>							
Financial investments (i)	8 e 9	2,549,048	-	2,549,048	2,549,048	-	2,549,048
Derivative financial instruments (iii)	28 (c)	1,602	-	1,602	1,602	-	1,602
<b>Total</b>		<b>2,550,650</b>	<b>-</b>	<b>2,550,650</b>	<b>2,550,650</b>	<b>-</b>	<b>2,550,650</b>

Consolidated assets		Carrying amount			Fair value
September 30, 2023	Note	Financial assets measured at fair value through profit or loss	Financial assets at amortized cost	Total	Total
<b>Financial assets not measured at fair value</b>					
Cash and cash equivalents (i)	8	-	49,024	49,024	49,024
Trade receivables	10	-	2,238,137	2,238,137	2,238,137
Loans receivable (ii)	13.3	-	25,676	25,676	25,676
Other receivables		-	70	70	70
<b>Total</b>		<b>-</b>	<b>2,312,907</b>	<b>2,312,907</b>	<b>2,312,907</b>

- (i) In cash and cash equivalents and financial investments, the fair value is a reasonable approximation of the carrying amount since all of the Group's investments have daily liquidity and, therefore, the balance presented by the bank is the exact balance available for use.
- (ii) In loans receivable, the fair value is a reasonable approximation of the carrying amount since all agreements have a term of receipt and monthly correction index.
- (iii) The swap agreements have been designated for hedge accounting.

Consolidated liabilities		Carrying amount			Fair value		
September 30, 2023	Note	Financial liabilities at fair value	Financial liabilities at amortized cost	Total	Level 2	Level 3	Total
<b>Financial liabilities measured at fair value</b>							
Derivative financial instruments (i)	28 (c)	(12,488)	-	(12,488)	(12,488)	-	(12,488)
Acquisition of subsidiaries	26	(306,115)	-	(306,115)	-	(306,115)	(306,115)
<b>Total</b>		<b>(318,603)</b>	<b>-</b>	<b>(318,603)</b>	<b>(12,488)</b>	<b>(306,115)</b>	<b>(318,603)</b>

Consolidated liabilities		Carrying amount			Fair value
September 30, 2023	Note	Financial liabilities at fair value	Financial liabilities at amortized cost	Total	Total
Financial liabilities not assessed at fair value					
Trade payables		-	(134,171)	(134,171)	(134,171)
Loans	19	-	(474,769)	(474,769)	(541,827)
Debentures	20	-	(2,631,473)	(2,631,473)	(3,530,782)
Leases payable		-	(159,789)	(159,789)	(159,789)
Other trade payables		-	(23,350)	(23,350)	(23,350)
<b>Total</b>		<b>-</b>	<b>(3,423,552)</b>	<b>(3,423,552)</b>	<b>(4,389,919)</b>

(i) Swap contracts were assigned to hedge accounting.

Consolidated assets		Carrying amount			Fair value		
	Note	Financial assets measured at fair value through profit or loss	Financial assets at amortized cost	Total	Level 2	Level 3	Total
<b>December 31, 2022</b>							
<b>Financial assets measured at fair value</b>							
Financial investments (i)	8 e 9	2,606,874	-	2,606,874	2,606,874	-	2,606,874
Derivative financial instruments (iii)	28 (c)	10,203	-	10,203	10,203	-	10,203
<b>Total</b>		<b>2,617,077</b>	<b>-</b>	<b>2,617,077</b>	<b>2,617,077</b>	<b>-</b>	<b>2,617,077</b>

Consolidated assets		Carrying amount			Fair value	
	Note	Financial assets measured at fair value through profit or loss	Financial assets at amortized cost	Total	Total	
<b>December 31, 2022</b>						
<b>Financial assets not measured at fair value</b>						
Cash and cash equivalents (i)	8	-	93,065	93,065	93,065	
Trade receivables	10	-	2,022,126	2,022,126	2,022,126	
Loans receivable (ii)	13.3	-	30,877	30,877	30,877	
Others receivables		-	243	243	243	
<b>Total</b>		<b>-</b>	<b>2,146,311</b>	<b>2,146,311</b>	<b>2,146,311</b>	

- (i) In cash and cash equivalents, the fair value is a reasonable approximation of the carrying amount since all of the Group's investments have daily liquidity and, therefore, the balance presented by the bank is the exact balance available for use.
- (ii) In loans receivable, the fair value is a reasonable approximation of the carrying amount since all agreements have a term of receipt and monthly correction index.
- (iii) Swap contracts were assigned to hedge accounting.

Consolidated liabilities		Carrying amount			Fair value		
December 31, 2022	Nota	Financial liabilities at fair value	Financial liabilities at amortized cost	Total	Level 2	Level 3	Total
<b>Financial liabilities measured at fair value</b>							
Derivative financial instruments (i)	28 (c)	(10,344)		(10,344)	(10,344)		(10,344)
Acquisition of subsidiaries	23	(281,085)	-	(281,085)	-	(281,085)	(281,085)
<b>Total</b>		<b>(291,429)</b>	<b>-</b>	<b>(291,429)</b>	<b>(10,344)</b>	<b>(281,085)</b>	<b>(291,429)</b>

Consolidated liabilities		Carrying amount			Fair value
December 31, 2022	Nota	Financial liabilities at fair value	Financial liabilities at amortized cost	Total	Total
Financial liabilities not assessed at fair value					
Trade payables		-	(124,732)	(124,732)	(124,732)
Loans	19	-	(634,924)	(634,924)	(750,578)
Debentures	20	-	(2,661,200)	(2,661,200)	(3,647,099)
Leases payable		-	(69,895)	(69,895)	(69,895)
Other trade payables		-	(32,937)	(32,937)	(32,937)
<b>Total</b>		<b>-</b>	<b>(3,523,688)</b>	<b>(3,523,688)</b>	<b>(4,625,241)</b>

(i) Swap contracts were assigned to hedge accounting.

**Level 1** - The fair value of assets traded in active markets (such as securities held for trading and at fair value through other comprehensive income) is based on market prices quoted on the statement of financial position reporting date. Assets included in Level 1 mainly comprise IBOVESPA 50 ranking of shares equity investments classified as trading securities or at fair value through other comprehensive income.

**Level 2** - The fair value of assets and liabilities that are not traded in active markets (e.g., over-the-counter derivatives) is determined using valuation techniques. If all relevant assumptions used to determine the fair value of an asset or liability can be observed in the market, it will be included in Level 2.

**Level 3** - If one or more relevant pieces of information are not based on data adopted by the market, such as investments in shares or unquoted debts, the asset or liability is included in Level 3.

**b. Fair value measurement**

**(i) Assessment techniques and significant non-observable inputs**

The tables below present the valuation techniques used to measure Level 2 and 3 fair values for financial instruments measured at fair value in the statement of financial position, as well as the significant non-observable inputs used. The valuation processes are described in note n° 8.4 parent company and consolidated financial statements as at December 31, 2022, published on March 2, 2023.

*Financial instruments measured at fair value*

Type	Assessment Techniques	Significant observable inputs	non-significant and non-observable inputs and fair value measurement
Swap	Swap Models: fair value is calculated on the basis of estimated future cash flows at present value. Estimates of future cash flows of post-fixed rates are based on quoted swap rates, futures prices and interest rates on interbank loans. Estimated cash flows are discounted using a curve built from similar sources, reflecting the relevant interbank benchmark rate used by the market participant for this purpose when pricing interest rate swaps. The fair value estimate is subject to a credit risk adjustment reflecting the credit risk of the Group and the counterparty, calculated based on credit spreads derived from credit default swaps or current prices of traded securities.	Not applicable.	Not applicable.
Liabilities from acquisitions of subsidiaries - Call options	Discounted Cash Flow: The valuation model uses a projection of up to 10 years, although the maturity of the options is between 1 and 4 years. Cash flows are discounted using a risk-adjusted discount rate.  In addition to this methodology, the Scenario Based Model was adopted, in which there is a base scenario projection, an optimistic scenario and a pessimistic scenario, being considered the average value of the options of these scenarios.  The calculation is annual, based on the month of September, and is corrected quarterly by the discount rate used in the calculation.	Revenue growth initial period: (2023: 16.7% to 7.8%, average 12.5%; 2022: 16.0% to 2.0%, average 8.9%).  Projected EBTIDA Margin: (2023: 19.9% to 13.1%, average 7.9%; 2022: 12.7% to 3.4%, average 8.5%).  Risk-adjusted discount rate: (2023: 11.88%, average 11.88%; 2022: 11.94%, average 11.94%).	The fair value of the options would rise (fall) if:  The estimated revenue growth would be higher (lower)  The estimated EBITDA margin would be higher (lower)  The discount rate would be lower (higher)
Liabilities from acquisition of subsidiaries - earn-outs	Discounted Cash Flow: The valuation model uses a projection of up to 10 years, although the maturity of the earn outs is between 1 and 5 years. Cash flows are discounted using a risk-adjusted discount rate.  In addition to this methodology, the Scenario Based Model was adopted, in which there is a base scenario projection, an optimistic scenario and a pessimistic scenario, being considered the average value of the options of these scenarios.  The calculation is annual, based on the month of September, and is corrected quarterly by the discount rate used in the calculation.	Revenue growth initial period: (2023: 16.7% to 7.8%, average 12.5%; 2022: 16.0% to 2.0%, average 8.9%).  Projected EBTIDA margin: (2023: 19.9% to 13.1%, average 7.9%; 2022: 12.7% to 3.4%, average 8.5%)  Risk-adjusted discount rate (2023: 11.88%, average 11.88%; 2022: 11.94%, average 11.94%).	The fair value of earn-outs would rise (fall) if:  The estimated revenue growth would be higher (lower)  The estimated EBITDA margin would be higher (lower)  The discount rate would be lower (higher)

**c. Financial risk management**

The Group has exposure to the following risks arising from financial instruments:

- Credit risk (see (c)(ii));
- Liquidity risk (see (c)(iii)); and
- Market risk (see (c)(iv)).

**(i) Structure of risk management**

The risk management policies of the Group are established to identify and analyze the risks faced by the Group, in order to define appropriate limits and controls for the risk, and also to monitor risks and compliance with limits. The risk management policies and systems are frequently revised to reflect changes in market conditions and in the activities of the Group. The Group, through its training and management standards and procedures, aims to keep a disciplined and controlled environment in which all employees understand their roles and obligations.

**(ii) Credit risk**

Credit risk is the risk of the Group incurring financial losses if a customer or financial instrument counterparty fails to comply with contractual obligations. Such risk arises mainly from the Group's trade receivables and financial instruments.

Carrying amounts of financial assets and agreement assets represent the maximum credit exposure.

*Trade receivables*

The Group's exposure to credit risk is mainly influenced by the individual characteristics of each customer, respectively. Details on the concentration of revenue are in note n° 7.

The Group limits its exposure to trade receivables credit risk by establishing a maximum payment term of one and three months for individual and corporate customers, respectively.

The Group does not require guarantees in relation to trade and other receivables. The Group has no trade receivables or contract assets for which no loss provision is recognized because of the guarantee.

As at September 30, 2023, the carrying amount of the Group's most important customer (a petrochemistry company) is R\$ 135,883. As at December 31, 2022 it was R\$ 144,641 (a petrochemistry company).

*Assessment of expected loss of credit customers***a. Contractual financial assets**

The Group uses the simplified approach of CPC 48 / IFRS 9 for measuring the recoverable amount of trade receivables due to their characteristics of not containing significant financing components, thus the calculation is based on a risk matrix for measuring the expected credit loss with trade receivables.

Loss rates are calculated by using the “rollover” method based on the probability of a value receiving advancing through successive stages of default to full write-off. Rollover rates are calculated separately for exposures on clients in different segments such as those in legal recovery, legal action or bankruptcy. We take into account the rating, for customers who disclose such information, and more conservative percentages for those who do not disclose the rating.

The following table provides information on credit risk exposure and expected credit losses for trade receivables and contractual assets for individual customers as at September 30, 2023 and December 31, 2022:

As at September 30, 2023	Weighted-average loss rate	Gross accounting balance	Provision for estimated loss
Due	0.85%	1,090,717	(9,271)
Overdue 1-30 days	5.33%	92,665	(4,939)
Overdue 31-60 days	16.89%	15,869	(2,680)
Overdue 61-90 days	26.07%	9,734	(2,538)
Overdue 91-180 days	51.06%	18,786	(9,592)
Overdue 181-360 days	65.19%	29,482	(19,219)
More than 360 days	57.64%	84,372	(48,634)
<b>Total</b>		<b>1,341,625</b>	<b>(96,873)</b>

As at December 31, 2022	Weighted-average loss rate	Gross accounting balance	Provision for estimated loss
Due	0.84%	1,045,598	(8,783)
Overdue 1-30 days	5.46%	112,834	(6,161)
Overdue 31-60 days	16.14%	19,261	(3,109)
Overdue 61-90 days	25.01%	11,940	(2,986)
Overdue 91-180 days	42.55%	10,572	(4,498)
Overdue 181-360 days	57.36%	8,313	(4,768)
More than 360 days	58.54%	75,689	(44,307)
<b>Total</b>		<b>1,284,207</b>	<b>(74,612)</b>

Loss rates are based on actual credit loss experience over the past seven years. These rates were multiplied by factors of scale, to reflect the differences between economic conditions in the period in which historical data were collected, the current conditions, and the Group's view of economic conditions throughout the receivables expected life.

**b. Non-contractual financial assets**

The market value of these assets does not differ from the amounts shown in the parent company and consolidated interim accounting information (see notes n° 8 and n° 9). The agreed rates reflect the usual market conditions. The “Cash and cash equivalents” and “financial investments” are maintained with banks and financial institutions that have a rating between BB- and AAA, based on Fitch and Moody’s credit rating agencies.

The Group adopts the following assumptions for determining impairment loss on non-contractual financial assets:

- A financial asset has no credit risk when its rating is equivalent to the globally accepted definition of “investment grade” or has the same risk grading as the Federative Republic of Brazil. The Group considers this to be baa3 or above according to the Moody’s credit rating agency or bbb- or higher by the fitchs credit rating agency;
- For financial assets with risk within the definition of globally accepted grading of “speculative grade”, the Group adopts a graded matrix from 0.1% to 57.64% to be applied on the balance of financial assets; and
- For financial assets rated as “default risk” by agencies, the Group considers a 100% provision for impairment losses.

The estimated impairment in cash and cash equivalents was calculated based on the expected loss of 12 months and reflects the short maturities of risk exposures. The Group considers that its cash and cash equivalents do not have credit risk based on the external credit ratings of the counterparties.

**c. Derivative financial instruments**

Derivatives are contracted from banks and financial institutions with which the Group has a relationship. Currently, derivatives are only with Citi.

The following are described the types of contracts in force and their protected risks (cash flow hedge):

- (i) Credit Agreements Bacen Resolution nº 4131 with Banco Citibank:  
Swap: active edge of the Group that considers "USD exchange variation + 3-month USD Libor rate" versus passive edge of the Group that considers "100% of CDI + prefixed rate per year", in order to protect the Group from exchange rate and interest fluctuations in foreign currency arising from a debt contracted in dollars.

		Consolidated			
		Notional amount		Fair value	
	Currency	09/30/2023	12/31/2022	09/30/2023	12/31/2022
<b>Debt protection</b>					
<b>Assets</b>					
(i) Bacen Resolution nº 4131	BRL	131,029	154,450	127,584	164,521
<b>Subtotal</b>				<b>127,584</b>	<b>164,521</b>
<b>Liabilities</b>					
(i) Bacen Resolution nº 4131	BRL	131,029	154,450	138,470	164,662
<b>Subtotal</b>				<b>138,470</b>	<b>164,662</b>
<b>Total</b>				<b>(10,886)</b>	<b>(141)</b>

The swap transactions carried out by the Group aim to protect the agreed foreign currency loans against the risk of exchange and international interest rate fluctuations, converting the entire operation to 100% of the Interbank Deposit Certificate (CDI), plus interest from 2% to 3% per annum, following the management criteria of risks shown in the table below:

	Consolidated	
	09/30/2022	12/31/2022
Net swap transactions - Assets	1,602	10,203
Net swap transactions - Liabilities	(12,488)	(10,344)
<b>Total</b>	<b>(10,886)</b>	<b>(141)</b>
<b>Current assets</b>	<b>1,602</b>	<b>7,519</b>
<b>Non-current assets</b>	<b>-</b>	<b>2,684</b>
<b>Current liabilities</b>	<b>(9,234)</b>	<b>(10,344)</b>
<b>Non-current liabilities</b>	<b>(3,254)</b>	<b>-</b>

The amount recorded in long-term assets on September 30, 2023 present the following settlement schedules until 2026:

<b>Maturity</b>	<b>09/30/2023</b>
2024 (from October)	(1,446)
2025	(2,064)
2026	256
<b>Total</b>	<b>(3,254)</b>

It should be stressed that the swap at fair value (MtM) does not represent the obligation of immediate disbursement or cash receipt as, since this effect will only occur on the dates of contractual verification or expiration of each transaction, when the result will be calculated, as the case may be and under the market conditions on the referred dates.

### Changes in financial instruments derivatives

	Consolidated	
	2023	2022
<b>As at January 1,</b>	<b>(141)</b>	<b>28,918</b>
Loss recognized on income (i)	(15,480)	(23,452)
Loss recognized on OCI	(1,824)	(1,753)
Resources from derivatives liquidation	6,559	(30)
<b>As at September 30,</b>	<b>(10,886)</b>	<b>3,683</b>

- (i) The Group chose to designate from April 1, 2021 hedge accounting according to CPC 48 / IFRS 9.

### *Hedge accounting designation*

On April 1, 2021, the Group chose to designate the hedge accounting according to CPC 48 / IFRS 9. The Group documents the hedge relation, the purpose and the risk management strategy for hedge identifying the instrument, the hedged item, the nature of the risk being hedged and assesses if the hedge relation meets the hedge effectiveness requirements. This required the Group to ensure that the hedge relations are in line with its purposes and risk management strategies that aim to protect the cashflow and the Group's property against interest and foreign exchange rates fluctuations.

The Group uses swap agreements to protect cash flows variation. The active edge of the Group considers the “foreign exchange USD + rate USD Libor 3 months (or pre-fixed rate)” and the passive edge of the Group as “100% CDI + prefixed rate per year”, with the purpose of protecting the Group from interest and foreign exchange variation arising from a debt undertaken in dollars.

The actual portion of the fair value variations in the hedge instruments is accrued in a cash flow hedge reserve as a separate component within the equity (OCI). According to CPC 48 / IFRS 9, such amounts are reclassified for the income of the same period in which the expected cash flows affect the income as a reclassification adjustment.

The Group carries out a qualitative assessment of hedge effectiveness, which is determined through periodic prospective assessments to ensure that an economic relationship exists between the protected item and the hedge instrument.

The Group contracts swaps with critical terms that are identical to the protected item, with the benchmark rate, redefinition dates, payment dates, maturities and benchmark values. Since the key terms corresponded during the period, the economic relationship was 100% effective and, therefore, did not present ineffective portion to be recognized in the result. The exposure management is carried out by the Group’s treasury.

#### ***Guarantees***

The parent company's policy is to provide financial guarantees only to obligations of its subsidiaries. As at September 30, 2023 and December 31, 2022, the parent company had issued guarantees to certain banks in relation to credit facilities granted to its subsidiaries (see note n° 13.6).

### **(iii) *Liquidity risk***

Liquidity risk is the risk of the Group facing difficulties meeting obligations associated with its financial liabilities that are settled with spot cash payouts or with another financial asset. The Group’s approach to management of liquidity is assuring, as far as possible, that it always has sufficient liquidity to meet its obligations as they mature, under normal and stressful conditions, without causing losses that are unacceptable or have the risk of being detrimental to the Group’s reputation. The Group seeks to maintain the level of its 'Cash and cash equivalents' and other investments with active market in an amount higher than cash outflows for settlement of financial liabilities (except 'Trade payables') for the next 30 days. The Group also monitors the expected level of cash inflows from 'Trade and other receivables', jointly with the expected cash outflows related to 'Trade payables, Salaries and charges’.

#### ***Liquidity risk exposure***

Below are the contractual maturity dates of financial liabilities on the date of the interim financial information. These amounts are presented gross, without deductions, including estimated interest payouts and excluding the effects of offsetting agreements.

<b>Consolidated As at September 30, 2023</b>	<b>Less than 1 year</b>	<b>Between 1 and 2 years</b>	<b>Between 3 and 5 years</b>	<b>More than 5 years</b>	<b>Financial cash flow</b>	<b>Carrying amount</b>
Trade payables	134,171	-	-	-	134,171	134,171
Other payables	22,110	1,239	-	-	23,349	23,350
Loans	229,164	312,472	48,124	-	589,760	474,769
Debentures	570,542	1,166,520	1,451,294	303,322	3,491,678	2,631,473
Leases payable	47,923	67,204	51,568	17,591	184,286	159,789
Acquisition of subsidiaries	155,071	114,824	71,211	-	341,106	306,115
<b>Total</b>	<b>1,158,981</b>	<b>1,662,259</b>	<b>1,622,197</b>	<b>320,913</b>	<b>4,764,350</b>	<b>3,729,667</b>

<b>Consolidated As at December 31, 2022</b>	<b>Less than 1 year</b>	<b>Between 1 and 2 years</b>	<b>Between 3 and 5 years</b>	<b>More than 5 years</b>	<b>Financial cash flow</b>	<b>Carrying amount</b>
Trade payables	124,732	-	-	-	124,732	124,732
Other payables	31,387	1,550	-	-	32,937	32,937
Loans	260,020	388,062	161,038	-	809,120	634,924
Debentures	449,013	1,207,566	1,608,473	1,042,000	4,307,052	2,661,200
Leases payable	33,463	25,810	9,008	5,510	73,791	69,895
Acquisition of subsidiaries	105,613	135,789	82,853	-	324,255	281,085
<b>Total</b>	<b>1,004,228</b>	<b>1,758,777</b>	<b>1,861,372</b>	<b>1,047,510</b>	<b>5,671,887</b>	<b>3,804,773</b>

Inflows (outflows) shown in the above table represent undiscounted contractual cash flows related to non-derivative financial liabilities held to manage risk, and which are normally closed off before contractual maturity. Net cash flows are shown for derivatives settled in cash, based on their net exposure, and gross cash flows for inflows and outflows of derivatives with simultaneous gross settlement.

As disclosed in explanatory notes n° 19 and n° 20, the Group has bank loans and debentures that contain a restrictive contractual clause (covenant). Failure to comply with this restrictive contractual clause may require the Group to repay the loan before the date indicated in the table above. The restrictive contractual clause is regularly monitored by the treasury and periodically reported to management to ensure that the contract is being fulfilled. Interest payments on loans at a post-fixed interest rate and the debt securities included in the table above reflect the fixed-term market interest rates on the statement of financial position date and these amounts may change as post-fixed interest rates change.

**(iv) Market Risk**

Market risk is the risk that changes in market prices - such as exchange rates, interest rates and stock prices - may affect the Group's earnings or the value of financial instruments. The purpose of market risk management is to manage and control market risk exposures within acceptable parameters while optimizing the return.

The Group uses derivatives to manage market risks. All these transactions are carried out within the guidelines set by the Risk Management Committee.

*Foreign exchange risk*

Foreign exchange risk arises when future trading transactions recorded as assets or liabilities are held in a currency other than the Group's functional currency.

Exchange rate risk arises from the Group's exposure to variations in the US Dollar due to loans in that currency (note n° 19(a) (i)). The risk management policy is to *hedge* 100% of

its foreign exchange exposure through an adequate derivative financial instrument, to be made by the Group's Treasury.

Thus, loans in foreign currency are fully protected by currency *swap*, which equates these financial instruments to others exposed to the CDI variation.

Management believes that any impacts of exchange rate variation on the Group's exposure to currency variations would not generate relevant effects on its parent company and consolidated financial statements information. Therefore, it did not disclose the sensitivity analysis resulting from this subject.

See below the Group's exposure in foreign exchange risk and for more details on the instruments contracted to cover this exposure, see note nº 28(c) (i):

As at September 30, 2023	Maturity 1 to 6 months	6 to 12 months	Over one year
<b>Foreign exchange risk</b>			
<b>Loan agreements</b>			
Net exposure	22,069	25,619	76,857

As at December 31, 2022	Maturity 1 to 6 months	6 to 12 months	Over one year
<b>Foreign exchange risk</b>			
<b>Loan agreements</b>			
Net exposure	21,064	19,143	119,172

(v) **Interest rate risk**

The associated risk arises from the possibility of the Group incurring losses due to floating interest rates that would increase financial expenses related to liabilities raised in the market. Interest rates on loans and borrowings are mentioned in note nº 19. Contracted interest rates on financial investments are mentioned in note nº 8 and note nº 9. The Group does not execute derivatives agreements to hedge interest rate risks involving CDI; however, constantly monitors market interest rates in order to assess any need to contract operations to hedge the volatility risk of these rates.

Exposure to CDI rate	09/30/2023	12/31/2022
<b>Assets</b>		
Certificates of bank deposit	2,549,048	2,606,874
<b>Liabilities</b>		
Working capital loans	(336,989)	(459,242)
Swap transactions	(126,360)	(159,379)
Commercial papers	(11,420)	(16,303)
Debentures	(2,631,473)	(2,661,200)
<b>Net exposure</b>	<b>(557,194)</b>	<b>(689,250)</b>

*Sensitivity analysis*

Sensitivity analysis was developed considering the exposure to CDI variation, the sole indexer of the loans taken out by the Group, as well as its financial investments. There are also mutual contracts that are linked to the CDI in the amount of R\$ 25,676, which we did not evidence the sensitivity analysis because we understand that the effect is not relevant.

Transaction	Amounts	Risk	Probable (i)	Possible (ii)	Remote (iii)
Working capital subject to CDI variation	(336,989)	CDI Increase	(39,596)	(41,281)	(42,966)
Swap transactions subject to CDI variation	(126,360)	CDI Increase	(14,847)	(15,479)	(16,111)
Commercial papers subject to CDI variation	(11,420)	CDI Increase	(1,342)	(1,399)	(1,456)
Debentures subject to CDI variation	(2,631,473)	CDI Increase	(309,198)	(322,355)	(335,513)
<b>Subtotal</b>			<b>(364,983)</b>	<b>(380,514)</b>	<b>(396,046)</b>
Investments subject to CDI variation	2,549,048	CDI Decrease	299,513	312,258	325,004
<b>Subtotal</b>			<b>299,513</b>	<b>312,258</b>	<b>325,004</b>
<b>Net exposure</b>	<b>(557,194)</b>		<b>(65,470)</b>	<b>(68,256)</b>	<b>(71,042)</b>

Indexer	100 bps drop	50 bps drop	Probable scenario	50 bps increase	100 bps increase
CDI	10.75%	11.25%	11.75%	12.25%	12.75%

- (i) Interest calculated based on the Focus Report from the Brazilian Central Bank, September 29, 2023 (based on the aggregate median of expectations for the reference rate - Selic - for the end of 2023).
- (ii) Interest calculated considering an increase of 50 bps in the variation of the CDI - based on the latest adjustments of the Monetary Policy Committee of the Central Bank of Brazil (whose mode in the recurring basis corresponds to 50 bps).
- (iii) Interest calculated considering a 100-bps increase in the CDI variation - based on the latest adjustments of the Monetary Policy Committee of the Central Bank of Brazil (which would consider two consecutive base adjustments of 50 bps - as per item (ii), above).

## 29 Net revenue from services rendered and goods sold

As described in note nº 1, the Group generates operating revenue mainly by providing services related to asset security, cleaning and sanitation services, indoor logistics, electronic security, implementation, operation, and maintenance of buildings, and maritime hospitality. Additionally, revenues are generated to a lesser extent from kitchen services, meal sales, road maintenance, temporary employment and sales promotion.

### a. Revenue flow and breakdown

The reconciliation between the gross taxable revenues and the revenues presented in the statement of profit or loss for the period is shown below:

	Consolidated	
	09/30/2023	09/30/2022
Gross revenue from services	8,169,746	7,167,217
Gross sales revenue	227,248	188,390
<b>Subtotal</b>	<b>8,396,994</b>	<b>7,355,607</b>
<b>Taxes on revenue</b>		
ISS	(314,903)	(273,625)
COFINS (i)	(248,057)	(277,778)
PIS (i)	(53,410)	(60,096)
ICMS	(14,253)	(11,027)
<b>Subtotal</b>	<b>(630,623)</b>	<b>(622,526)</b>
<b>Net revenue</b>	<b>7,766,371</b>	<b>6,733,081</b>

- (i) The values of PIS and COFINS are presented in net amounts of credits for inputs under the non-cumulative.

**b. Net revenues by type of service**

	<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>09/30/2022</b>
Facilities	3,122,462	2,848,105
Security	2,158,592	2,038,789
Industrial maintenance and services	1,933,511	1,411,776
Indoor logistics	551,622	434,386
Others	184	25
<b>Net revenue</b>	<b><u>7,766,371</u></b>	<b><u>6,733,081</u></b>

**c. Net revenues by operation**

	<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>09/30/2022</b>
Net revenue from organic operations	3,897,748	2,966,650
Net revenue from inorganic operations (i)	3,868,623	3,766,431
<b>Net revenue</b>	<b><u>7,766,371</u></b>	<b><u>6,733,081</u></b>

- (i) Revenue stemming from inorganic transactions corresponds to all agreements with customers concluded in conjunction with the acquired companies, with no set deadline. In this sense, the new contracts signed after the date of acquisition are considered "organic". Opening of net revenue from inorganic operations by harvests that include contracts with customers in conjunction with the acquired companies, without a defined term:

<b>Net revenue - Inorganic operations (Crops)</b>	<b>Consolidated</b>	
	<b>09/30/2023</b>	<b>09/30/2022</b>
Before 2018	688,446	752,916
2018	107,685	122,252
2019	362,126	373,973
2020	784,342	871,234
2021	842,516	1,028,826
2022	902,406	617,230
2023	181,102	-
<b>Net revenue</b>	<b><u>3,868,623</u></b>	<b><u>3,766,431</u></b>

**d. Performance obligations and revenue recognition policies**

The revenue is measured based on the consideration specified in the contract with the customer. The Group recognizes revenue when it transfers control over the product or when it provides services to customer, as follows:

Type of product/service	Nature and time of fulfilment of the performance obligations, including significant payment terms	Recognition of revenue
<b>Services in general*</b>	Contracts are usually signed based on an agreed number of hours per month of certain services provided by certain teams. Contracts are usually for 12 months and may or may not be renewed. Payment must be made monthly.	Services under a single contract will be allocated based on their individual selling prices in each period. Revenue is recognized during the time the service is provided. The stage of completion determines the amount of revenue to be recognized and is evaluated based on the measurement of the work performed.
	Measurements of services rendered are made and their revenues recognized at the end of the month, at the time the service was rendered.	If the service under a specific contract is provided in different reporting periods then consideration is allocated based on the stage of measurement.
	Invoices for services are issued subsequently and normally paid within 30 days at most.	
	Additional services not considered in contract.	For variable consideration, the service provided up to the reporting date is monitored, measured, and billed to the customer.

- (\*) Services in general refer to: (i) asset security; (ii) sanitation and cleaning services (facilities); (iii) indoor logistics; (iv) electronic security services, implementation, operation, and building maintenance; (v) maritime hospitality service (on oil platforms); and (vi) kitchen services and the sale of meals (when they do not cover the sale of meals).

### 30 Costs of services rendered, general and administrative expenses and other operating revenues and expenses

The Group chose to present the opening costs of the services provided and general and administrative expenses, in its consolidated statement, by nature:

#### a. Expenses by nature

	Parent Company		Consolidated	
	09/30/2023	09/30/2022	09/30/2023	09/30/2022
Spending with personnel (vii)	-	-	(5,542,598)	(4,981,318)
Employee benefits (i)	-	-	(136,375)	(126,878)
Provision for bonus	-	-	(98,670)	(78,167)
Stock option plan awards (iv)	-	-	(3,087)	(3,326)
Costs of goods sold	-	-	(123,705)	(105,965)
Maintenance and third-party services	(188)	(296)	(251,388)	(194,616)
Rentals (iii)	-	-	(209,997)	(156,971)
Material and supplies	-	-	(230,401)	(191,014)
Provision for labor contingencies	-	-	5,775	4,325
Provision for non-labor contingencies	-	-	69	(2,185)
Payments non-labor lawsuits	-	-	(3,105)	(1,879)
Payments labor lawsuits	-	-	(103,987)	(68,823)
Provision for tax risks (ii)	-	-	-	(775)
Taxes and fees	(2)	(1)	(47,932)	(33,355)
Provision for expected loss of billed services (v)	-	-	(18,615)	(13,686)
Provision for expected loss of services to be billed (v)	-	-	(64,264)	(52,400)
Reversal of sub judice taxes	-	66	258	230
Reversal of FAP acquisition	-	-	-	10,339
Depreciation and amortization of property and equipment, intangible assets and right-of-use	-	-	(76,466)	(61,246)
Amortization - customers portfolio, brands, property and equipment	-	-	(88,763)	(90,639)
Update and write-off of indemnity assets and contingent liabilities (vi)	-	-	7,648	43,429
Earn out update	-	-	3,836	(9,625)
Earn out write-off	-	-	7,205	6,954
Expenses with acquisition of subsidiaries	-	-	(12,963)	(10,010)
Expenses with telephone and travel	-	-	(23,854)	(15,756)
Reconciliation of balances to be received	(200)	(1,439)	(973)	(2,033)
Reconciliation of balances adjustment	-	-	3,287	-
Bargain purchase	-	-	16,565	-
Others	(311)	(271)	(5,686)	(158)
<b>Total</b>	<b>(701)</b>	<b>(1,941)</b>	<b>(6,998,186)</b>	<b>(6,135,548)</b>
Cost of services rendered	-	-	(6,436,179)	(5,659,017)
General and administrative expenses	(459)	(535)	(495,990)	(405,260)
Expected credit losses on trade receivables	-	-	(82,878)	(66,086)
Other operating revenues	-	66	54,320	13,714
Other operating expenses	(242)	(1,472)	(37,459)	(18,899)
<b>Total</b>	<b>(701)</b>	<b>(1,941)</b>	<b>(6,998,186)</b>	<b>(6,135,548)</b>

- (i) Employee benefits mean amounts related to: food vouchers, meal vouchers, transportation vouchers, and medical and dental assistance.
- (ii) See note n° 25 (b).
- (iii) See note n° 33.
- (iv) See note n° 27 (b).
- (v) See note n° 10.
- (vi) Refers substantially to the updates and write-offs of contingent liabilities identified at the time of acquisition of subsidiaries, with a possible prognosis of realization, and the revaluations are made according to the new position of the Group's legal advisors and according to the prescription of tax risks. The main drop in contingency and tax risks was the acquired "ISS Group", with the extinction of tax executions through the conversion of judicial deposits into income and with the prescription of risks related to the years 2016 and 2017.
- (vii) Personnel costs are not impacted by the System S provision, as the provision affects the obligation to be paid with wages and charges.

### 31 Financial income and financial expenses

Financial income	Parent Company		Consolidated	
	09/30/2023	09/30/2022	09/30/2023	09/30/2022
Income from financial investments	-	-	245,829	116,222
Update currency assets	529	775	43,560	19,810
Foreign exchange variation	-	-	17,616	47,335
Interest on acquisition debt	-	-	-	1,126
Others financial revenues	3	-	4,362	3,786
<b>Total</b>	<b>532</b>	<b>775</b>	<b>311,367</b>	<b>188,279</b>

Financial expenses	Parent Company		Consolidated	
	09/30/2023	09/30/2022	09/30/2023	09/30/2022
Interest on loans	-	-	(52,217)	(56,868)
Interest on debentures	-	-	(291,549)	(121,906)
Bank expenses	-	-	(2,718)	(3,301)
MTM income (i)	-	-	(15,480)	(23,452)
Foreign Exchange variation (i)	-	-	(12,560)	(38,110)
Interest on sub judice taxes	(65)	-	(33,161)	(22,246)
Interes on "S" System	-	-	(45,268)	(18,719)
Interest on acquisition debt	-	-	(9,232)	-
Interest on leases payable	-	-	(2,796)	(2,542)
Interest on installments	(1)	(4)	(5,704)	(5,317)
Settlement of cost incurred with issuance of debentures	-	-	(3,738)	(1,275)
Others financial expenses	(25)	(37)	(36,385)	(25,330)
<b>Total</b>	<b>(91)</b>	<b>(41)</b>	<b>(510,808)</b>	<b>(319,066)</b>

- (i) The Group has loan operations in foreign currency denominated in US\$ (Dollar), but with swap in an amount consistent with the estimated future cash flow, eliminating the variation of foreign currency and converting the entire operation to 100% of the remuneration of the Interbank Certificate of Deposit (CDI), plus interest from 1.96% to 2.47% per year, obeying the risk management criteria. Derivative transactions are designated for hedge accounting and all volatility is shown in Other Comprehensive Income to Equity (note nº 28 (c)).

### 32 Earnings per share

The calculation of basic earnings per share is made by dividing the net income of the period, attributed to the holders of common shares of the parent company, by the weighted average amount of common shares available during the year.

Diluted earnings per share is calculated by dividing the net income attributed to the holders of the parent company's common shares by the weighted average amount of common shares available during the year plus the average amount of common shares that would be issued in the conversion of all potential common shares diluted into common shares.

The following is earnings per share information for the periods ended September 30, 2023 and 2022:

#### (i) Basic earnings and diluted per share

The basic calculation of earnings per share is done by dividing the net income for the period by weighted average of the common shares available during the period:

Base date	R\$ - Net income attributable to holders of common shares	Weighted average of shares	R\$ - Earnings per share
09/30/2023	391,415	671,494,049	0.58
09/30/2022	313,897	668,831,367	0.47

### 33 Operating leases

#### a. Leases as lessee

The Group leases a number of vehicles and machines for operation, allocated in the contracts, under operating leases. These operating leases do not transfer risks and rewards to the user of the assets and have been excluded from the application of CPC 06 (R2) / IFRS 16. Lease payments are readjusted annually to reflect market values. For certain operating leases, the Group is prevented from entering into any sublease agreement.

The rent paid to the lessor is adjusted at regular intervals according to market prices, and the Group does not participate in the residual value of the leased assets. Consequently, it has been determined that basically all risks and benefits of the assets fall on lessor.

#### (i) *Future minimum operating lease payments*

As at September 30, 2023, the minimum future payouts for non-cancellable operating leases are:

	<u>Consolidated</u>
	<u>09/30/2023</u>
Less than one year	40,888
Between one and five years	<u>417,948</u>
<b>Total</b>	<b><u>458,836</u></b>

### 34 Transactions not affecting cash

Below is the list of transactions during the period which did not affect cash and cash equivalents:

	<u>Parent Company</u>		<u>Consolidated</u>	
	<u>09/30/2023</u>	<u>09/30/2022</u>	<u>09/30/2023</u>	<u>09/30/2022</u>
Net income on hedge	1,204	(4,426)	1,204	(4,426)
Fair value adjustment of call options of acquisitions (i)	15,914	(41,044)	15,914	(41,044)
Contingency update in return for indemnity assets	-	-	3,550	17,026
Property and equipment assets adjustments of inventory from acquired companies	-	-	-	(6,613)
Compensation of tax installments	-	-	-	1,234

(i) See note n° 26 (a) and note n° 27 (f).

## **35 Subsequent events**

### **a. Acquisition of subsidiary**

On October 18, 2023, the subscription and payment of new registered common shares with no par value issued by TLSV Engenharia S.A. ("TLSV") was concluded. As a result, Top Service Serviços e Sistemas S.A. now holds 70% of the shares representing TLSV's share capital, thus obtaining its control as of November 1, 2023.

On October 20, 2023, a purchase and sale agreement was signed for 60% of the shares of the company Lyon Engenharia Comercial Ltda ("Lyon"), by the subsidiary Top Service Serviços e Sistemas S.A. On the same date, a down payment in the amount of R\$ 2,988 was made. Lyon provides human resources management services for administrative and technical support, including project engineering, implementation management and supervision and inspection of works, with a strong presence in Minas Gerais, Maranhão and Pará. The completion of the Acquisition is subject to the fulfillment of obligations and conditions precedent customary in this type of transaction, including its submission to the approval of the Administrative Council for Economic Defense – CADE.

On October 27, 2023, the purchase and sale of 60% of the shares issued by Control Construções S.A. ("Control"), by the subsidiary Top Service Serviços e Sistemas S.A., was concluded. On the same date, a down payment in the amount of R\$ 1,000 was made. Control provides services for the construction of electricity distribution networks, preventive and corrective maintenance of energized networks, replacement of transformers, reading of energy meters, inspection of energy consuming units and pruning of trees, with presence in 7 states and strong operations in Alagoas, Goiás, Paraíba and Minas Gerais. The completion of the Acquisition is subject to the fulfillment of obligations and conditions precedent customary in this type of transaction, including its submission to the approval of the Administrative Council for Economic Defense – CADE.

On October 27, 2023, the purchase and sale of 100% of the shares of the companies Invictus Serviços de Outsourcing de Labor Ltda. and Invictus Segurança Ltda. (together, "Invictus") was entered into by the indirect subsidiary Graber Sistemas de Segurança Ltda.. On the same date, a down payment of R\$ 275 was made. Invictus provides private security, inspection, reception and concierge services, with a strong presence in the states of Pará and Amapá. The completion of the Acquisition is subject to the fulfillment of obligations and conditions precedent customary in this type of transaction, including its submission to the approval of the Ministry of Justice and Public Security – DFO.

### **Director's statement**

In compliance with the provisions contained in article 25 of Securities and Exchange Commission Instruction nº 480, of December 7, 2009, as amended, the Company's Executive Officers declare that (a) they have reviewed, discussed and agreed with the parent company and consolidated interim accounting information of GPS Participações e Empreendimentos S.A. for the nine-month period September 30, 2023, and (b) have reviewed, discussed and agreed with the opinion presented in the KPMG Auditores Independentes Ltda. auditor report, issued on November 09, 2023, on the parent company and consolidated interim accounting information for the nine-month period September 30, 2023.

\* \* \*

Luis Carlos Martinez Romero  
Chief Executive Officer

Guilherme Nascimento Robortella  
Chief Financial Officer

Anderson Nunes da Silva  
Controller - CRC: 1SP232030/O-9