

Annual Report FY 2025

PROMON S/A



Contents



Click on the chapters to navigate.

3

Message
from the CEO

4

Promon S.A.

7

Promon
Engenharia

12

Forzy

15

Logicalis
Latin America

19

Fundação Promon
de Previdência
Social (FPPS)

23

Board of
directors

Note: The financial information featured herein refers to the fiscal year 2025 of Promon S.A. and its companies and covers the period ranging from April 1, 2024 to March 31, 2025. Periods other than those established in this note will be communicated as needed.

PROMON 

promon
engenharia

forzy

 LOGICALIS
Architects of Change

Fundação Promon 

Message from the CEO

Promon: a journey of purpose, belonging and innovation

Promon S.A. remains committed to advancing its solid legacy while staying focused on the future we aim to build, one that is ethical, sustainable, humane, and transformative. This report aims to present the key results and developments that defined the past year. In a constantly evolving landscape, we reaffirm our principles with resilience, responsibility, and a clear sense of purpose.

The fiscal year 2025 saw important changes in our business portfolio. We launched Forzy, our company focused on digital and operational efficiency solutions, with operations in the industry, energy, infrastructure, and real estate sectors. The company began operations in August 2024, validated its initial offerings, acquired its first customers, and advanced the development of its solutions.

Promon Engenharia achieved significant results over the year, delivering key projects, strengthening relationships with strategic clients, and diversifying its portfolio. However, a challenging environment for new sales led the company to implement cost-reduction measures and restructure its operations, with a focus on ensuring business sustainability. These initiatives reinforce our adaptability and long-term vision.

Logicalis Latin America closed the year with positive results, following a successful restructuring and continued progress in its business transformation journey. The company diversified its offerings and customer base, particularly in response to the downturn in telecommunications sales, and has consistently strengthened its performance in Argentina.

With this, we achieved a consolidated managerial gross revenue of BRL 1.2 billion, equivalent to the amount of the previous year. These figures include the total revenue of Promon Engenharia and Forzy, as well as 31.58 percent of the revenue from Logicalis Latin America, reflecting the ownership stake held by Promon S.A. at the close of the fiscal year. The consolidated result, in turn, recorded a profit of BRL 9.5 million (BRL 3.9 million in the previous year).

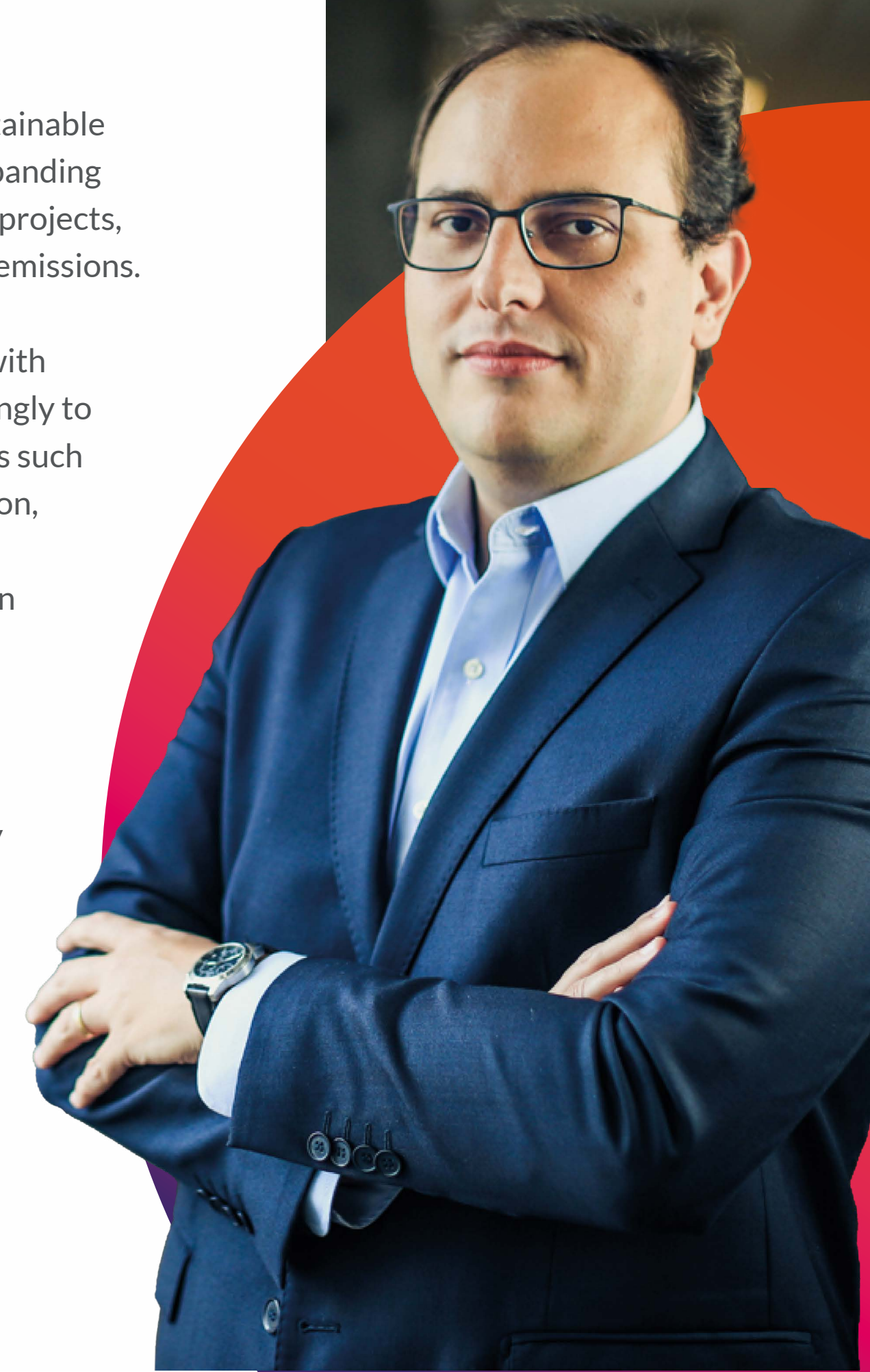
Beyond its business activities, Fundação Promon de Previdência Social (FPPS), now approaching its 50th anniversary, continues to safeguard the financial future of its participants, comprising current and former Promon employees enrolled in the benefit plans the foundation manages.

We also advanced our commitment to sustainable development by structuring processes, expanding socio-environmental initiatives within our projects, and making progress in measuring carbon emissions.

We are confident that our portfolio, built with consistency and purpose, positions us strongly to seize opportunities in key economic drivers such as decarbonization and the energy transition, addressing the infrastructure deficit, neo-industrialization, and digital transformation fueled by artificial intelligence.

I extend my gratitude to the shareholders, customers, employees, suppliers, and partners who continue to walk this journey with us. May this report inspire confidence and reaffirm our enduring commitment to what has guided us from the start: creating value in an ethical, human, and transformative way.

Marcio Zapater
CEO – Promon S.A.



PROMON

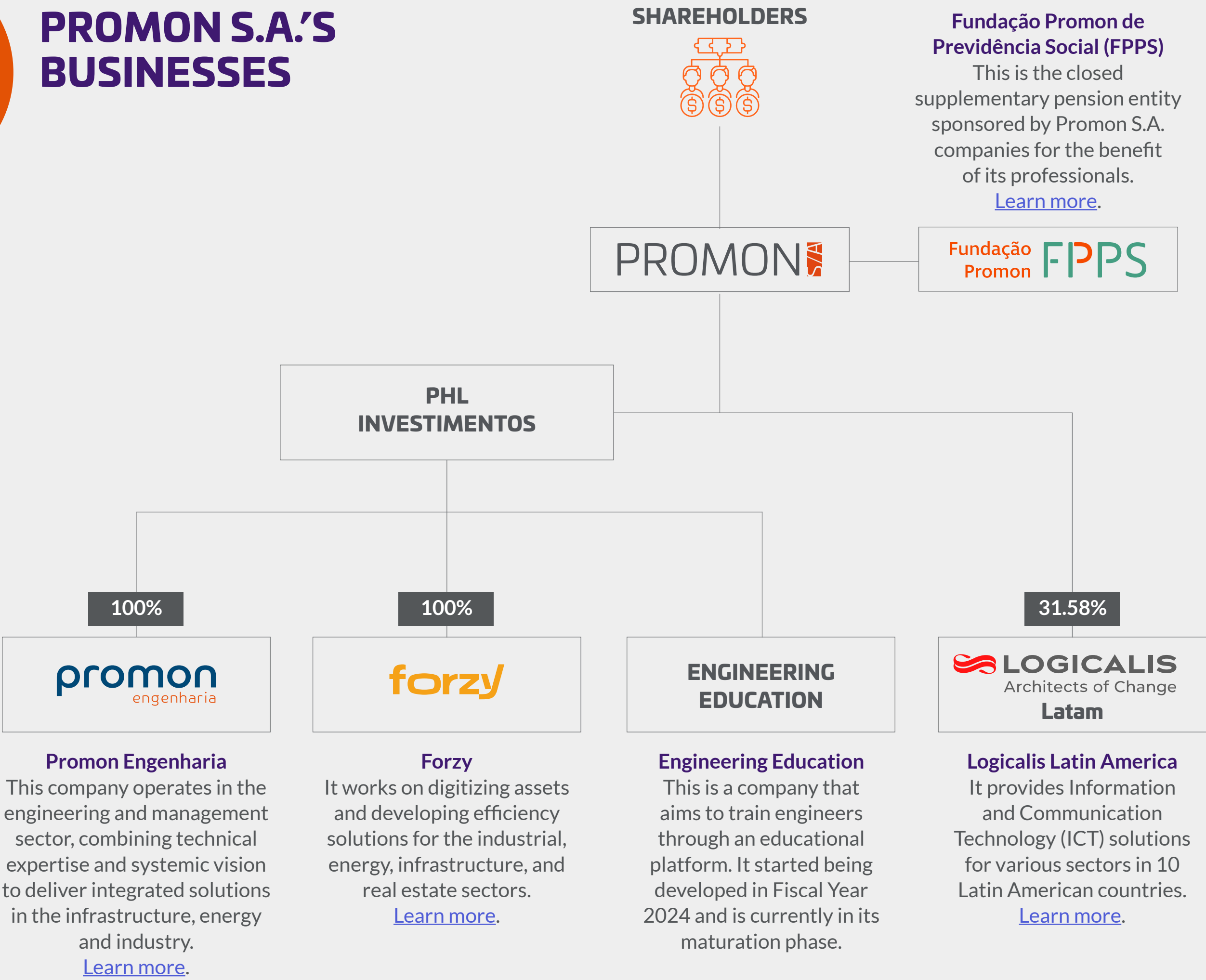
A company that connects engineering, technology and innovation

As it approaches its 65th anniversary, Promon continues to look toward the future, having built a unique trajectory in the business world, rooted in strong values, consistent decisions, and, above all, people. In FY 2025, Promon reaffirmed its commitment to business sustainability, human valorization, and ethical governance, consolidating its position as a holding company operating in engineering, efficiency solutions (both operational and energy), digital transformation, and Information and Communication Technology (ICT).

Headquartered in São Paulo’s capital city, Promon S.A. is owned by shareholders who are current or former professionals of the organization. Its business portfolio is made up of three operating companies: Promon Engenharia, Logicalis Latin America and Forzy, the latest addition to the group.



PROMON S.A.’S BUSINESSES

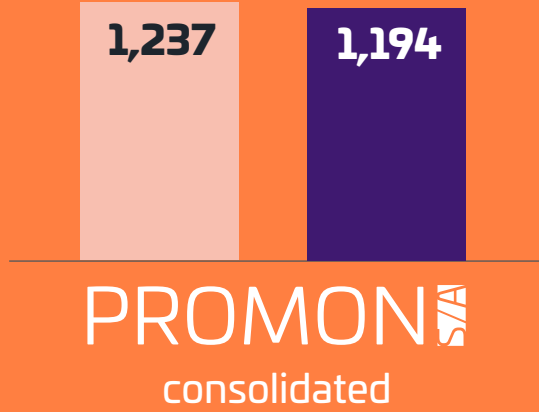




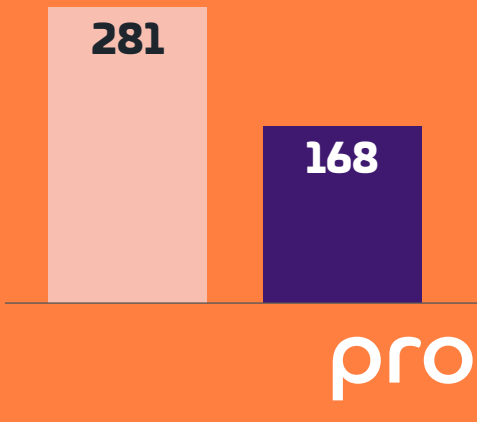
MANAGEMENT VISION FY 2024 X FY 2025
(BRL MILLIONS)

FY 2024 FY 2025

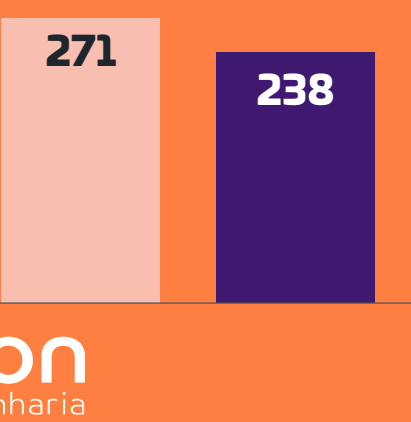
Managerial gross revenue:



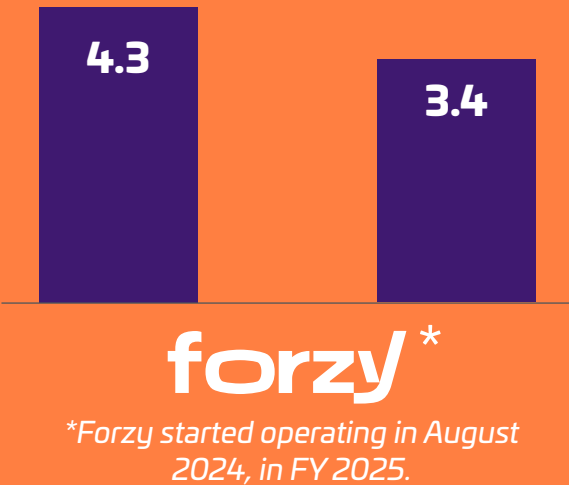
Sales



Earnings

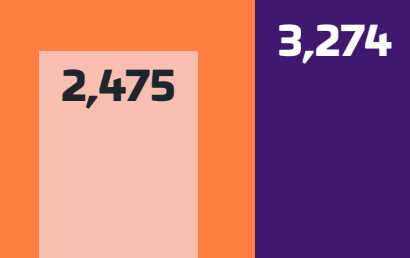


Sales

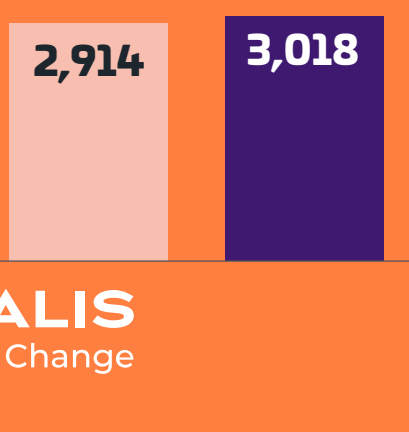


Earnings

Sales



Earnings



People and organizational culture

People who believe it is both possible and essential to do things differently. Who understand that lasting results are only achieved when purpose guides every choice. Promon S.A.'s businesses continue to be defined by the participatory, collaborative, and respectful culture of its people. To this day, the [Charter of Campos do Jordão](#), written in 1970 and capturing the essence of the company, continues to serve as a guide for conduct and organizational identity.

Respect for ethical business conduct, the delivery of high-quality services, the pursuit of professional and personal fulfillment for employees, and their active role in the social, economic, and environmental development of the ecosystems in which they operate are key pillars of Promon S.A.'s culture.

Get to know the company's reason for being, its beliefs and its values [here](#)



PERMANENT EMPLOYEES

FY 2024 FY 2025

Total consolidated employees of Promon S.A.



Promon Engenharia



Forzy*



Logicalis Latam




**Forzy started operating in August 2024, in FY 2025.*

Governance and management structure that inspires trust

Promon S.A. adopts robust corporate governance practices, supported by well-defined structures that promote transparency, equity, and corporate responsibility. This foundation underpins the company’s decisions, fostering trust among stakeholders and guiding growth rooted in responsibility and innovation.

The Board of Directors is the highest governing body of the organization and is currently composed of four members representing the shareholders of Promon S.A. They oversee the principles that guide the subsidiaries and define the general business directives. In November 2024, the shareholders elected a new slate for the Board at an extraordinary meeting, and it will serve until August 2028.



RISK MANAGEMENT

Risk management supports the continuous improvement of Promon S.A.’s processes, internal controls, and overall transparency. Corporate risks, classified as strategic, operational, financial, compliance, and legal, are managed through a tool introduced in FY 2025, which has enhanced and streamlined the overall process.



Appointed by the Board of Directors, the General Management is responsible for executing established guidelines, overseeing the holding company, and guiding the strategic direction of its investee businesses.

Promon’s Compliance Program sets and promotes ethical conduct standards for employees, fostering transparency and integrity while ensuring adherence to all applicable laws and regulations. The [Code of Conduct](#) and the [Ethical Conduct Channel](#) for reporting and guidance are tools of this program.

In FY 2025, a new digital system for recording conflicts of interest was implemented, enhancing transparency and strengthening internal controls. Furthermore, the culture of integrity was reinforced through training initiatives, with 94 percent of the workforce trained, and full adherence to the Annual Compliance Declaration, an initiative aimed at reaffirming the commitment to integrity, one of Promon S.A.’s core values, and confirming compliance with the company’s Code of Conduct.



Information security

During this period, Promon enhanced its protection and resilience against cyber threats by implementing a range of information security measures focused on ensuring the confidentiality, integrity, availability, and privacy of corporate data, fundamental pillars for business continuity and reliability.

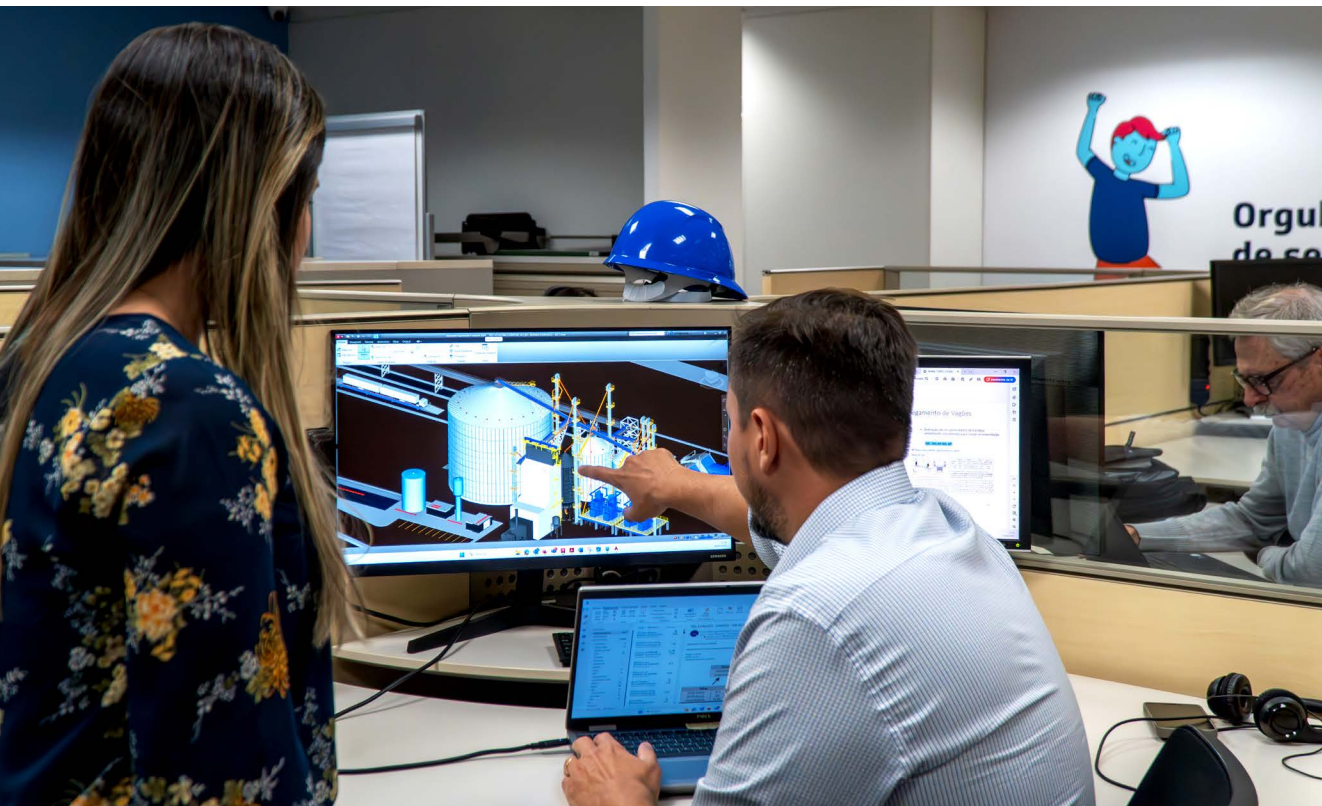
Notable initiatives include the updating and enhancement of policies, processes, and operational controls, all aligned with international best practices and regulatory requirements. Another significant advancement was the modernization of the technological infrastructure, aimed at ensuring a secure and resilient digital environment capable of promptly responding to incidents and mitigating risks.





A year of consolidation, guided by a strategic vision for the future

FY 2025 demanded from [Promon Engenharia](#) the optimal blend of its experience and forward-looking vision. The company leveraged its expertise and agility to navigate the challenges posed by the sales downturn, reinforcing its presence in strategic sectors such as urban mobility, with a focus on consolidating its role in subway and metropolitan train projects. In doing so, it solidified its position as a trusted partner in extraordinarily complex projects, delivering customized, innovative solutions aligned with the evolving challenges of its clients and society.



PROMON ENGENHARIA IN FY 2025



Gross revenue
BRL 238 million



Sales
BRL 168 million

EFFICIENCY AS A PRIORITY

To address market challenges and adapt to the current landscape while maintaining its standard of excellence, Promon Engenharia undertook an organizational restructuring in FY 2025 and optimized its fixed costs.

Among the key advances was the creation of a data lake* to support data-driven decision-making. The use of artificial intelligence also advanced, with pilot applications showing potential to further enhance the quality and agility of project deliveries.

*A data lake is a system designed to store large volumes of raw and structured data, enabling more efficient and flexible analysis in the future.

Strategic sectors: experience and learning

As it approaches its 65th anniversary, the company has updated the naming of its market segments to reflect a forward-looking vision, a strong commitment to sustainability, and the delivery of increasingly integrated and transformative solutions.



Innovative customer-focused solutions and services

With a consultative approach, results-oriented focus, and strong technical foundation, Promon Engenharia delivers comprehensive solutions for structuring and executing projects, from initial design to final delivery.

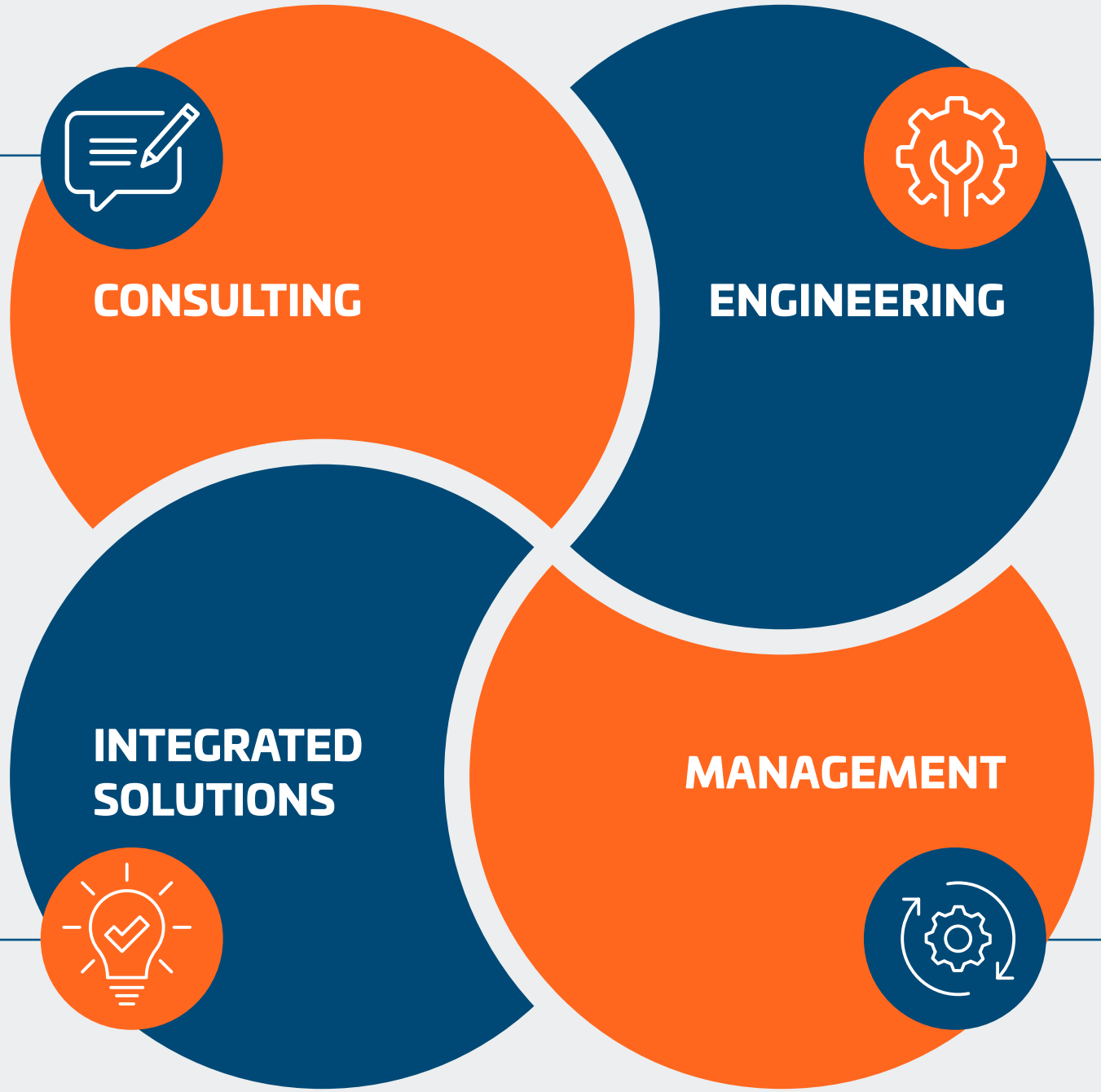


CONSULTING

- Feasibility studies
- Risk analysis, project execution plan (PEP), Capex
- Sustainability – ESG
- Due diligence, independent engineering
- Pre-BIDs

INTEGRATED SOLUTIONS

- Engineering and Procurement (EP)
- Engineering and Construction Management (ECM)
- Engineering, Procurement and Construction Management (EPCM)



ENGINEERING

- Conceptual
- Basic
- Detailed
- Construction Technical Assistance (CTO)
- Owner’s Engineering
- Project Quality Control (PQC)

MANAGEMENT

- Project Management Office (PMO) structuring and operation
- Project management
- Claims management
- Construction management and supervision
- Quality/health, safety, and environmental management
- Supply management
- Opex and maintenance Capex management

Featured projects in FY 2025

Several early-stage positioning projects in the areas of energy transition, natural resources, sanitation and landfill biogas marked FY 2025. Furthermore, portfolio diversification played a key role in expanding our presence in strategic sectors of the Brazilian economy, maintaining a balanced mix of solutions that integrate technology, sustainability, and efficient management, pillars that embody the organization’s vision for the future.



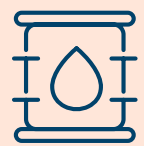
Energy transition

- Continuity of biofuel projects.
- Engineering of a biomethane plant from ethanol residues (vinasse and filter cake) in the Northeast, alongside the consolidation of operations in biogas plants within the sugar and alcohol sector.
- Conceptual engineering services and Capex planning for adapting a biodiesel plant to operate based on soybean crushing.



Natural resources

- Critical mineral processing plants.
- Multidisciplinary basic engineering and project integration services for copper and iron ore exploration in the state of Pará.



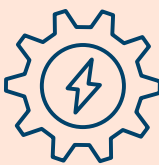
Oil and gas

- Specialized engineering services for the detailed design, procurement management, and construction management (EPCM) of a cooled liquefied petroleum gas (LPG) terminal.



Chemicals and industries

- Basic and executive engineering projects for a chlor-alkali plant, along with the management of the entire technology transition of the existing facility, ensuring compliance with the Minamata Convention, which bans the use of industrial mercury starting in 2025.
- Management of an industrial plant for agricultural pesticides located in the countryside of São Paulo state.



Infrastructure

Ports and terminals

- Conceptual, basic, and detailed engineering projects for bulk vegetable, fertilizer, and container terminals, with emphasis on a new multimodal terminal integrating rail, road, and sea transport.
- Consulting engineering services for the pre-auction phase, including conceptual design, logistics simulations, and preparation of the Basic Implementation Plan (PBI) for approval by the port authority of a soybean and corn export terminal.
- Conceptual and basic engineering projects, Capex planning, technical support for package contracting, and owner’s engineering services for a new grain terminal in the state of Mato Grosso.

Railroads

- Conceptual, basic, and detailed engineering projects, Capex planning, simulations, and support for environmental licensing related to railway improvements in wagon and locomotive workshop projects aimed at modernizing the railway infrastructure in the state of São Paulo.



LONG-STANDING PERFORMANCE

Promon Engenharia stands out for its distinguished track record in urban mobility, having been involved since its early years in projects critical to the development of rail transport systems in Brazil and abroad. The company has contributed to the implementation and expansion of key subway lines in major Brazilian capitals, including São Paulo, Rio de Janeiro, Salvador, and Belo Horizonte, as well as international projects in cities such as Caracas and Lisbon.

More than 40 km
of subway lines implemented in
Brazil and abroad



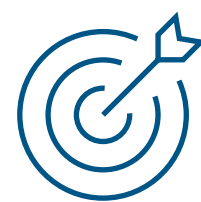
OVERALL CUSTOMER SATISFACTION

Active listening and a sense of ownership are pillars of Promon Engenharia’s culture. In FY 2025, customers reaffirmed their trust in the company, reflected in an overall satisfaction rate of 87. With performance above the market average, the company is advancing initiatives to further improve this result.

87
was the overall
satisfaction rate in
FY 2025

64
was the
NPI* in FY
2025

*NPI – Net Promoter Index: a methodology used to assess customer satisfaction by measuring the likelihood of customers recommending the company’s services.



AGILE AND EFFICIENT GOVERNANCE

In FY 2025, guided by Promon S.A.’s governance and compliance principles, Promon Engenharia remained steadfast in its pillars of transparency, integrity, and responsible decentralization. This management model supported more agile decision-making, increased process efficiency, and closer alignment with operations and customer needs.

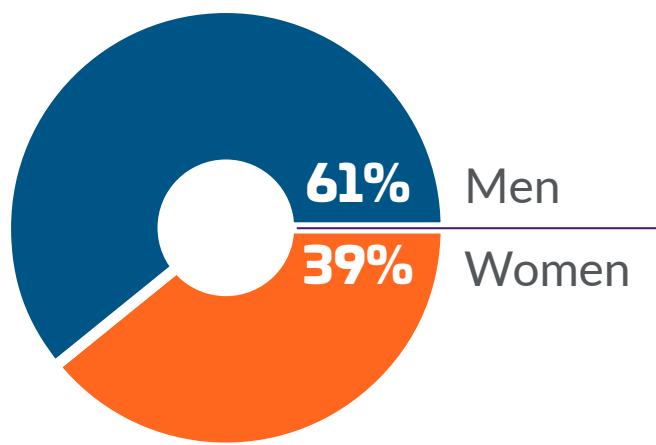
Care with people

THE PROMON ENGENHARIA PROFESSIONAL

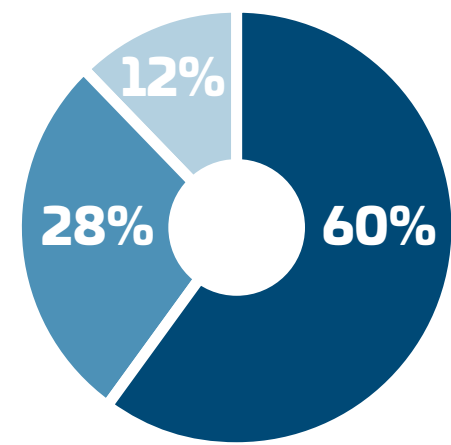


311
employees*

* Data referring to the
number of CLT employees
and interns as of 3/31/2025.



AGE GROUP



■ Up to 39 years ■ 40 to 49 years ■ More than 50 years

HEALTH AND SAFETY:
A COMMITMENT TO OPERATIONAL INTEGRITY

In FY 2025, Promon Engenharia upheld its commitment to a safe and healthy work environment, driven by preventive actions and strong performance indicators.

- More than 40 health and safety campaigns were conducted, fostering ongoing awareness among professionals.
- Only two accidents with time off registered and no accident without time off, which resulted in a Lost Time Injury Frequency Rate (LTIFR) of 0 and a severity rate of 0.25, reflecting the effectiveness of our preventive practices.
- All security breach cases were identified and addressed, underscoring the strengthening of a culture of prevention and care.

These advances were driven by the “Agir Seguro” (Act Safely) Program (PAS), which aligns practices, processes, and training with the Health, Safety, and Environment Management System (SGSMS), uniting the company’s areas around a common goal: protecting people, assets, and reputation.

ORGANIZATIONAL
CLIMATE AND CULTURE SURVEY

Integrity, respect, trust, dignity, equity, justice, independence and good humor. Promon S.A.’s values are embedded in the daily practices of Promon Engenharia, reflected in its relationships, and recognized in the FY 2025 Climate Survey. Culture is a strategic priority. It finds expression in events, in “Momento Cultura” (Culture Moment), and in “Comunidades de Práticas” (Communities of Practices), opportunities for team alignment and integration where knowledge flows and is strengthened across the network.

MAIN FY 2025 CLIMATE
SURVEY RESULTS

- 84% adherence
- Team engagement: IGS* of 87.2%, indicating high favorability (the target was 80%).
- Collaboration and teamwork: over 94% favorability, highlighting the strength of our collaborative culture and indicating a high level of employee engagement.
- Company recommendation: high favorability, of 95.7%, regarding the statement “I would recommend this company.”

* General Satisfaction Index.



Sustainability: advances in the ESG agenda

IN FY 2025, PROMON ENGENHARIA MADE PROGRESS IN ADVANCING ITS ESG AGENDA.

Meetings on this topic have been integrated into project governance, amplifying its positive environmental and social impact. In addition, workshops were organized involving engineering and sustainability teams, seeking process improvements based on ESG criteria. The initiative reinforced the strategic importance of gas plants in ensuring energy security and supporting the energy transition in Brazil.

In the **environmental sphere**, the company initiated carbon footprint measurements through a greenhouse gas (GHG) inventory, implemented mitigation actions, and fully offset its emissions by purchasing credits, thus achieving carbon neutrality. An educational campaign was also launched with suggestions for reducing emissions in everyday life.

In the **social sphere**, standing out were initiatives aimed at **diversity, equity and inclusion**. The Gender Transition Protocol was formalized within the company, reinforcing our commitment to respect and inclusion of diversity, and a dedicated campaign was conducted to hire people with disabilities. Affinity groups held monthly meetings to foster active listening,

share experiences, and develop inclusive initiatives. These meetings were promoted by Promon S.A. and Promon Engenharia, with the participation of Forzy and FPPS.

- **Parenting**
- **LGBTQIAPN+**
- **Racial and Gender Equity**
- **Generational Connections (new group)**

About **10%**
of employees are
currently engaged



The company also conducted the following voluntary initiatives:

- **Red Cross São Paulo:** emergency support for flood victims in Rio Grande do Sul.
- **Bentão Project:** renovation of the Bento Quirino State School, in Valinhos (SP), with the active participation of volunteer employees.

forzy

Technology with purpose, impact with responsibility

Forzy, the youngest company within Promon S.A., was founded with the mission of shaping a better future for its clients through innovative solutions. Created in August 2024, it established itself in FY 2025 as one of the group's main drivers of technological innovation and operational energy efficiency. With the purpose reflected in its name, Forzy, for an easier tomorrow, the company has alignment with Promon's values in its DNA, acting with ethics, technical excellence and long-term vision.

forzy

FOCUS OF ACTION

The company offers solutions based on digital transformation, with a focus on digital twins and energy and operational efficiency.

Sectors served:

- Industrial
- Infrastructure
- Energy
- Real Estate

Featured projects in FY 2025



Pulp and paper: implementation of digital twins to optimize a new unit. The development of a comprehensive digital twin includes selecting appropriate software to manage digital assets, ensuring data integration for accessibility and organization, and preparing the plant for future optimizations.



Bioenergy: an operational efficiency consultancy enabled the identification of bottlenecks and the optimization of the plant's production capacity, improving delivery accuracy and providing forecasts for the production capacity of other units to support annual production planning.



Agribusiness: consulting project in the reverse logistics sector that brought innovative operational solutions, with potentially positive impacts, by increasing the efficiency of material processing.



Reduced losses and increased efficiency for customers

Forzy evolved significantly over FY 2025. The company has developed structured digital twin and operational efficiency solutions applied across sectors such as pulp and paper, bioenergy, and agribusiness, resulting in process optimization, loss reduction, and increased efficiency, along with the initial structuring of systems and databases for digital twin creation. The company’s distinguishing strengths lie in its technical depth, technological expertise, and understanding of industry-specific processes, enabling the delivery of highly specialized, customized solutions that generate tangible results for clients.

EXPECTATIONS FOR FORZY

- Consolidation of operations and completion of market validations for offerings in the first year.
- Successful performance in the areas of digital twins and efficiency, with a strategic focus on significant growth over the next five years.

Through advanced technologies such as **digital twins**, Forzy transforms data into strategic intelligence, providing greater visibility, control and predictability for its clients. Its innovative approach enables waste reduction, enhanced asset performance, and accelerated digitalization, making operations more sustainable, agile, and competitive in an increasingly dynamic market.

In FY 2025, Forzy achieved, in a period of nine months, sales results that exceeded initial estimates. This performance was driven by the implementation of a strategy centered on technical expertise, efficiency consulting, and recurring sales to the established customer base.

DIGITAL TWINS

Digital twins are virtual replicas of real-world objects, processes, or systems that leverage data to simulate, monitor, and optimize performance. These replicas integrate data from artificial intelligence and computational modeling to generate insights, predict failures, reduce costs, and enhance operational efficiency.

Description: a static representation of a physical object. It contains detailed information about the design and the characteristics of the object.

Operational: begins to integrate operational data in real time. Sensors on the physical object collect data and transmit it to the digital twin.

Predictive: adds analytical and predictive capabilities. Machine learning algorithms and data analysis are used to predict failures, optimize maintenance, and enhance performance.

Prescriptive: not only predicts what might happen, but also recommends specific actions to avoid issues and optimize performance.



A journey of growth and vision for the future

Forzy projects accelerated growth in the coming years. Its strategic sales plan through 2030 is bold, aiming to establish the company as a benchmark in digital twins and operational efficiency for the industry. To achieve this, it bets on:

- **Recurring sales** to customers already served.
- Consistent replication of **success stories** in new markets.
- Strengthening of the **culture of learning** and innovation.
- Expansion of operational, predictive and prescriptive **digital twin** offerings.

With a year marked by achievements, Forzy has been on its journey as an agent of transformation for the industry. The company demonstrated that it is possible to combine technology, technical depth, knowledge of processes and commitment to sustainable development. More than simply digitizing processes, Forzy paves the way for a smarter, more efficient future.



FORZY IN FY 2025

forzy



Gross revenue
BRL 3.4 million



Sales
BRL 4.3 million

ESG and corporate governance: transparency, accountability and sustainability

Aligned with the principles of Promon S.A., Forzy adopts corporate governance grounded in transparency, responsibility, and sustainability. The company also maintains strict compliance standards and shares Promon’s policies, ensuring integrity in all its operations.

In FY 2025, it incorporated ESG practices into its projects and organizational culture:



Environmental, with solutions that reduced energy consumption and minimized waste.



Energy efficiency, with a direct impact on reducing the carbon footprint of its customers.



Projects with social and environmental impact, such as reverse logistics in the agribusiness sector.



Digitalization with sustainability, promoting the modernization of the national industry.





A journey of innovation and sustainable change

With operations ranging from network infrastructure and data centers to tailor-made digital transformation projects, [Logicalis Latin America](#) connects innovation to the real challenges of companies across a wide range of sectors.

Operating in 10 countries across the region, the joint venture between the British Logicalis Group and Promon S.A. maintained its leadership position in Latin America’s digital transformation landscape. With boldness, the company pursued a consistent process of diversification. For many years, Logicalis was strongly associated with the telecommunications sector, but over time it has evolved to offer complete technology solutions. The portfolio has also expanded into cybersecurity, data analytics, and hybrid cloud, aligning with key market trends and emerging needs.

These changes also led to the expansion of partnerships and entry into new business segments, solidifying the company’s position as a strategic partner for innovation across various sectors of the economy.

 **Learn more about the solutions Logicalis offers [here](#).**

DIVERSIFICATION AS A STRATEGY FOR GROWTH

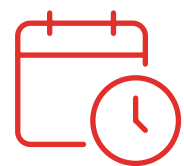
Despite the turbulent start, the company closed the fiscal year with growth and a new, more resilient and diversified operating profile.

In the last five years, revenue from the telecommunications sector has fallen to 25 percent, down from 70 percent. In FY 2025 alone, other sectors grew by 42 percent, demonstrating that diversification was not just a strategy, but a response to the evolving global landscape.



Sectors of activity:

- Agribusiness
- Industries
- Mining
- Health
- Financial services
- Public sector
- Telecommunications
- Transport and logistics
- Utilities
- Retail



It is important to note that the data presented in this chapter refer to Logicalis’ fiscal year, which covers the period from March 2024 to February 2025.

Featured projects in FY 2025



Banking institution

Big data squads focused on credit risk analysis for a large Brazilian bank, generating intelligence that drove decisions.



Manufacturing industry

Substation protection with cutting-edge cybersecurity and monitoring services.



Car manufacturer

Integration of Latin American plants through a new connectivity architecture.



Food retail

Connectivity management at 3,200 points of sale in a retail chain in Mexico, ensuring performance and reliability.



Mining company

Managed network and telecommunications infrastructure services for several copper mines in Chile.



Card payment processing financial institution

Provision of a complete payment method solution for a Chilean card payment processing company.

LOGICALIS IN 2025* Consolidated Latin America



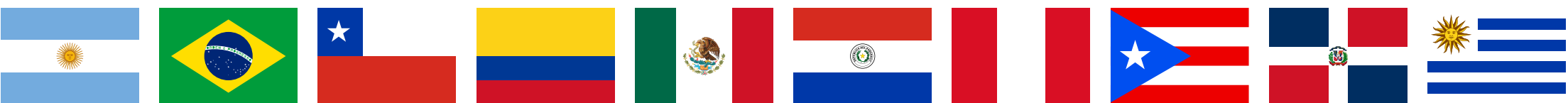
Gross earnings
BRL 3.0 billion

46%
share of Brazil in
Latin America's
net revenue

More than
480
projects
delivered

More than
1,400
active
customers

Regional presence



Argentina, Brazil, Chile, Colombia, Mexico, Paraguay, Peru, Puerto Rico, Dominican Republic and Uruguay

**The data presented refer to Logicalis' fiscal year, which covers the period from March 2024 to February 2025.*



SATISFACTION INDEX

Customer satisfaction reflected active listening, presence at critical moments, and consistent value delivery. Proximity to customers during critical moments and a swift response of multidisciplinary teams made a significant difference.

- Net Promoter Score (NPS): rose from 54 to 60
- Truly loyal* customers: 85%
- High risk* customers: 2%

** Truly loyal: customers who intend to continue doing business.
High risk: customers with less intention to continue doing business.*



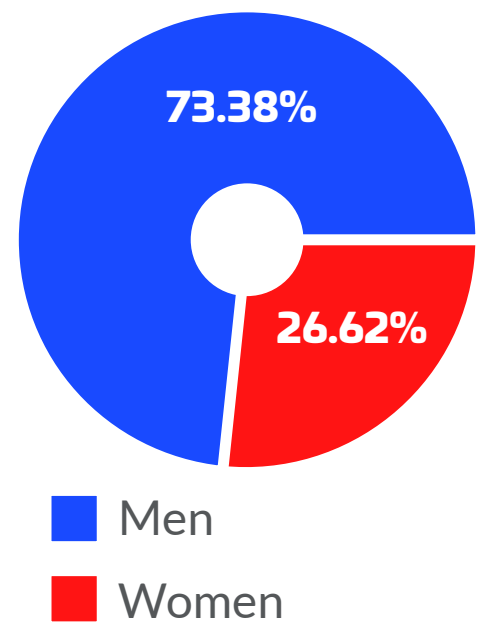
People: diversity and equity in action

THE LOGICALIS PROFESSIONAL

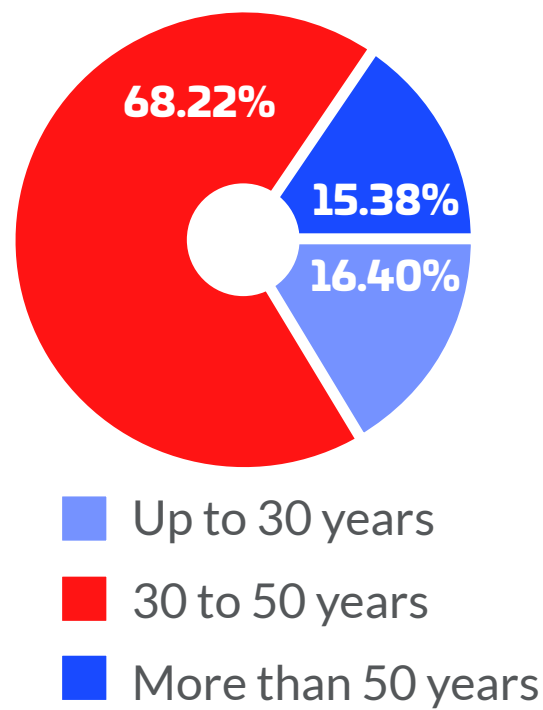
2,856 employees in Latin America



GENDER



AGE GROUP



OVER THE PAST YEAR, LOGICALIS IMPLEMENTED SEVERAL INITIATIVES FOCUSED ON CULTURE AND DIVERSITY. HERE ARE SOME OF THEM:

- Strengthening the affinity groups LogiBrave (people with disabilities, including neurodiverse PwDs), LogiWomen (women), LogiBold (Black people), and LogiPride (LGBTQIAPN+ community), by increasing participation and related initiatives.
- Launch of the booklet “Com outras palavras... Construindo uma nova história” (With other words... Building a new story), to raise awareness among professionals about racist terms used in everyday life.
- Creation of the Everyone Belongs program to train people with disabilities in technology and administration.
- Assessment of Health and Occupational Medicine policies across all Latin American countries.
- Implementation of the Latin American Occupational Health and Safety Policy, tailored to the specific requirements of each country in accordance with local legislation, along with the establishment of a health committee in each location.
- Adjustment of the maternity leave program in Brazil, extending it from 4 to 6 months and expanding coverage to the LGBTQIAPN+ population in cases of childbirth or adoption.
- Integrity Week held.

CLIMATE SURVEY

In fiscal year 2025*, Logicalis implemented a new climate survey program called POV (Point of View), an initiative created to listen to employees. The overall survey results enabled the development of action plans that led to meaningful improvements in people’s well-being. Engagement scores remain stable, closing the fiscal year with 8.1 for Latin America and 8.4 for Brazil.

* Logicalis’ fiscal year covers the period ranging from March 2024 to February 2025.

Forward-thinking governance

Transforming also means building solid foundations. In 2025, Logicalis has taken important steps towards consolidating even more modern governance, aligned with the best market practices. The main initiatives include:

- **Logicalis Advance:** strategic forum for business transformation initiatives.
- **Credit and risk guidelines:** updating internal policies for greater financial solidity and loss mitigation.
- **Ethics and compliance:** culture of integrity reinforced through training, campaigns and preventive audits.

The year was also marked by changes in senior leadership. On March 1, 2025, Marcio Caputo, formerly Executive Vice President in Brazil and COO Latam, assumed the role of CEO for the region, succeeding Rodrigo Parreira, who retired in December 2024 after 25 years with the company and will continue as a consultant for the Logicalis Group.



Sustainability: more than a trend, a commitment



In the social sphere, the following initiatives stood out:

- **Level Up Program:** training and career advancement for Black individuals who have already completed a professional or technical course in the IT field and are seeking better job opportunities and professional development. In 2025, the focus was on women and technical training in cybersecurity fundamentals.
- **Women Rock IT:** free online training in IT for girls and women (cisgender and transgender), promoting employability.
- **Chess for Everyone:** inclusion of 200 children with physical and visual disabilities, autism spectrum disorder and Down syndrome through this game.
- **Logicalis Merchandise Store (Association for Assistance to Disabled Children – AACD):** Logicalis branded product store, where 100 percent of the profits go to AACD, promoting positive social impact.

- **Technovation Summer School for Girls (USP São Carlos):** support for the annual event for girls aged 8 to 18, focused on application development.
- **USP Diversa:** sponsorship of scholarships for Black students in socioeconomic vulnerability in the mechatronics engineering course.
- **Women Power Week (Chile):** support for events that inspire Chilean university students to pursue careers in IT.
- **Women in Tech (Peru):** support for the global movement to combat gender inequality in the technology sector.



In the environmental sphere, the carbon footprint remained neutralized, and further advances were achieved:

- **Continuity in the responsible disposal program for electronic waste.**
- **Energy efficiency projects in partnership with customers.**



Recognitions that validate the journey

Throughout the year, Logicalis earned significant recognition that underscores its reputation, expertise, and organizational culture. These highlights attest to the value of its work on several fronts:

- Cisco – IoT/Industry Partner of the Year, Latam – 2024
- Cisco – Service Provider Segment Partner of the Year, Latam – 2024
- Cisco – Customer Experience Partner of the Year, Brazil – 2024
- Cisco – Service Provider Segment Partner of the Year, Brazil – 2024
- Cisco – IoT/Industry Partner of the Year, Brazil – 2024
- Cisco – Commercial Partner of the Year, MCR (Multi Country Region) – 2024
- Cisco – Datacenter Partner of the Year, Mexico – 2024
- Microsoft Partner of the Year Award 2024 – Modern Work, Mexico
- Microsoft Partner of the Year Award 2024 – Scale Solution, Mexico and Paraguay
- Fortinet – Large System Integrator, Brazil – 2024
- Fortinet – Partner of the Year, Brazil – 2024
- Netscout Partner Summit 2024 – Most Value-Added Deal Service Provider, Brazil
- Veracode – Project of the Year, Brazil – 2024

Fundação
Promon FPPS

Connecting you with your future

[Fundação Promon de Previdência Social \(FPPS\)](#) is the oldest closed private and supplementary pension plan in the private sector in Brazil. Approaching five decades of history, the Foundation's mission is to promote the financial well-being of its members through the management of two benefit plans:

- **Promon MultiFlex**, with a defined contribution modality.
- **Promon BasicPlus**, defined benefit modality, closed to new subscribers since 2005.

As a non-profit organization, FPPS focuses on long-term sustainability, based on solid governance principles, transparent decision-making, and a permanent commitment to its participants.

 [Click here to learn more about FPPS' main achievements in the Foundation's Annual Report for 2024.](#)

Evolution in management

To keep its services current and respond to evolving participant needs, the Foundation implemented significant benefit enhancements, including the option for partial redemptions and the extension of sponsor contributions to professionals over the age of 60. The digitization of processes, revision of credit lines, and active participation in industry forums reflect our commitment to innovation, agility, and delivering an excellent user experience.

- **Focus on younger generations:** specific initiatives and events to drive social security interest.
- **New digital personal loan platform:** simulation and hiring with more autonomy and practicality.
- **Full digitalization:** implementation of online self-services to apply for benefits.
- **Sectoral performance:** participation in technical committees of the Brazilian Association of Closed Supplementary Pension Entities (Abrapp), the Association of Pension Funds and Private Sector Sponsors (Apep) and the Pension Fund Professionals Group (GPFP).

SOLIDITY IN 2024*

BRL 1.9 billion
in total investments
in the two pension
plans

BRL 22.3 million
in contributions received
from 1,373 active and self-
sponsored participants

BRL 110.2 million
in benefits paid to
753 assisted parties
and pensioners

**Recurring monthly
contribution from
89% of active FPPS
participants
(51% in 2020)**

**Average score
of 9.3 (from 1 to
10) in the annual
participant
satisfaction survey**

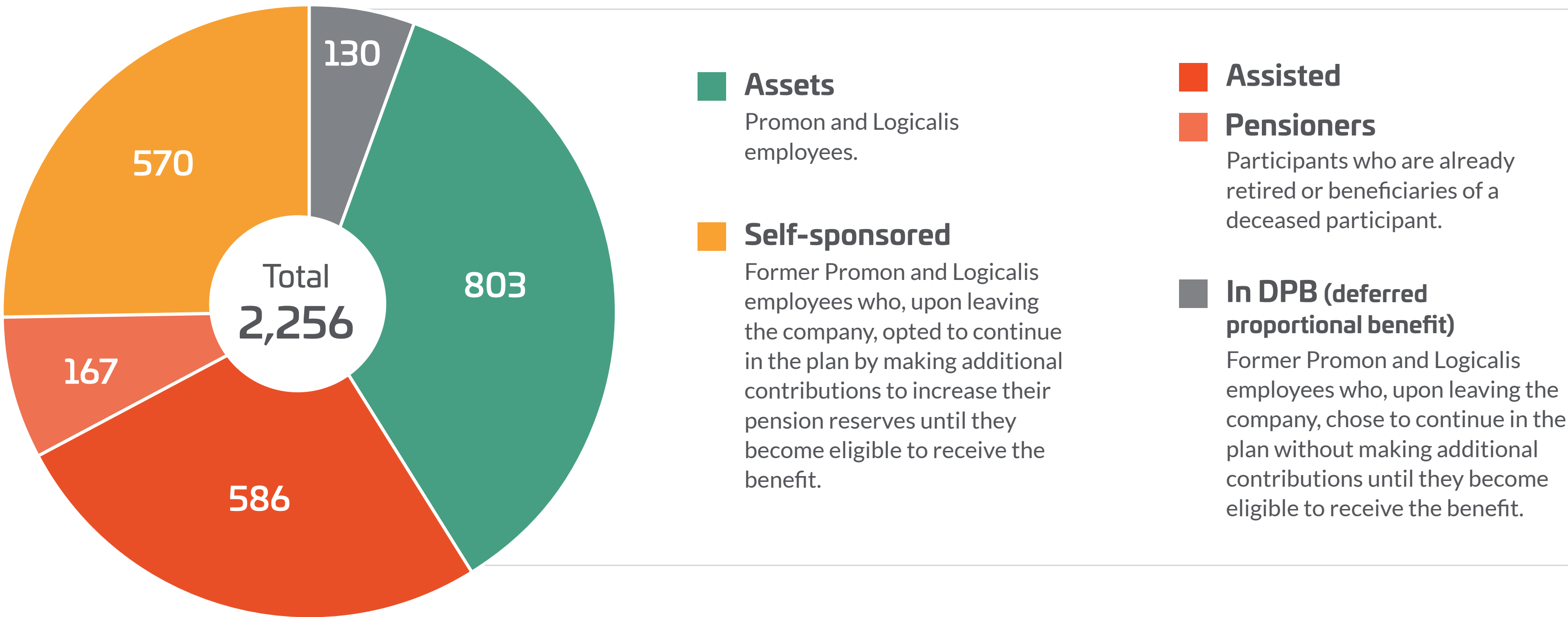
**At FPPS, results are recorded by calendar year, from January to December of the period.*

Communication with participants

Clear, accessible and close communication remains a priority. In 2024, the Foundation made significant advances in expanding its digital presence and strengthening participant engagement.

-  **Social media:** start of digital presence in January 2025, still without measurable results, but with good expectations.
-  **New corporate site:** responsive design, with features based on participant suggestions.
-  **Corporate WhatsApp:** fast and direct response to queries made by participants.
-  **Educational events:** continuation of the “Investor’s Journey” program, promoting pension and financial education with increasing public participation.

FPPS participants (on 12/31/2024)



Youngest participant:
18 yoa

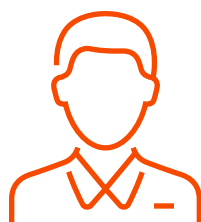
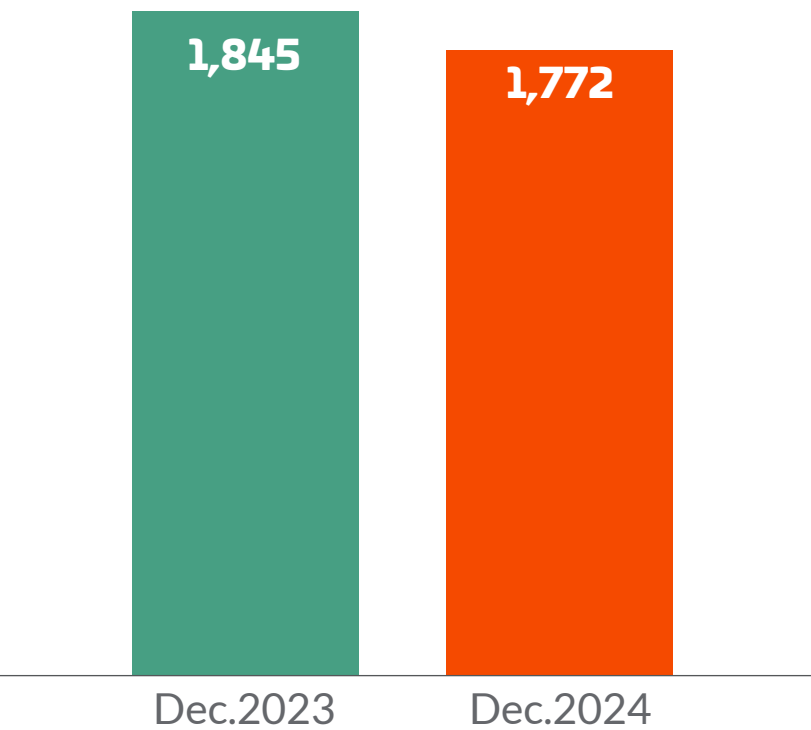
Oldest participant:
93 yoa

Average age of assisted participants:
MultiFlex: 67 yoa / **BasicPlus:** 75 yoa

Average age of active, self-sponsored, and DPB participants:
MultiFlex: 41 yoa / **BasicPlus:** 58 yoa

MultiFlex Plan

NUMBER OF PARTICIPANTS



37%
of professionals
admitted by
sponsors in 2024
joined the Promon
MultiFlex plan.



63%
of the resources of
participants who left Promon
S.A. and its subsidiaries
in 2024 were kept in the
Promon MultiFlex plan by
people who chose to remain
linked to FPPS.



87%
of participants
are contributors
to the MultiFlex
plan.



In 2024,
the MultiFlex plan had
three new sponsors:
Forzy Consultoria e
Tecnologia Ltda., PHL
Investimentos Ltda.
and PETL Educação
e Treinamento Ltda.

INVESTMENT PROFILES



MF1 Profile: Shorter-term fixed
income investment

MF2 Profile: Diversification across
different asset classes

MF3 Profile: Investment in public
bonds indexed to inflation, NTN-B
maturing in 2032

NET PROFITABILITY IN 2024

MF1

9.81%

22% of
investments

MF2

5.87%

63% of
investments

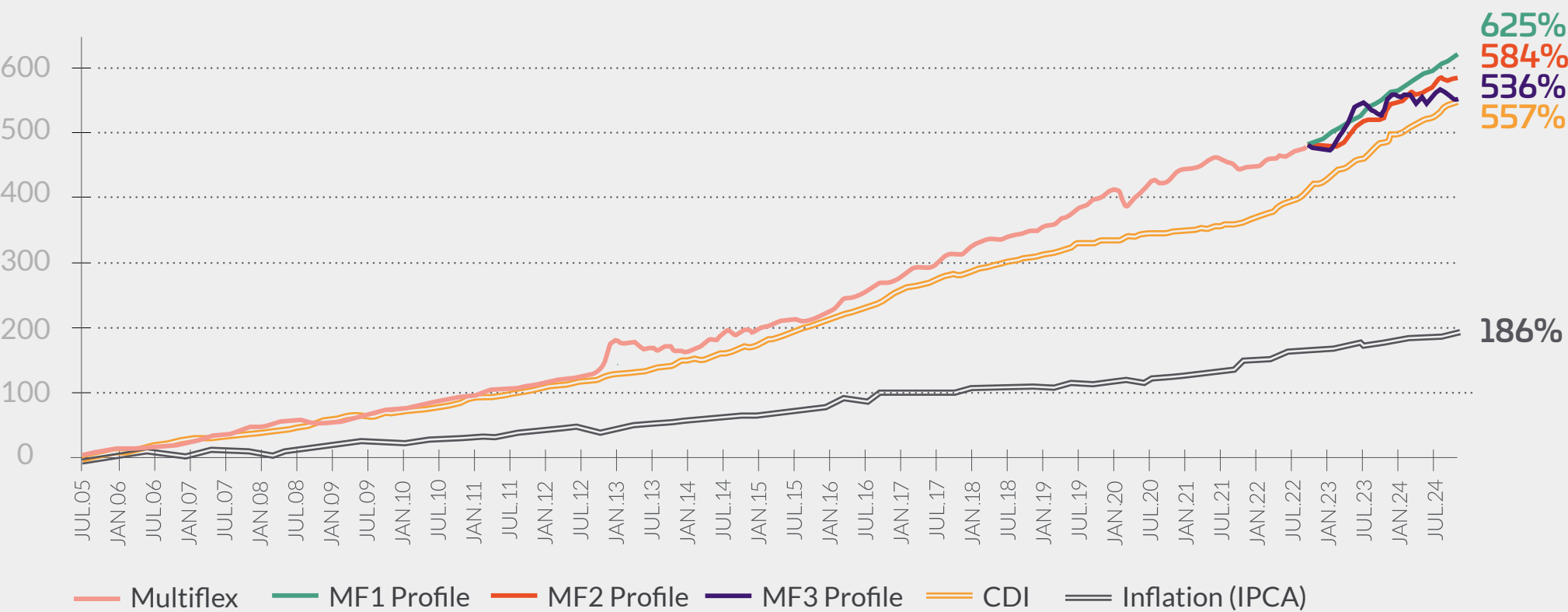
MF3

-3.44%

15% of
investments
(MF3 curve = 9.87% in 2024)



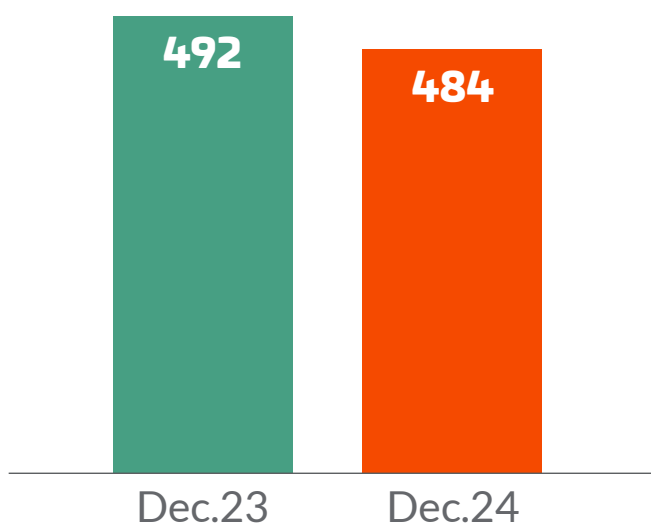
MULTIFLEX PLAN PROFITABILITY



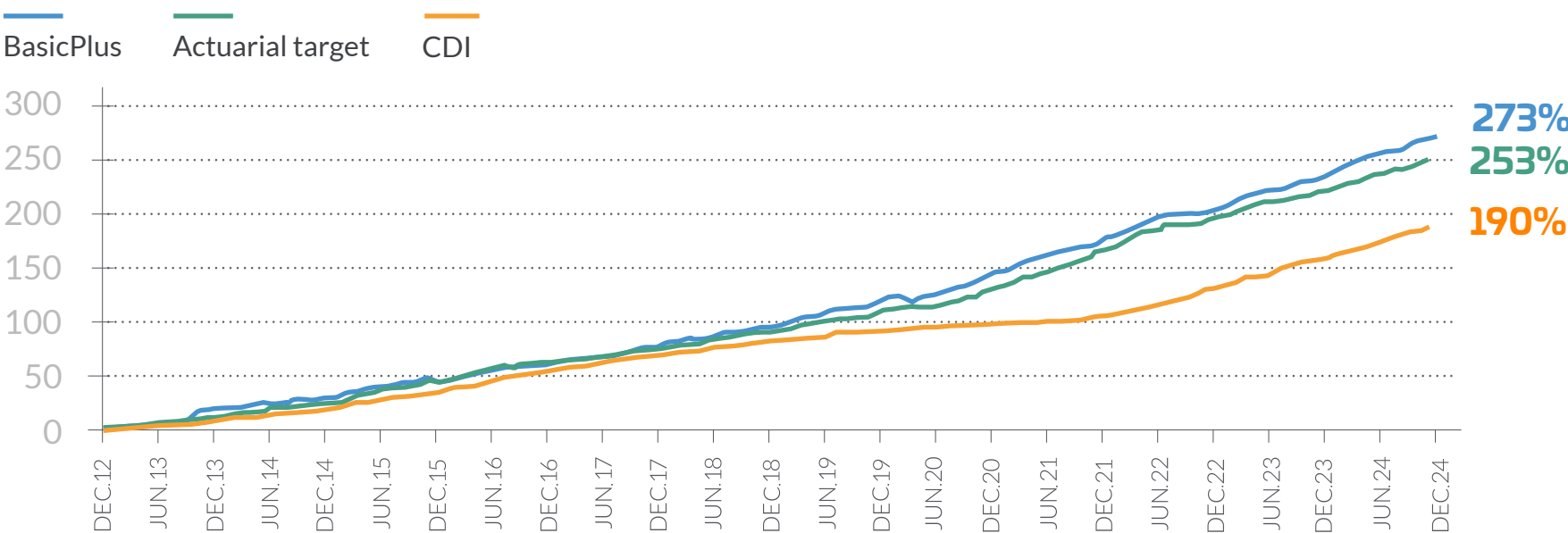
*Investment profiles MF1, MF2 and MF3 were created in October 2022.

BasicPlus Plan

NUMBER OF PARTICIPANTS



BASICPLUS PLAN PROFITABILITY



PENSION PLAN UPDATES

In accordance with CNPC Resolution No. 50/2022, FPPS implemented regulatory adjustments in 2024, preserving acquired rights and maintaining eligibility rules. Among updates made, these stand out:

- Release of voluntary contributions for MultiFlex assisted participants.
- Possibility of partial redemption by participants.
- Inclusion of the option to return to self-sponsored status for participants in Deferred Proportional Benefit (DPB).



BRL 202.6 million

The 2024 actuarial review of the Promon BasicPlus plan reported a technical surplus of BRL 202.6 million, surpassing the previous year's result. This amount includes a special reserve of BRL 55.1 million, to be distributed to participants in accordance with legislation.



NET PROFITABILITY IN 2024

10.53%

(above the actuarial target of 9.33%)



Board of directors

On March 31, 2025



BOARD OF DIRECTORS

Carlos Alberto Moller Pingarilho, **CHAIRMAN**
João A. Gotardi Albanezi, **BOARD MEMBER**
Marcia Fernandes Kopelman, **BOARD MEMBER**
Wagner Tirolli, **BOARD MEMBER**

GENERAL MANAGEMENT

Marcio Nieblas Zapater, **CEO**
Vanessa Fernanda Franco de Oliveira, **EXECUTIVE DIRECTOR**

CORPORATE

Eduardo Ribeiro, **DIRECTOR, COMPLIANCE**
Heloisa R. de Campos Mello, **DIRECTOR, LEGAL**
Kleber Ribeiro, **DIRECTOR, TAXES, ACCOUNTING AND RISKS**



EXECUTIVE BOARD

Antonio Bardella Caparelli, **CEO**
Osvaldo Bernardo Neto, **EXECUTIVE DIRECTOR**



EXECUTIVE BOARD

Dino Miozzo Neto, **EXECUTIVE DIRECTOR**
Osvaldo Bernardo Neto, **EXECUTIVE DIRECTOR**



BOARD OF DIRECTORS LATIN AMERICA

Jens Peter Montanana, **CHAIRMAN (DATATEC)**
Carlos Alberto Moller Pingarilho, **BOARD MEMBER (PROMON S.A.)**
Ivan Dittrich, **BOARD MEMBER (DATATEC)**
Ivo Godoi Jr., **BOARD MEMBER (PROMON S.A.)**
Marcio Nieblas Zapater, **BOARD MEMBER (PROMON S.A.)**
Marco Andrade de Lima, **BOARD MEMBER (DATATEC)**
Stuart Radcliffe, **BOARD MEMBER (DATATEC)**

DIRECTORS

Marcio Saez Caputo, **CEO**
Rodrigo Romero, **EXECUTIVE DIRECTOR**



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Milton Lopes Antelo Filho, **CHAIRMAN**
Andre de Carvalho Paro, **BOARD MEMBER**
Hebert José Azevedo, **BOARD MEMBER**
João A. Gotardi Albanezi, **BOARD MEMBER**
Ligia Senise Ferreira Bussad, **BOARD MEMBER**
Luiz Fernando Telles Rudge, **BOARD MEMBER**
Marcio Nieblas Zapater, **BOARD MEMBER**
Christiano Morette, **ALTERNATE**
Ricardo de Abreu Sofiatti, **ALTERNATE**

FISCAL COUNCIL

Rafael Mamedes da Silva, **BOARD MEMBER**
Rosana Bretzel, **BOARD MEMBER**
Vanessa Fernanda Franco de Oliveira, **BOARD MEMBER**
Maria Marta Gallego, **ALTERNATE**

EXECUTIVE BOARD

Marcia Fernandes Kopelman, **CEO**
André Natali Schonert, **EXECUTIVE DIRECTOR**

Project Coordination:
Communication and Brand Area

**Editorial coordination, content,
editing, graphic design and layout:**
Quintal 22

Images:
Promon S.A. Collection
Image bank

PROMON S/A

