

Sustainability report

2024

HDI



Summary





1 Introduction

OUR SUSTAINABILITY REPORT

This is HDI Global’s first Sustainability report, in which we reaffirm our commitment to transparency, responsible governance and sustainable value generation.

Based on this document, we aim to share institutional information and present our approach to ESG (environmental, social and governance) aspects, enabling stakeholders to track our initiatives and progress in a structured way. The document is published annually and covers the period from January 1 to December 31, 2024.

The publication of this report not only reinforces our quest for transparency and continuous improvement, but also complies with the determinations of Susep (Private Insurance Superintendence), through its Circular No. 666/2022, mandating all companies in the sector to publish a sustainability report as of 2025, containing mandatory information that we have included in [Annex I](#) of this document (Sustainability risks).



To ensure greater reliability and consistency from this first edition onwards, we have voluntarily adopted elements from two internationally recognized frameworks: the technical framework of the CSRD (Corporate Sustainability Reporting Directive), represented by the ESRS (European Sustainability Reporting Standards), and the GRI Standards (Global Reporting Initiative).



CSRD is a European Union directive that requires companies operating in that region to publish sustainability reports covering their social and environmental impacts, as well as how ESG issues affect their business. The choice of this reference was motivated by our strategic alignment with Talanx, the German parent company of HDI Global, which will report in accordance with the CSRD as of 2025.



The GRI Standards, in turn, are one of the leading reporting standards used globally, promoting transparency and standardization in the disclosure of sustainability indicators. We chose to follow the format “based on” GRI, enhancing quality, strength, and alignment with the CSRD.

The report is not subject to an independent audit. However, the financial information presented is aligned with the audited Financial Statements, and GHG (greenhouse gas) emissions data are part of the inventory prepared by the HDI Group, which is also verified by a third party. It is also important to mention that the data used in this publication converge with that reported internally to Talanx, for inclusion in its global report — which is subject to external assurance in accordance with CSRD requirements.

It should be noted that this report may present minor, non-significant variations in quantitative data compared to the content submitted for the Talanx report. This is because the data released by our holding company include projections for the months of November and December 2024, while the data presented here reflect updated information for the full period from January to December 2024.

If you have any questions about this report, we are available to provide any clarification you may need. Readers may contact the Sustainability department by email at: sustentabilidade@hdi.com.br.



MATERIAL TOPICS

The topics and indicators covered in this report follow a fundamental principle of sustainability: materiality. This principle guides our actions by prioritizing strategic topics for the business, considering both the main impacts of our activities on society and the environment and the way in which these factors influence the organization. Moreover, materiality reflects stakeholders’ expectations and impacts on the company, making it a dynamic and essential process for responsible and transparent management.

In 2023, the HDI Group, through the Sustainability department — which operates in a shared manner among businesses under the holding company — conducted a materiality impact study to identify the most relevant issues for the company, which extends to HDI Global and its stakeholders. This process relied on the support of a specialized external consulting firm, following a methodology structured in three stages:



Contextual study, with analysis of global and sector macro trends;



Consultation with stakeholders, involving different audiences organized into 16 groups, including employees, suppliers, workshops, regulatory bodies, customers, banks and financial institutions and the press, among others;



Definition of the impact materiality matrix, based on the analysis of ESG risks and recommendations for the organization at a strategic level.

This study led to the definition of eight material topics for HDI Global, organized under the three ESG pillars: environmental, social and governance.

In addition to the local materiality matrix, our report management and planning considers **Talanx’s global materiality matrix**, seeking to understand both local stakeholder expectations and the strategic demands of our

group, expanding our vision to a global perspective.

Below, we present the eight material topics identified through our local materiality study, correlating them with the materiality matrix published by Talanx in its [2024 Annual Report](#), in compliance with the CSRD.

HDI Group

Local materiality

Talanx

Matrix disclosed in 2024 report, in compliance with CSRD

Related content in this report



Environmental

- Climate change.
- Social and environmental risks.

- Climate change mitigation.
- Climate change adaptation.
- Energy.

[Organizacional profile >](#)

- Sustainability at HDI Global.

[Environmental management >](#)

- Efficient and humane response to climate disasters.



Social

- Diversity, equity and inclusion.
- Valuing our people.
- Engagement with local communities and society.

- Equality and non-discrimination.
- Working conditions.
- Consumers and end users.

[Governance and Compliance >](#)

- Code of ethics and Whistleblowing channel;
- Human rights.

[Talent managment >](#)

- Diversity, Equity and Inclusion; Development and education; Performance and career; Occupational safety.

[Strategic stakeholders >](#)

- Community and society: impact and social responsibility; Suppliers: responsible supply chain management; Brokers: essential business partners; Customers: service excellence and continuous improvement.



Governance

- Ethics and compliance.
- Information security and cybersecurity.
- Management and relations with suppliers and service providers.

- Corruption and bribery.
- Culture of business practices.

[Governance and Compliance >](#)

- Overview and governance premises; Corporate policies and due diligence, Code of ethics and Whistleblowing channel; Fighting corruption; Preventing conflicts of interest; Data privacy and cybersecurity.

[Strategic stakeholders >](#)

- Suppliers: responsible supply chain management.

This first Sustainability report sought to gather information on these material topics, reinforcing a commitment to continuous evolution. In each new reporting cycle, we aim to improve the approach to these topics, expanding the depth and scope of information and linking indicators and metrics that allow our stakeholders to better understand the company and its impacts. The materiality process is dynamic and will be continuously improved to reflect changes and challenges of the sector and society, as provided for in HDI Global’s Sustainability Policy.

Additionally, in compliance with the requirements of Susep Circular No. 666/2022, we conducted a materiality study based on financial impacts. This process was aimed at identifying, evaluating and classifying sustainability risks to be managed in an integrated manner with the company’s risk management process. This work is detailed in [Annex I](#) of this report.

MESSAGE FROM THE PRESIDENT

HDI Global has a solid commitment to protecting its customers' businesses, offering customized solutions that ensure the continuity of operations, risk mitigation and financial security of companies. In a scenario of constant changes and challenges, acting transparently and responsibly becomes essential. Therefore, the decision to publish our first Sustainability report goes beyond complying with a regulatory requirement: it reflects our long-term vision and reaffirms our commitment to providing stakeholders a clear and structured vision of our evolution in environmental, social and governance issues.

In 2024, we maintained consistent growth, consolidating HDI Global as a reference in the corporate and industrial insurance market. We achieved BRL 1.6 billion in premiums issued and BRL 57 million in net profit, sustaining high levels of profitability and solvency. This performance reflects a strategy based on meticulous underwriting, strict control of loss ratio and a business model that balances operational efficiency and close relations with customers.



BRL 1.6 billion

in premiums issued.



BRL 57 million

in net profit.

Our portfolio has ensured comprehensive protection solutions and strategic support for companies across a range of industries, enabling our customers to face operational and financial challenges with greater resilience.

We reinforced coverage for Property Risks, Civil Liability, Transportation, Engineering Risks, Surety and International Programs, ensuring agile and effective responses for different segments. In addition, we rely on strategic support from our headquarters in Germany, which provides structured financial governance aligned with global best practices, favoring sustainable growth and efficient capital allocation.

Our relationship with brokers remains one of the fundamental pillars of the operation. In the corporate segment, intermediation requires high specialization, technical expertise and an advisory vision. We work with highly qualified partners who understand the particularities of each sector and actively contribute to building customized solutions. In 2024, we will reinforce this bond through even more personalized service, ensuring technical support, agility in issuing policies and efficiency in adjusting claims. This partnership strengthens our position in the market and ensures excellent service to the companies we protect.

Our responsible approach also extends to the way we conduct our business and cope with global challenges. Sustainability has become an increasingly structured pillar within our management. We have updated our Sustainability Policy, establishing clear principles for conducting business and integrating environmental, social and governance aspects into our corporate strategy. We thus improved our management structure and defined objectives and goals that ensure alignment of internal areas with the best practices in the sector and the company's sustainable development.



As part of this progress, we prepared our first Greenhouse Gas (GHG) Emissions Inventory, quantifying and transparently disclosing our carbon footprint via methodologies such as the GHG Protocol. This survey establishes the baseline for monitoring emissions and for the reduction plan led by Talanx, in addition to providing the basis for future initiatives to mitigate environmental impacts.

Extreme weather events, such as the floods in Rio Grande do Sul, have underscored the importance of insurance in business resilience and economic recovery. We have made significant progress in our climate approach, absorbing valuable lessons from this experience and improving our ability to respond to extreme events. This process highlighted the need for coordinated and structured action, ensuring that impacted companies received the necessary support to resume their operations quickly and safely.

Throughout the year, we strengthened our claims response infrastructure, expanded our network of providers and increased the use of drones for remote inspections. This technology has been essential for rapid and accurate assessment of damage, allowing for faster and more efficient service even in challenging scenarios. By integrating

innovation and strategic planning into risk management and claims adjustment, we ensure even more effective support, minimizing financial impacts and accelerating the recovery of insured companies.

In the social sphere, we remain committed to valuing people, both internally and in the communities where we operate. We have a team of 82 people, in addition to sharing the HDI Group's backoffice structure, which offers robust support in areas such as human resources, technology and compliance. This model contributes to operational efficiency and allows our team to focus on delivering highly specialized solutions to customers. Moreover, we continually invest in professional development, encouraging employee training and improving technical excellence.

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Our social impact is also expressed through charitable donations. In 2023, we contributed the sum of BRL 146,116.00, which made initiatives implemented in 2024 possible, with resources directed to *Associação Santo Agostinho* and *Hospital de Amor*, for projects registered, respectively, in the Children's and Adolescents' Rights Funds and the Elderly Funds, benefiting 1,600 people. In 2024, we advanced strategically in Private Social Investment, implementing guidelines that strengthened the connection between sustainability, business objectives and social impact. As part of this commitment, we allocated BRL 827,000 and, in addition to the Children and Adolescent Rights Funds and the Elderly Funds, we expanded our support to projects approved under the Incentive Laws for Culture, Sports and Pronon, which will be implemented throughout 2025.

Our corporate governance remains structured to ensure transparency, integrity and responsibility in all operations. We adopt strict compliance and risk management standards, aligned with best market practices and applicable regulations. The company is

overseen by the Board of Directors, which, in conjunction with the Executive Board, ensures that the corporate strategy is conducted in an ethical and sustainable manner. Our approach follows the three lines of defense model, ensuring robust management for identifying, mitigating and monitoring risks.

For 2025, we will maintain our sustainable growth strategy, expanding our commercial presence and further strengthening relationships with brokers and customers. We continue to advance in deployment of the new CRM, which will improve portfolio management and allow for more personalized and efficient service. Moreover, we will continue to invest in technology, excellence in risk management and increasingly safe and effective solutions, always aligned with customer needs and industry best practices.

I would like to thank all the employees, brokers, customers and partners who are part of our journey.



Guillermo León
CEO of HDI Global



2024 HIGHLIGHTS



BRL 1.6 billion

in premiums issued
(+34.6% vs. 2023)



82

employees



Support for culture,
sports, health and
inclusion projects



597

accesses to ethics and
compliance training



1st

verified greenhouse gas
emissions inventory



BRL 57 million

in net profit (+48.2% vs. 2023)



91%

satisfaction in the
Engagement Survey



1,600

people impacted
by social projects



Sustainability
Policy
updated
and implemented



30%

reduction in emissions by
2030, as per the holding
company's target



36.9%

loss ratio
(stable compared to 2023)



1,891

hours of training
for employees



BRL 827,000

in social investment via
tax incentives



Ethics Channel
available to
all stakeholders



992.90 MWh

of renewable
electricity consumed



2 Organizational profile



HDI GLOBAL

With over a century of experience, HDI Global is positioned as one of the leading players in the corporate insurance market, offering customized solutions for companies in different sectors of the economy. The company's mission is to support businesses in expansion and continuity, ensuring protection with a complete and specialized portfolio.

As part of the Talanx Group, one of the largest insurance conglomerates in Europe, HDI Global integrates a solid and highly specialized structure in the business insurance market. In Brazil, it operates through HDI Global Seguros S/A, a subsidiary of HDI Global SE, ensuring access to international know-how and protection solutions aligned with global best practices.

The company serves large corporations and small and medium-sized companies in Brazil, offering Civil Liability, Property Risk, Transportation, Engineering Risk and Surety Insurance, among others. It is committed to providing flexible and innovative solutions, adjusted to the specific needs of each customer.

To this end, it uses a structured model for mapping needs, which involves continuous monitoring of indicators, analysis of processes in customer service areas and assessment of market trends. In addition, the company regularly visits brokers and business partners, actively participating in industry events to identify opportunities and adapt its solutions to the reality of its customers.

This performance is driven by the financial and strategic support of the Talanx Group, which reinforces its ability to offer comprehensive coverage and specialized support to customers with global operations.

Recognition of the group's solidity is reflected in the credit ratings defined by international agencies. Talanx's primary insurance segment received the AA- (stable) rating from Standard & Poor's and A+ (stable) from A.M. Best. In Brazil, HDI Global Seguros S/A earned the AAA.br rating from Moody's in 2024, attesting to its financial strength and credibility in the local market.



Combining global expertise, innovation and service focused on customer needs, the company reaffirms its commitment to offering personalized and efficient insurance. As a strategic partner, it contributes to the security and sustainable growth of the organizations it serves, consolidating itself as a reference in the corporate insurance market.

OUR HISTORY

HDI (Haftpflichtverband der Deutschen Industrie) was founded in 1903 in Frankfurt as an employers' civil liability insurance association focused on the German steel industry. In 1919, the headquarters were moved to Hannover, where they remain to this day.

From the 1950s onward, the company underwent a reorganization and expanded its portfolio, including products aimed at retail and the corporate sector. Between the 1970s and 1990s, HDI expanded its operations globally and established itself as an international insurance group. In 1994, the subsidiary Hannover Re went public, strengthening the Group's stability, which began to operate under a multi-brand model. Two years later, in 1996, Talanx AG was founded as HDI Group's holding company, reinforcing its corporate governance and global growth strategy.

HDI began its operations in Brazil in 1979, through partnerships with local insurance companies. In 1997, the company began operating under the name Hannover International Seguros S.A., which was later changed to HDI Seguros S.A.

In 2014, HDI Global Seguros Industriais S.A. was established in Brazil as part of HDI Global SE, the industrial and corporate insurance division of the Talanx Group. With presence in more than 175 countries, HDI Global offers solutions adapted to different regulatory environments and specific needs of business customers.

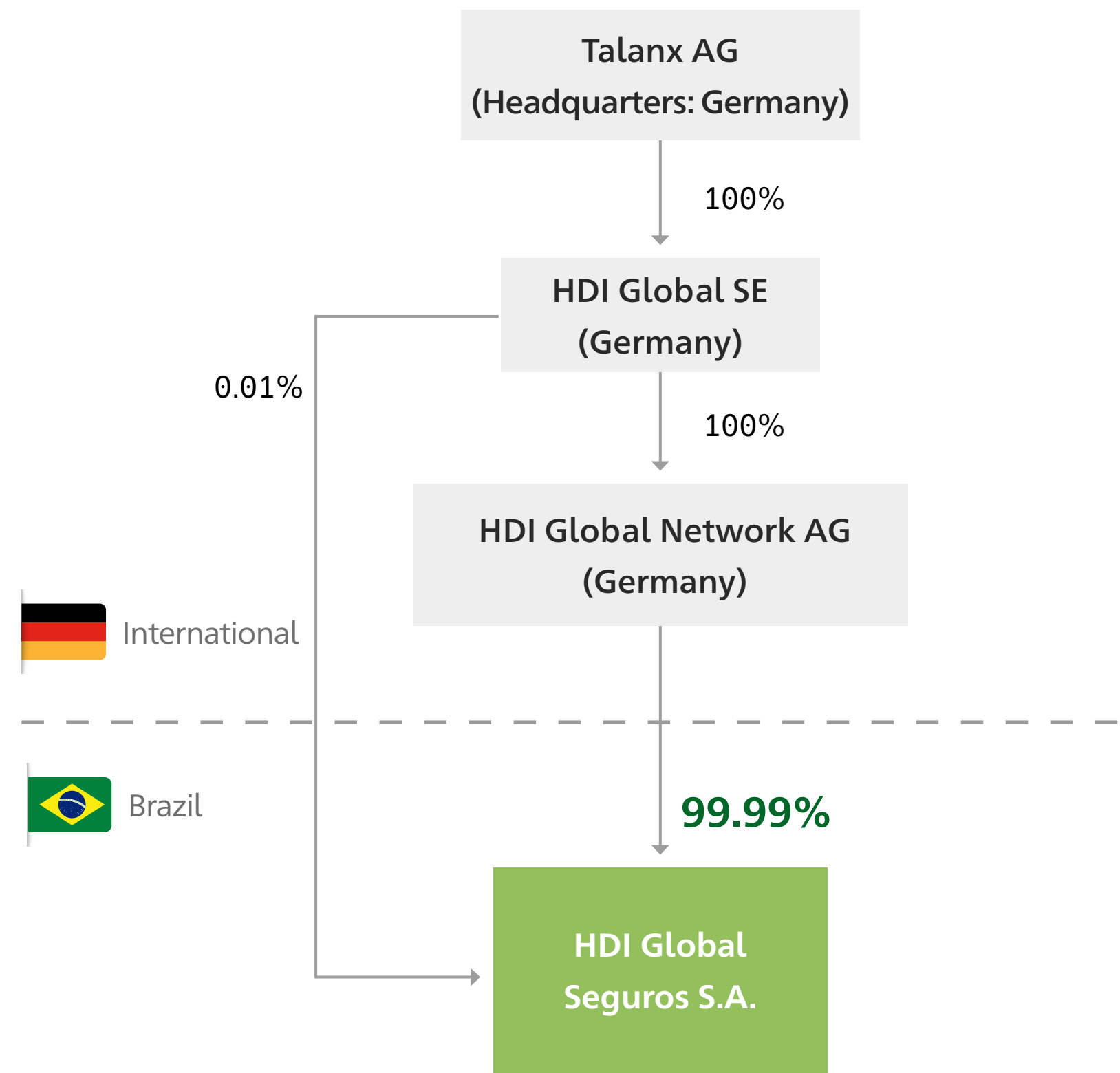
In line with its international reputation, the Brazilian operation stands out for its specialized service, financial solidity and excellence in risk and claim management, consolidating its position in the national market.

In 2014, HDI Global Seguros Industriais S.A. was established in Brazil as part of HDI Global SE, the industrial and corporate insurance division of the Talanx Group.



CORPORATE STRUCTURE

HDI Global Seguros S.A. is part of the international division of HDI Global SE and HDI Global Network AG, which in turn are controlled by Talanx AG. See the detailed corporate organization chart below.



About Talanx Group

Talanx is a multinational insurance and financial services group, recognized for its robust and diversified operations. One of the top ten insurance companies in Europe, the company has a presence in more than 175 countries and stands out for the excellence of its credit ratings by S&P and A.M. Best.

With over 120 years of experience in the sector, Talanx combines tradition and innovation, following a strategy of sustainable growth and global expansion. In Brazil, the group operates in the retail, major risks and industrial segments, in addition to maintaining a presence in the reinsurance and assistance services market, consolidating its position as one of the leading players in the national insurance industry.

OUR VALUES

At HDI Global, our values represent the foundation of our culture and guide the way we conduct our business. With an entrepreneurial mindset, we constantly pursue innovation and effective solutions, always focused on results and performance excellence. Our actions are guided by close relations with our customers, mutual trust and transparent communication, ensuring solid relationships and a collaborative environment that strengthens our commitment to business quality and sustainability.



Entrepreneurial mindset and action within the group

We think and act responsibly, and we anticipate our goals in a visionary way. We conduct professional activities as if they were our own business. To this end, we work toward solving problems in the simplest way possible. We embrace innovative actions to achieve new solutions. In the event of a conflict of interest between different business units, the interests of the Talanx Group take precedence.



Total focus on the customer

We direct our energy toward our customers and the market. We treat every customer with respect and consideration, taking their needs into account. This applies to both our external audience (brokers, business partners and end customers) and internal audience (co-workers and employees). Our purpose is to find common possibilities in order to balance individual interests.



Results and performance orientation

We are responsible for our results and achievements. We add value to our customers. The quality of our processes is crucial for long-term success. Teamwork and respect form the foundation of our mutual trust. In case of differences of opinion, we rely on various perspectives for continuous development.



Mutual trust and transparent communication

We are trustworthy, fair and open to new ideas. These fundamental principles are applicable to all areas of the Talanx Group, our business partners, internal and external audiences. We work together constructively, exchanging feedback in order to reach better solutions. We focus on our common mission and treat each other with respect, willingness and appreciation.

SOLUTION PORTFOLIO

At HDI Global, we offer a complete portfolio of solutions for property, operational and financial protection, serving corporate customers in different sectors. Our main objective is to understand our customers’ needs in depth, which allows us to structure efficient processes for identifying risks and developing customized solutions. With international experience and local expertise, our coverage helps minimize risks, reduce financial impacts and ensure business continuity.



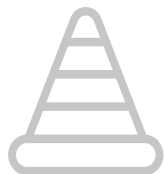
Engineering Risks

Engineering projects and industrial operations are subject to technical failures, material defects and operational errors that can lead to downtime and financial losses. Our comprehensive solutions minimize these risks by providing coverage for damage to equipment, technical installations and business interruption losses. In addition, we constantly monitor indicators and feedback from the market to improve our coverage and ensure that they meet the specific requirements of each sector.



Property Insurance

Unexpected events, such as fires, floods and other structural damage, can compromise the operations of any company. Our property coverage protects industrial, commercial and production facilities, ensuring a quick recovery and minimizing financial impacts. The portfolio is continually adjusted based on market research, customer insights and emerging trends, ensuring solutions that are always aligned with business needs.



Civil Liability

Every company is exposed to risks that can cause harm to third parties. Our Civil Liability coverage offers protection for a variety of scenarios, including injuries to third parties, damages resulting from defective products and losses caused during the execution of commercial activities. We continually evaluate legal processes and compensation, in addition to comparing features and services available in the market, to ensure that our solutions evolve as customer demands change.



Transport Insurance

In a globalized world, supply chains require robust protection for goods, equipment and products in transit. Our transport coverage reduces risks, optimizes logistics and minimizes losses resulting from damage or loss during national and international transport. The analysis of operational and service indicators, combined with close relations with our commercial partners, allow us to adapt our solutions to different logistical and market realities.



Surety Insurance

HDI Global offers Traditional and Judicial Surety Insurance solutions for the corporate segment, supporting companies in fulfilling contracts and legal obligations. We work with different modalities, such as Bidder, Executor, Advance Payment and Withholding, Corrective Maintenance, Customs, Grants, Purchase and Sale of Energy and Judicial Surety, including Tax Enforcement and Tax Administrative Installment Plans. Our team combines experience in pre-qualifying borrowers with operational agility, ensuring competitiveness and an efficient response to the market.



International Business

Companies with global operations face additional challenges when managing insurance policies across different markets. We offer customized solutions for multinational operations, ensuring standardized coverage and compliance with local regulations. Our innovation process includes market studies, comparative product analysis and adaptation of solutions to the specific needs of each country. In addition, we provide specialized support for managing international policies, risk mitigation and claims adjustment, ensuring business continuity in any region of the world.



SECTOR CONTEXT

The insurance sector in Brazil plays a strategic role in the economy, offering protection to individuals and companies against various risks and contributing to the country’s financial stability. In addition to its economic relevance, the insurance market has undergone constant transformations to meet society’s more recent demands, driven by digitalization, product customization and greater awareness of the importance of financial protection.

The most recent figures from Susep show this evolution¹. In 2024, the sector’s total revenue reached BRL 435.56 billion, a growth of 12.2% compared to the previous year. After offsetting inflation for the period, the real increase was 7.6%. In the same period, insurance companies returned BRL 241.42 billion to society through compensation, redemptions, benefits and draws, a 6.8% increase compared to 2023. This performance reflects an increasingly consolidated market, with greater consumer adoption and regulatory advances that promote



In 2024, the sector's total revenue reached

BRL 435.56 billion

a growth of 12.2% compared to the previous year.

transparency and sustainable growth. According to information released by CNseg (National Confederation of General Insurance, Private Pension and Life, Supplementary Health and Capitalization Companies) in December 2024, projections for 2025 indicate growth of around 10%, increasing the sector’s share to 6.4% of GDP (Gross Domestic Product).

The business and industrial insurance segment follows this expansion trend, driven by the growing need for protection against operational, regulatory and climate risks. Susep data indicate that policies aimed at companies registered growth above the sector average in 2024, reflecting a greater concern with business continuity. In addition, Brazil registered a record 3.7 million new companies last year, according to Sebrae (Brazilian Support Service for Micro and Small Businesses), which increases the demand for customized insurance solutions for small, medium and large corporations.



Insurance companies returned

BRL 241.42 billion

to society through compensation, redemptions, benefits and draws.

¹ Source: Monthly Summary Report with consolidated data from the insurance, pension and capitalization sector for the 2024 year.

REGULATORY ENVIRONMENT

The insurance sector in Brazil is mainly regulated by Susep (Private Insurance Superintendency) and CNSP (National Private Insurance Board), which stipulate standards and guidelines for insurance company activities.

In recent years, sector regulation has advanced to keep up with market changes and ensure greater legal security for operations. In 2024, one of the most important milestones was the enactment of Bill 2.597/2024, known as the Insurance Legal Framework, which improves insurance contract rules in the country, enhancing transparency, predictability and protection for policyholders.

In line with regulatory requirements, the company complies with Susep Circular No. 666/2022, which establishes guidelines

We continually monitor changes that may require administrative and operational adjustments, encouraging internal discussions and discussions with experts to ensure that we are always prepared for new requirements.

for sustainability risk management. As part of this alignment, we met the deliverables set out in the standard, including publication of our Sustainability policy, conducting a detailed study on sustainability risks and incorporating the management of these risks into our internal processes. This report also meets the established requirements, reinforcing our commitment to responsible governance.

In addition to this regulatory development, we have been closely monitoring other issues that impact the sector. We continually monitor changes that may require administrative and operational adjustments, encouraging internal discussions and discussions with experts to ensure that we are always prepared for new requirements.

Our engagement in the regulatory agenda goes mainly through CNseg and FenSeg (National General Insurance Federation). Working through these entities allows for strategic dialogue with adjusters and facilitates participation in technical groups and public consultations on topics such as regulatory modernization, tax reform, prudential

governance, risk management and regulatory compliance.

Our commitment is to monitor and actively participate in discussions on regulations that impact the insurance market. Among the highlighted topics is the adaptation to Open Insurance, a system that allows for data sharing between insurers, increasing competition and driving innovation in the sector.

Regulating sustainable products is also relevant in this context, with guidelines for the development and marketing of insurance that generate positive environmental and social impacts. Susep is working to ensure that, starting in 2025, specific standards are implemented so that products can be classified and marketed as sustainable.

Other topics being monitored include improving the rules for corporate changes, mergers and acquisitions, and reviewing the Internal Risk and Solvency Assessment Process (known as Orsa — Own Risk and Solvency Assessment), reinforcing financial stability in the sector.

SUSTAINABILITY AT HDI GLOBAL

Organizational profile

Sustainability is an essential pillar for HDI Global and the insurance industry. This is because, among other factors, insurer activity plays a key role in protecting society and the economy, promoting financial security, risk mitigation and supporting the resilience of companies and individuals in the face of emerging challenges.

At HDI Global, we seek to integrate good ESG (environmental, social and governance) practices into our strategy, aligning with national and international standards and guidelines. We also closely monitor the factors that impact our sector, such as extreme weather events and the growth of renewable energy solutions, ensuring that our practices evolve consistently and in line with market demands.

At HDI Global, we seek to integrate good ESG practices into our strategy, aligning with national and international standards and guidelines.



Advances in the ESG Agenda in 2024

The year 2024 marked significant advances in sustainability governance at HDI Global, driven by strengthening of the HDI Group's Sustainability area, which plays a strategic role in providing guidelines and specialized support to the various business units, acting as a consulting firm for this agenda. As a backoffice structure, this area was restructured to strengthen the integration of the ESG agenda into business management and ensure alignment with national and international regulatory requirements.

At the national level, this evolution was marked by the publication of Susep Circular No. 666/2022, which established comprehensive guidelines for sustainability risk management, including environmental, social and climate aspects, requiring insurers to implement specific policies and transparently disclose their practices. In the international sphere, we highlight that the holding company Talanx recently adopted the CSRD (Corporate Sustainability Reporting Directive), expanding data monitoring requirements and underscoring the need for a more integrated and detailed ESG vision of the Group's companies, including HDI Global, which reinforces transparency and corporate responsibility.

In this context, the HDI Group's Sustainability area conducted an in-depth sustainability assessment from a business perspective, analyzing strengths and identifying opportunities for improvement in processes, management, controls and metric monitoring. This work guides HDI Global in the application of ESG guidelines, ensuring that the challenges and particularities of the corporate and industrial insurance operation are adequately incorporated into the group's strategy.



ESG materiality and sustainability risks

HDI Global's ESG strategy follows the guidelines established by the HDI Group, structured based on materiality studies that identify the most relevant topics for the company and its strategic audiences. In 2023, the HDI Group's Sustainability area conducted a structured materiality process, divided into three main stages: context analysis, with global and sector trends; consultation with stakeholders, to map expectations and priorities; and definition of the impact materiality matrix, based on the assessment of ESG risks and global recommendations.

This study defined eight material topics across the environmental, social and governance pillars, which began to be used as a supporting tool for prioritizing projects and transparency initiatives regarding the organization's results. The full list of topics is available in the ["Our Sustainability report > Material topics"](#) chapter.

In addition to this survey, the Compliance team conducted a [sustainability risk study](#) to identify the main ESG risks with potential financial and reputational impact for HDI Global.



Conducted based on Susep Circular No. 666/2022 and global sustainability reporting guidelines, the study classified risks according to their frequency and severity, ensuring alignment with the Risk Management Policy. Details can be found in Annex I to this report, in [Table EST – Strategies associated with sustainability risks](#).

These studies are complementary: while ESG materiality analyzes impacts of the business and its interaction with the environment and society, the sustainability risk assessment is directly related to the operating model and portfolio. This integrated approach strengthens the company's resilience and ensures alignment with the industry's best practices.



COMMITMENT:

To make our businesses increasingly responsible and resilient to contribute to the development of a sustainable future.

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Our ESG Commitment and Ambitions

Based on the materiality study and its alignment with the business strategy, the HDI Group defined its ESG Commitment and Ambitions, applicable to all companies within the Talanx holding company’s structure in Brazil, including HDI Global.



Ambition

To develop innovative solutions that address climate challenges and reduce the environmental impacts of operations.

ENVIRONMENTAL



Ambition

To invest in the qualification of professionals for the insurance and related sectors, promoting social development, professional advancement, and equity.

SOCIAL



Ambition

To strengthen ESG governance, ensuring compliance with national and international regulations and promoting transparency and quality in operations.

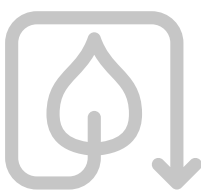
GOVERNANCE

Each pillar and its respective ambition have specific objectives and goals, which will be rolled out continuously throughout 2025 across the company. In this context, the Sustainability team plays a strategic and advisory role, supporting business areas to incorporate ESG practices in a comprehensive and structured manner. The aim is for each area to gradually take ownership of these initiatives and understand their impact on the business, ensuring lasting, sustainable changes.

Sustainability Policy Review

As part of the evolution of our ESG agenda, we reviewed corporate policies aiming to strengthen governance on the topic. The Sustainability Policy, developed in alignment with the guidelines of the Talanx Group, is updated periodically—as occurred in 2023 to meet the requirements of Susep Circular No. 666/2022, and in 2024 for further improvements.

The main commitments made in this policy include:



To promote a culture of sustainability and reduction of environmental impact.



To incorporate sustainability principles into corporate culture, human development and community engagement.



To integrate sustainability into the company's key performance indicators.

The policy also defines clear responsibilities for the company's different levels, ensuring governance and transparency in the implementation of ESG practices.

HDI Global recognizes that the ESG journey requires continuous adaptation and improvement. Our commitment is to ensure that sustainability is integrated into the business strategy in a practical and effective manner, contributing to risk mitigation, value generation and the company's resilience to future challenges.

[!\[\]\(95b425611cbd2b8716a140cf67c81822_img.jpg\) Access the Sustainability Policy.](#)



A background image showing a pair of hands holding a white document. In the foreground, there are several other documents on a desk. One document prominently features a black line drawing of a balance scale, a symbol for justice or law. The scene is softly lit, suggesting an office environment.

3 Governance and Compliance

OVERVIEW AND GOVERNANCE PREMISES

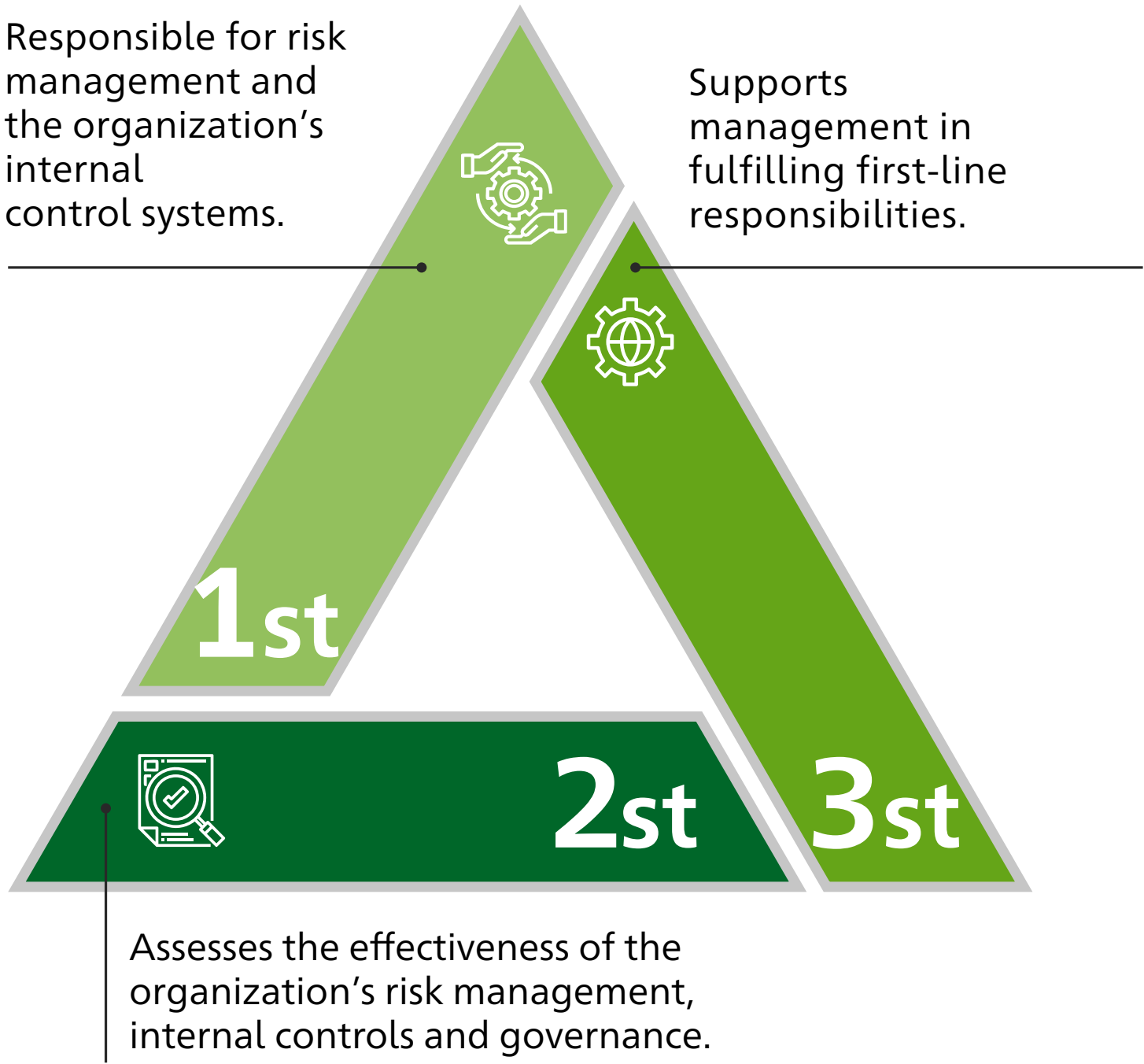
HDI Global’s corporate governance is structured to ensure transparency, integrity and accountability across all our operations. We adopt high compliance and risk management standards, aligned with the best market practices and applicable regulations.

We thus ensure that strategic decisions are made in an ethical, sustainable manner, committed to generating value for our stakeholders. This structure is overseen by the Board of Directors, which works together with the Executive Board to monitor implementation of the corporate strategy and make decisions in line with the company’s guidelines.

Our risk management and compliance model follows the “three-line” concept, ensuring an effective approach to identifying, mitigating and monitoring risks. The first line of defense is formed by the business areas, responsible for managing operational risks and ensuring compliance with internal and external standards. The second line of defense is made

up of the Risk Management and Compliance areas, which monitor risks and reinforce internal controls. Finally, the third line of defense is conducted by Internal Audit, which independently assesses the effectiveness of implemented processes and controls.

THREE-LINE MODEL:



MANAGEMENT STRUCTURE

We adopt a governance model that ensures transparency, integrity and efficiency in the company’s management. We have a solid structure that ensures strategic and operational oversight of the business, aligning our practices with the best industry references and a commitment to creating sustainable value.

This governance structure is formed by the Board of Directors, responsible for defining the strategy and overseeing the organization; the Executive Board, responsible for conducting operations and implementing strategic guidelines; and the Advisory Committees, which support decision-making on specific topics.

Board of Directors

HDI Global’s Board of Directors is composed of four members, two of whom are representatives of HDI Global SE and one independent board member. Members are elected by the General Shareholders’ Meeting for a two-year term, with the possibility of re-election. All are male, with ages ranging from 51 to 72 years old.

COMPOSITION OF THE BOARD OF DIRECTORS

Full name		Position	Executive role	Independent member
David Hullin ²	👤	Chairman	No	No
João Francisco Silveira Borges da Costa	👤	Vice-Chair	No	Yes
Emanuel David Baltis	👤	Member	No	No
Eduardo Stefanello Dal Ri	👤	Member	No	No

² Non-executive member of the Board of HDI Global SE.

Advisory Committee to the Board of Directors

Our Bylaws provide for the existence of **independent committees that support corporate governance and the Board's strategic decision-making**. Among the established committees the Audit Committee stands out, which also acts as the Risk Committee, is responsible for overseeing risk governance, regulatory compliance and the integrity of the company’s financial information, in addition to evaluating the effectiveness of internal and independent audits.



Appointment of board members

Currently, there are no specific regulatory requirements or internal guidelines that determine diversity or independence criteria for the composition of the Board, or which establish a formal process for evaluating its performance. However, we ensure a structure aligned with the interests of shareholders and the company's long-term strategy and we continually improve our governance practices.

Although we do not yet have a formal Board of Directors performance evaluation process, we maintain an ongoing commitment to improving our governance practices. This commitment is reflected in the transparency of our strategic decisions and in the pursuit of increasingly efficient governance.

Board meetings are held regularly and can include remote participation by board members, ensuring agility and effectiveness in decision-making.

We ensure a structure aligned with the interests of shareholders and the company's long-term strategy and we continually improve our governance practices.

Role of board members

The Board of Directors plays a central role in defining our corporate strategy. Its main responsibilities include approving the organizational structure, defining general business guidelines and monitoring execution of the business plan, operational budgets and investments.

Issues related to sustainability and ESG are addressed by Senior Management in the company's strategic planning context. Whenever there is a relevant impact on the strategy or business plan, the topic may be submitted to the Board for information and deliberation.

Participation in the Sustainability report

This document was approved by HDI Global's CEO and CFO and, as determined by Circular Instruction 666 dated 6/27/2022, by the Vice-Presidency of Transformation of the HDI Group, responsible for ESG issues, and by the Internal Controls Division. It was also submitted to the Board of Directors, Executive Board and the Audit Committee for their information, ensuring alignment with the company's governance bodies.




Monitoring of relevant complaints by the Board of Directors

Our Governance includes mechanisms for monitoring complaints and concerns from stakeholders. Reports through the Ethics Channel are reported to the Audit Committee, which assesses the relevance of the cases and may forward critical issues to the Board of Directors. In addition, Ombudsman's Office periodically presents complaint indicators to the Audit Committee and the Board of Directors. In 2024, no complaints were brought to the Board of Directors.

Executive Board

The Executive Board is responsible for the operational and strategic management of the company, ensuring implementation of the guidelines defined by the Board of Directors and conducting daily operations with a focus on sustainable growth, innovation and corporate governance. Its responsibilities include overseeing administrative, commercial, technical and operational areas, as well as risk management and regulatory compliance. Moreover, the CEO and CFO monitor and guide execution of the sustainability strategy and projects. Of the three members of the Board, one is a woman, and their ages range from 44 to 65 years old. One of them is a foreigner.

COMPOSITION OF THE EXECUTIVE BOARD³

Full name		Position
Guillermo Eduardo León		Chief Executive Officer (CEO)
Wilson Roberto Alves		Administrative-Financial Director
Karen Ferraz de Aguiar Schiavon		Director of Internal Controls

³ Unlike this section, the CSRD table published at the end of this report considers Senior Management to be the Presidency and Vice-Presidency (the latter, if applicable), as defined by the Talanx holding company.



CORPORATE POLICIES AND DUE DILIGENCE

Our corporate policies ensure integrity and coherence between strategic guidelines and business conduct. We implement a comprehensive set of policies, including:

Code of ethics and professional conduct – Presents the legal and ethical requirements that must be known and complied with by all employees and internal service providers when conducting their activities.

Compliance policy – Establishes the general requirements regarding the Compliance Program, applicable to all company employees.

Risk management policy – Lays out the guidelines and components of the Risk Management Structure, in accordance with current applicable standards.

Internal controls policy – Provides an overview of the Internal Controls System, aligned with regulatory requirements and strategic Risk Management principles (COSO-ERM).

Corporate governance policy – The Policy establishes the company’s management guidelines, how it is governed, monitored and incentivized, which involves the relationship between shareholders, the Board of Directors, the Executive Board and control bodies.

Sustainability Policy– Lays out sustainability guidelines and reaffirms HDI Global’s commitment to sustainable development, establishing guidelines for the implementation and maintenance of social, environmental and governance aspects in its business. It also describes the sustainability agenda governance structure.

Money laundering and terrorism financing prevention policy – Provides for internal procedures and controls specifically designed to prevent and combat crimes involving money laundering or concealment of assets, rights and values, as well as related crimes.

Fraud prevention policy – Establishes guidelines for preventing, detecting and remedying signs of illicit activities and fraud, as well as guidelines for controlling and reporting fraud to the competent authorities.

Institutional conduct policy – Includes conduct guidelines for activities and in customer relations throughout the lifecycle of the products sold.

The set of organizational policies forms the basis of our Compliance Program, establishing guidelines for compliance and continuous improvement of processes, ensuring that operations are conducted safely and within acceptable risk levels. We also strive to ensure legal compliance and alignment with international best practices, including Talanx Group guidelines.

Our due diligence is conducted systematically to ensure that operations, suppliers and partners are aligned with our values and commitments. To this end, we rely on internal audits and risk assessments, continually monitoring our level of exposure and implementing measures to improve compliance and mitigate potential risks.

CODE OF ETHICS AND WHISTLEBLOWING CHANNEL

HDI Global has a Code of Ethics and Professional Conduct that sets out the principles guiding business relationships and defines clear guidelines for ethical business conduct, ensuring alignment with Talanx Group values and compliance with best practices and regulatory requirements.

To ensure the effectiveness of the Code, we have an independently operated Ethics Channel, ensuring confidentiality, protection against retaliation and the possibility of anonymous or identified reporting. Widely disseminated in communications and training, the channel is available 24 hours a day, seven days a week and can be accessed by:

Telephone: 0800 015 3156

Email: grupohdi@linhaetica.com.br

Online platform:
<https://www.linhaetica.com.br/etica/grupohdi>

Reports can also be sent directly to the Compliance area by email compliance@br.hdi.global, in person or through the [BKMS](#) system, used globally by the Talanx Group and available in Portuguese, English and German.

Both the Ethics Channel and the BKMS system can be used by everyone, internal or external to the company, to report any suspected legal or ethical breach, including fraud, corruption, embezzlement, harassment or any inappropriate conduct.

Received reports go through a rigorous screening and investigation process conducted by the Compliance area, with the involvement of other areas depending on the nature of the case. The verification flow includes:



In 2024, we received only one complaint, which was rated non-substantial after investigation as it did not violate internal and/or external standards.

In cases where substantiated reports are identified, actions vary according to the severity of the situation and may include anything from verbal warnings to joint decisions by the Ethics Committee — made up of representatives from the Human Resources, Compliance, Legal and Internal Audit areas. All decisions follow proportionality criteria and comply with the organization’s guidelines.

HUMAN RIGHTS

Respect for human rights is an essential pillar in our organizational culture and is reflected in the Code of Ethics and Sustainability Policy. These documents reaffirm HDI Global's commitment to human dignity, diversity and inclusion, among other fundamental values, establishing clear guidelines for promoting a safe, respectful work environment free from any form of discrimination or abuse.

Among our commitments, zero tolerance for any form of discrimination, harassment, child labor, involuntary or forced labor stands out. We also ensure fair working conditions and adopt practices to mitigate risks of human rights violations in our value chain. Find out more at [🔗 "Strategic stakeholders > Suppliers: responsible supply chain management"](#).

In 2024, no human rights violations were identified in our direct operations.⁴ There were also no fines, penalties or compensation for damages applied resulting from breaches of social factors and human rights. Similarly, no complaints or incidents of discrimination or harassment, involving employees or third parties, were recorded throughout the reported period.

These documents reaffirm HDI Global's commitment to human dignity, diversity and inclusion, among other fundamental values.



⁴ This analysis exclusively considers our direct operations and does not include acceptance criteria or monitoring of customers and suppliers.

ANTI-CORRUPTION

At HDI Global, we take a rigorous approach to preventing and fighting corruption, fraud, bribery and money laundering. Our Anti-Corruption Policy sets out clear guidelines for risk mitigation, while our management structure ensures continuous monitoring of operations.

We have a structured matrix indicating the areas most susceptible to corruption, which identifies those that have contact with public bodies or agents. Areas that have this contact through third parties were classified as “High” risk, due to the greater complexity of monitoring. We also conducted an additional assessment involving the Bidding area. Through these and other tools and instruments, we implemented and monitored controls in 2024 aimed at mitigating the identified risks.

We did not identify any cases of corruption in the organization in 2024, nor were there any legal proceedings against the organization or its employees related to corruption.

Anti-corruption training and communications

In 2024, 87 employees, including 21 managers, attended and passed the Anti-Corruption training, which covered topics such as perception of corruption in the world, Brazilian anti-corruption legislation and recommendations for daily conduct.

Other relevant training courses confirmed our commitment to improving employees and leaders. Prominent among them are Business Continuity Management, which addressed the importance of this instrument and the Operational Continuity Plan, and the training on Money Laundering Prevention, which explained the concept of this crime and the financing of terrorism, as well as the measures adopted to prevent them.

We also highlight the Risk Management training, which covered aspects such as risk concepts and categories, governance structure, roles and responsibilities, in addition to the processes that aim to identify and mitigate risks.



87 employees

attended and passed the
Anti-Corruption training



Also worth mentioning is the training related to the Institutional Conduct Policy, which highlights standards of conduct and principles of action from the conceiving of an insurance product to after-sales, as well as the Ethics and Conduct Policy, which raises awareness among employees about these concepts, highlighting points such as our Mission, Vision, Values and Way of Acting, and including topics such as conflict of interest, fair competition and others. Finally, the LGPD (General Data Protection Law) training warrants emphasis, which guides the processing of personal data within the company and before stakeholders.

Considering the set of Compliance training courses mentioned in this section, we reached a total of 597 accesses, with an average approval rate of 88% on the first access. See the details below:

Training	Approved participants
 Anti-corruption	85
 Business Continuity Management	87
 Risk Management	85
 Data Protection (LGPD)	84
 Money Laundering Prevention	84
 Institutional Conduct Policy	87
 Ethics and Conduct	85

In addition to training, we reinforce the culture of ethics and compliance through regular communication on the subject, sent to all employees via email.

PREVENTING CONFLICTS OF INTEREST

We implement strict measures to prevent and mitigate conflicts of interest, reinforcing our commitment to ethical conduct and compliance with the guidelines of the Corporations Act. All board members have a fiduciary duty to act in the company's best interests, ensuring the integrity of strategic decisions.

To reinforce this commitment, we run a periodic check using a self-assessment questionnaire completed by members of the Board of Directors and all other employees, allowing us to identify potential conflicts of interest. This process also occurs when board members are elected.

Moreover, our Code of Ethics and Compliance Policy establish guidelines on situations that may constitute a conflict of interest, determining the obligation to communicate to the immediate manager and to the Compliance Department for assessment and appropriate measures.

Our Code of Ethics and Compliance Policy establish guidelines on situations that may constitute a conflict of interest, determining the obligation to communicate to the immediate manager and to the Compliance Department.



DATA PRIVACY AND CYBERSECURITY

Governance
and Compliance

Privacy and security of personal data are priorities for HDI Global. To ensure the protection and proper processing of personal data, we have implemented a Data Privacy Program that stipulates strict guidelines and controls in compliance with the legislation and standards of ANPD (Brazilian National Personal Data Protection Authority). All employees and internal service providers must follow data protection standards, ensuring that customer and third-party information is collected, stored, processed and used only for legitimate and specific purposes.

Our Data Privacy area is managed by the DPO (Data Protection Officer), responsible for managing the company's Privacy Program and implementing corporate policies, which cover incident management, data sharing and handling, consent, processing and storage of personal data. In addition, we roll out continuous awareness and training actions, map data processing activities and prepare Data Protection Impact Reports to assess and mitigate risks.



Access to personal data is restricted, following the principles underpinning the LGPD (General Data Protection Law), meaning that data can only be processed and shared by those who really need this information to perform their functions, including service providers and suppliers.

We also have a Personal Data Breach Incident Response Management Standard, which defines procedures for rapid response and impact mitigation in cases that may

compromise the integrity, confidentiality or availability of personal data.

In 2024, we did not receive any regulatory action related to data privacy, nor did we record any incidents of leakage, theft or loss of customers' personal data.



4 Talent management



DIVERSITY, EQUITY AND INCLUSION

At HDI Global, we value DEI (Diversity, Equity and Inclusion) as part of our commitment to a respectful and welcoming work environment. We follow the guidelines established by the HDI Group, which structure this agenda at the corporate level, promoting equity, representation and inclusion.

Among the initiatives, the DEI Affinity Groups stand out, voluntary groups formed by employees to strengthen the culture of diversity.

DEI Affinity Groups are divided into five priority pillars, aligned with the HDI Group’s Culture and DEI strategy:

DIVERSITY, EQUITY AND INCLUSION COMMUNITIES



**Segura de Si
(Self-assured)**

Gender equity and female leadership.



**Sem Barreiras
(No Barriers)**

Inclusion and accessibility for people with disabilities.



**Gerações
(Generations)**

Valuing age diversity.



**Todas as Cores
(All Colors)**

Inclusion of the LGBTQIAP+ community.



**Raízes
(Roots)**

Racial and ethnic equity.

Based on insights from these groups, initiatives and actions are defined that promote a more equitable and inclusive environment for all.



EMPLOYEE PROFILE

HDI Global operates with a highly specialized team of 82 employees⁵ dedicated exclusively to activities in the corporate and industrial insurance segment. This lean structure allows our professionals to act in an agile and strategic manner, focusing on our business specificities and sector demands.

We also seek to promote a diverse and inclusive environment, ensuring balance between different professional profiles. Of the total staff, 49% are women and 18% are black and mixed-race, demonstrating the importance of continuously strengthening diversity, equity and inclusion practices. In terms of age, 50% of employees are between 30 and 50 years old, reflecting a

balance between experience and talent renewal.

Although it has its own structure and operational management, HDI Global is part of an administrative model shared by the HDI Group, which has 4,752 employees in Brazil. This model enables the integration of capabilities, skills and experiences across teams that are part of Talanx in the country, allowing for optimization of processes and the use of strategic synergies. Areas such as Human Resources, Sustainability, Compliance and Technology are structured in a shared manner, providing specialized support and strengthening the company's operational efficiency.



Women



Black and mixed-race



Between 30 and 50 years old



⁵ The number of 82 employees represents permanent (CLT – Consolidated Labor Laws) and full-time contracts active on 12/31/2024. Additionally, there are seven interns and apprentices.

EMPLOYEE TURNOVER

Turnover management is an essential aspect to ensure organizational stability and value in-company talent. We conduct this process with planning, transparency and respect, ensuring that each movement occurs in a structured manner and aligned with business needs. This scenario includes both layoffs by company decision and voluntary resignation by employees, reflecting the natural dynamics of the job market and professional development. In 2024, the company recorded a turnover rate of 16%, with 13 employees leaving.

Remuneration combines fixed and variable components, the latter linked to strategic goals and financial indicators. We thus ensure that compensation is tied to corporate objectives and long-term value creation.

COMPENSATION POLICY

In line with the guidelines of the holding company Talanx, our compensation policy is structured to ensure a balance between stability and performance, encouraging the generation of sustainable value and the company's solidity. Remuneration combines fixed and variable components, the latter linked to strategic goals and financial indicators. We thus ensure that compensation is tied to corporate objectives and long-term value creation.

The remuneration model follows principles of transparency and equity, considering the responsibility of each role and industry practices. Variable remuneration is based on achieving previously established goals, with periodic assessment to ensure its effectiveness and adaptation to the regulatory and market scenario. In addition, we regularly review remuneration parameters to ensure competitiveness and compliance with national and international standards.

In addition to ensuring a salary structure aligned with the market and strategic guidelines, we also monitor aspects related to salary equity. The data is sent for monitoring by our holding company Talanx and are reported annually on a consolidated basis in its Annual Report.

DEVELOPMENT AND EDUCATION

The continuous development of employees is essential to strengthen our organizational culture and maintain alignment with the best market practices.

In 2024, training initiatives were consolidated on *Conecta+*, a platform that brings together content, learning paths, attendance governance, certificate issuance, performance and potential assessment, in addition to the individual development plan and other strategic actions for team growth.

Conecta+ also provides learning flexibility, allowing internal and external training in both specific meetings and in structured sessions. In this way, programs can be targeted toward all employees as well as specific profiles, ensuring alignment with business needs and greater impact on professional development.



In 2024, the most accessed topics on *Conecta+* were mandatory training, including ethics and conduct, anti-corruption, LGPD (General Data Protection Law), institutional policy, business continuity management, risk management and prevention of money laundering. Content on professional development also had high adherence, including performance evaluation, organizational culture and behavior in the workplace.

To supplement the recommended or mandatory trails, we provide a virtual library called HDIteca, with more than 17 thousand titles, including books, audiobooks, podcasts and articles with accessibility suitable for people with ADHD and dyslexia, expanding access to continuous learning and respecting each person's needs and learning styles.

Aiming to expand learning opportunities, we offer the Language Program, with 17 active students, and the Continuing Education Program, which includes graduate MBA and doctoral courses, currently with one participant. Both apply eligibility criteria defined by internal policy, ensuring that investments in education are aligned with the company's strategic competencies.

With this set of initiatives, we totaled 1,891 hours of training in 2024, 898 hours (47%) for women and 992 hours (53%) for men.



We provide a virtual library called HDIteca, with more than 17 thousand titles, including books, audiobooks, podcasts and articles.



PERFORMANCE AND CAREER

At HDI Global, employees have individual goals aligned with organizational objectives, although these goals had not yet been integrated into a structured performance management program as of 2024.

Starting from 2025, the PAD (Performance Assessment Program) will cover all Talanx Group employees in Brazil, aiming to boost professional development, guide career progression and strengthen skills aligned with the company's strategic challenges.

It is worth noting that the PAD methodology was improved over the course of 2024, and teams were trained for its effective application. Among the main developments, incorporation of objective individual goals stands out, expanding the assessment beyond behavioral aspects, and onboarding with *Conecta+*, which centralizes performance monitoring, the definition of goals and construction of the PDI (Individual Development Plan).

Management also received training to

offer structured feedback and provide clear direction to employees, strengthening the culture of continuous learning and professional growth. Assessment results support growth dialogue and personalized actions, allowing each professional to visualize their opportunities for development within the company.

Employee recognition and appreciation

To strengthen the culture of appreciation and engagement, we implemented *Meu Momento Reconhecimento*, a platform dedicated to recognizing good practices and encouraging good employee performance. This program allows for recognizing co-workers and accumulating Stars, the platform's internal currency that can be exchanged for exclusive benefits. In addition, the initiative includes important milestones for a professional trajectory, such as the *Nossa História* Program, which celebrates company anniversaries every five years.

ENGAGEMENT AND ORGANIZATIONAL CLIMATE

At HDI Global, we value the experience of our employees and seek to continually improve the work environment, making it more positive and productive. To this end, we conducted an Engagement Survey in 2024, a global survey that compares our operation in Brazil with other Talanx subsidiaries, enabling a comprehensive look at the level of team engagement and satisfaction.

To encourage participation, we use internal communication information campaigns, with emails, live broadcasts and direct contact with leaders, reinforcing the invitation for everyone to contribute with their feedback.

Responses are treated confidentially, and the results are only disclosed to teams with more than five participants, ensuring anonymity.

In 2024, the Engagement Survey recorded 96% participation and 91% satisfaction, demonstrating a high level of employee engagement and involvement with the organizational environment. This result reinforces HDI Global's commitment to maintaining a culture of active listening and continuous improvement of the work environment.

Our commitment is to ensure that the insights collected are used to strengthen the organizational culture and improve the employee experience at HDI Global.

In 2024, the Engagement Survey recorded

91% satisfaction



OCCUPATIONAL HEALTH AND SAFETY

The safety and health of employees are priorities for HDI Global. We have a system dedicated to the topic and a computerized environment that allows for complete and efficient management of the company's health and safety agenda. This structure contributes to compliance with Brazilian labor legislation and applicable Regulatory Standards (NRs), in addition to ensuring a safer and more protected work environment.

The insurance sector is classified as low occupational risk, as its activities are predominantly administrative without significant exposure to physical, chemical or biological agents. This assessment is carried out based on the NR guidelines and the continuous analyses conducted by the PGR (Risk Management Program) and the PCMSO (Occupational Health Medical Control Program). Additionally, we recognize the importance of preventing ergonomic and psychosocial risks and take specific measures to mitigate them.

Scope and monitoring

Our health and safety practices cover all employees, ensuring compliance with current legislation and continuous monitoring. As part of our occupational health and safety governance, we conduct internal audits to monitor the application of these practices and ensure adherence to the required standards.

In the event of incidents, we have a structured process for investigation, identification of causes and implementation of corrective and preventive measures, ensuring an increasingly safe environment.

During the reporting period, there were no records of typical accidents, occupational diseases or deaths.





Risk prevention and management

Occupational risk management is structured to eliminate hazards and minimize impacts on the health and safety of employees. Measures include:



Hierarchy of controls: We apply elimination, replacement, administrative control and use of PPE (personal protective equipment) actions as necessary.



CIPA and Firefighting Brigade: We maintain spaces for dialogue such as the Internal Accident Prevention Committee and the Firefighting Brigade, ensuring active employee participation in the continuous improvement of working conditions.



Occupational Safety Technicians and Property Firefighters: They carry out daily inspections of administrative spaces, ensuring everyone's safety, and point out opportunities for improvement to the Facilities team.



Right of refusal: Employees have the right to remove themselves from situations of imminent risk, ensuring a safe environment for everyone.

Training and communication

We offer periodic training, including firefighting brigade and Sipat (Internal Occupational Accident Prevention Week), which in 2024 covered topics such as ergonomics, harassment, first aid, sexually transmitted infections and mental health.

In addition, we promote ongoing health and safety communication through newsletters, covering topics such as the importance of water, self-care, women's and men's health, ergonomics in daily life, voice care and the impact of noise in the workplace. These actions reinforce our commitment to raising awareness and engaging employees in promoting a safe and healthy environment.



WELL-BEING AND QUALITY OF LIFE

Employee well-being and quality of life are essential for building a healthy and productive organizational environment. Through the *Sinta-se Bem* (Feel Good) Program, we seek to promote the physical, financial, mental and emotional health of our professionals, offering ongoing support and initiatives aimed at preventing diseases and balancing personal and professional life.

Main initiatives:



WellHub: Access to gyms, fitness classes and wellness services to encourage regular exercise.



Livramento (Freely): Space for listening and empathetic exchange on mental and emotional health, led by experts.



Wellz: Digital platform with individual and group therapy sessions, meditation tips and content on emotional well-being.



Mulheres de Fases 40+ (40+ Women): Initiative aimed at women over 40, covering self-knowledge, health and personal development.



Lactation Space: Safe and comfortable environment for lactating employees to store breast milk.



Nossos Filhos (Our Children): Support program for parents at all stages of the parenting journey, from pregnancy until the child reaches two years of age. It includes monthly meetings, a visit from an obstetric nurse during the postpartum period or care via telemedicine, telephone support, and other resources.



Extended leave: Extension of maternity and paternity leave through the federal *Empresa Cidadã* (Citizen Company) program, providing a 60-day extension for maternity leave and 15 days for paternity leave. In 2024, three women enjoyed this benefit.





HDI Care: 24-hour psychological, legal, social and financial support channel for employees and dependents.



Nutri-On: Individual and group care with nutritionists to promote healthy diet and disease prevention.



Self-Care Moments: Services such as manicures, quick massages and acupuncture are available at the company's headquarters.



Seasonal and traveling campaigns: Ergonomic actions and "color" months with an emphasis on white January (mental and emotional health), yellow September (suicide prevention), pink October (breast cancer prevention), blue November (prostate cancer prevention), which are disseminated throughout the company at different times of the year.



Hybrid model: Work structure that combines in-person and remote formats.



Flu vaccination: Every year, we run a flu vaccination campaign for our employees and their dependents.

We also have a medical clinic in one of our offices, located in the Brooklin Novo region (Berrini building), with a multidisciplinary team including a family doctor, family nurse, occupational physician, occupational nursing technician, occupational safety technician, nutritionist, ergonomist and speech therapist, ensuring continuous support for the health of employees.

With this set of initiatives, we reaffirm our commitment to providing a work environment that values the safety, health and well-being of employees, favoring quality of life and encouraging healthy habits.





5 Strategic stakeholders



COMMUNITY AND SOCIETY: IMPACT AND SOCIAL RESPONSIBILITY

Social investment

Our social work has always been guided by the commitment to generate a positive impact for communities, reconciling solidarity and engagement with structured processes aligned with the best social management practices. In 2024, we made significant progress in this regard by adopting the private social investment strategy developed by the HDI Group, which guides the social management of HDI Global. This approach strengthens the synergy between sustainability, business objectives and company ambitions.

As a result, the Guidelines for Private Social Investment were created, focusing on incentivized sponsorships and a reformulated process of prospecting, public calling, analysis and selection of projects to be sponsored through tax incentive laws. Our goal is to harmonize social impact with the company's purposes. We have also started to develop a Social Management Policy, scheduled to be rolled out in 2025.

In 2024, we made significant progress in this regard by adopting the private social investment strategy developed by the HDI Group, which guides the social management of HDI Global.

Strategic
stakeholders



Projects supported in 2024

In 2024, we maintained partnerships with social organizations that received over BRL 146,000 in resources in the previous year, through the Children and Adolescent Rights Funds and the Elderly Funds. We benefited 1,600 people through the social services provided by *Associação Santo Agostinho* (ASA), in addition to contributing to the continuity of free services at Hospital de Amor, which offers oncological support to thousands of patients all across Brazil. Learn about these projects below:



**Associação Santo Agostinho
(São Paulo/SP)**

Associação Santo Agostinho (ASA) is a non-profit civil society organization that has been providing assistance to children, adolescents and the elderly in socially vulnerable situations for over 80 years. It currently serves more than 1,600 beneficiaries, providing shelter, food, education and social development. ASA has 14 units, including 6 Early Childhood Education Centers, 5 Centers for Children and Adolescents, 1 Day Center for the Elderly, as well as an administrative unit and a charity thrift store. The project was supported through the Municipal Fund for the Rights of Children and Adolescents.

At the end of 2024, we invested BRL 827,000 in a new portfolio of incentivized social projects, significantly expanding our social impact for 2025.



**Hospital de Amor
(Barretos/SP and other units)**

Hospital de Amor, a reference in free oncological care, is one of the most important treatment centers in Brazil, offering comprehensive assistance to patients of the Unified Healthcare System (SUS). With units in 16 Brazilian states, the hospital handles over 1.4 million consultations and approximately 99,000 chemotherapy sessions every year. In addition to treatment, the institution stands out for its commitment to humanization and innovation in hospital management. The project was supported through the Municipal Fund for the Elderly.



At the end of 2024, we invested **BRL 827,000** in a new portfolio of incentivized social projects, significantly expanding our social impact for 2025.

Hospital de Amor, Barretos

Special year-end action

In addition to the supported projects, together with the HDI Group and Santander Auto, we offered a special year-end action that benefited children and adolescents assisted by ASA (Associação Santo Agostinho), one of the institutions supported by the company through tax incentives via the Children and Adolescents Fund.

Through the Solidary Christmas Campaign, promoted with the participation of employees from all three companies, we collected 1,028 kilos of food and toiletries, surpassing the initial target of one ton. To increase the initiative’s social impact, the HDI Group matched the amount, doubling the total volume raised.

To organize and allocate the donations, groups of volunteer employees actively participated in sorting and separating items, in a task force that reinforced the spirit of unity and social engagement within the company.

As part of the initiative, 700 healthy Wup cupcakes were also delivered to the selected institution, expanding the Christmas action.

ASA was chosen because it assists more than 1,600 children, adolescents and elderly people in socially vulnerable situations in the city of São Paulo.



we collected

1,028 kg

of food and toiletries, surpassing the initial target of one ton.



SUPPLIERS: RESPONSIBLE SUPPLY CHAIN MANAGEMENT

HDI Global's supply chain management plays a strategic role in the efficiency and quality of our operations, ensuring the necessary support for administrative areas and services provided to customers.

In the administrative and backoffice sphere, our suppliers are mostly linked to the procurement of goods, communication and office supplies, equipment, software and licenses, travel and vehicle expenses, in addition to contracting service providers, such as advisory services, consulting firms and building maintenance. In 2024, this broad supplier base included 68 partners nationwide, totaling BRL 13 million in purchases and contracts, most of them related to employee benefits.⁶

In operations and claims management, we work with competent adjusters and experts, ensuring essential support for the efficient resolution of business demands.

Enhanced Governance

Throughout the year, the Procurement area underwent a strategic period of reviewing processes, seeking to improve governance over suppliers. Optimizing the supplier base, as well as implementing best categorization and evaluation practices, have been central aspects in this process.

Another point of attention in continuous improvement is reassessing the criteria for ranking and categorizing suppliers, to make management more applicable to the profile and ESG risks associated with each partner.

Another point of attention in continuous improvement is reassessing the criteria for ranking and categorizing suppliers, to make management more applicable to the profile and ESG risks associated with each partner. The proposal is for strategic suppliers to be evaluated not only by the financial volume of annual activities, but also by other criteria, allowing for more qualified monitoring.

Being part of the German group Talanx has been an important distinction in this process, both by enabling global negotiations and process optimization, and by supporting the definition of criteria for identifying critical suppliers. Find out more in the [🔗 "ESG criteria in supplier management" section.](#)

⁶The numbers cover suppliers contracted throughout 2024, involving amounts above BRL 100,000 in both one-off purchases and in contracts in force during the reported period.

ESG criteria in supplier management

In the process of screening, approving and managing suppliers, we continue to advance to strengthen our governance model, ensuring a standard that is increasingly aligned with the best sustainability and compliance practices. In addition to technical, operational and financial aspects, we follow a legal and regulatory compliance process, incorporating social and governance criteria into our guidelines.

During the screening phase, we conduct detailed analyses, including consulting restriction lists related to money laundering, corruption, human rights violations, terrorism and relationships with politically exposed persons. This process aims to prevent risks

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and ensure the integrity of our business partners. If restrictive occurrences are identified, such as child labor or forced labor, the supplier's registration is denied.

Contracts signed with our suppliers include specific clauses on legal compliance and business ethics, reinforcing our commitment to a transparent and responsible supply chain.

As part of improving supplier governance, we participated in the **process of adapting to the German Supply Chain Due Diligence Act (LkSG)**, led by Talanx. This process includes an annual assessment coordinated by the holding company, aimed at suppliers considered most relevant, based on criteria such as economic activity (CNAE). These suppliers are invited to answer an ESG questionnaire through contracted software. The tool works as a means of

assessment, enabling mapping of social and environmental aspects in the supply chain and supporting alignment with Talanx guidelines and the German regulatory context. To date, there have been no supplier exclusions or restrictions as a result of this assessment.

Moreover, in 2024, no negative socio-environmental impacts generated by suppliers were identified. We are structuring more comprehensive socio-environmental criteria that will enable more robust management of the environmental and social impacts of our supply chain and the mitigation of associated risks. This improvement will strengthen both the screening and approval process and the monitoring of suppliers, consolidating an increasingly sustainable supply chain.

BROKERS: ESSENTIAL PARTNERS IN BUSINESS

Strategic
stakeholders

Brokers are essential to HDI Global’s commercial strategy, acting as highly qualified intermediaries in offering products and supporting the risk underwriting process. With segmented operations in different sectors of the economy, these partners have in-depth knowledge of policyholders and their needs, in addition to a solid and strategic relationship network that contributes to the expansion of our solutions and the generation of sustainable business. We currently have several partner brokers, who play a fundamental role in distributing our products and in strengthening our presence in the market.

Our commitment is to establish long-term relationships based on trust, underwriting excellence and specialized support, ensuring that our partners have the best resources to operate in the market.

Our commitment is to establish long-term relationships based on trust, underwriting excellence and specialized support, ensuring that our partners have the best resources to operate in the market. To support this audience, we promote constant communications and events dedicated to exchanging knowledge and updating on industry trends, and we offer digital tools for managing customer portfolios, among other resources.

Our commercial strategy has been improved through the expansion of branches and the strengthening of our regional operations, enabling greater proximity to brokers and a more precise understanding of the specific demands of each market.

Our commitment is to ensure an environment of ongoing dialogue, specialized support and personalized solutions that foster sustainable growth for the entire insurance market.



CUSTOMERS: EXCELLENT SERVICE AND CONTINUOUS IMPROVEMENT

Relations with our customers are essential to the success of HDI Global. We strive to offer efficient, agile and transparent service, ensuring solutions that meet the needs of insured companies. To achieve this, we have several support channels available and use technologies that optimize interaction with our audiences. Moreover, we keep our policyholders well informed about the services contracted, ensuring clarity and accessibility in all communications.

SAC (Customer Service) is available at **0800 775 4062** (or ending in 4063 for the hearing impaired), 24 hours a day. In addition, the partner broker acts as a qualified channel, offering specialized support and personalized guidance.

All received communications undergo a detailed analysis process, aiming to resolve doubts and difficulties. Depending on the case, analyses can generate impact mitigation measures and review of internal processes. In transactional situations, such as the occurrence of claims, policyholders receive communications through different channels for support at these critical moments.



SAC (Customer Service) is available at **0800 775 4062** (or ending in 4063 for the hearing impaired), 24 hours a day.

Ombudsman

The HDI Global Ombudsman's Office acts independently and impartially to ensure that customer complaints and suggestions are analyzed transparently and fairly. As the last administrative resort channel, it is available to policyholders, brokers, third parties and beneficiaries who have not obtained a satisfactory solution through the insurer's other channels. Its role is to mediate conflicts, clarify rights and obligations and ensure efficient support.

Complaints can be made by telephone (0800 775 4071 or 0800 771 3238 for the hearing impaired). Responses are provided within 15 days, in accordance with current regulations. In 2024, HDI Global did not receive any complaints via the Ombudsman.

In addition to meeting demands submitted by telephone and digitally, the Ombudsman's Office also handles complaints registered on the [Consumidor.gov.br](https://consumidor.gov.br) platform, a public service that allows for direct communication between consumers and companies to solve consumer problems.

To ensure transparency and quality in service, the Ombudsman's Office undergoes semi-annual internal audits to assess the adequacy of its structure, the efficiency of systems and complaint statistics, ensuring continuous improvement of the channel. All recorded information follows the guidelines of the LGPD (General Data Protection Law) and CNSP Resolution 445/2022, which regulates the work of ombudsmen in the insurance sector.



Customer communications

All communications, promotional actions and institutional content are previously validated by the Technical, Commercial, Legal and Marketing areas to ensure compliance with current regulations, including CNSP Resolution 382/2020. This process ensures that all interactions are aligned with regulatory standards and strengthens brand credibility.

Additionally, we remain committed to making the customer experience more intuitive and accessible by simplifying the language and improving the format of contractual documents. This process aims to make information clearer and more user-friendly, ensuring that customers' interests are well served throughout the entire insurance lifecycle.

The Ombudsman's Office undergoes semi-annual internal audits to assess the adequacy of its structure, the efficiency of systems and complaint statistics, ensuring continuous improvement of the channel.



6 Performance and value creation



OPERATING AND FINANCIAL RESULTS

HDI Global reached BRL 1.6 billion in premiums issued in 2024, registering a 34.6% growth over the previous year. To support this operation, we have BRL 2.3 billion in assets and reserves of BRL 1.4 billion.

The weather events that occurred in Rio Grande do Sul in May 2024 increased the property insurance gross loss ratio by 4 percentage points. This increase, however, was offset by the reduced liability and transport insurance portfolio loss ratio, keeping the total loss ratio stable at 36.9% in 2024 (compared to 36.6% in 2023). The impact on results was minimized, to a large extent, by recoveries with reinsurers.

Acquisition costs showed a 0.9 percentage point reduction on earned premiums, reflecting the increase in insurance with higher reinsurance assignment, which have lower commission rates.

The financial result grew from BRL 42 million to BRL 60.7 million. Part of the gains comes from the increase in the amounts under management and the respective financial income. In addition, positive currency exchange results, driven by appreciation of the US dollar, also contributed to this performance.

The other items remained stable in relation to the premiums gained in the two periods.

We recorded a net profit of BRL 57 million in the fiscal year, a 48.2% growth compared to the previous year, with a 37.5% return on equity.

BRL 1.6 billion

in premiums issued in 2024.

BRL 60.7 million

financial result grew.

BRL 57 million

in net profit.

DISTRIBUTION OF ADDED VALUE

In 2024, we generated BRL 1.55 billion in economic value, reflecting the solidity and sustainable growth of our operations. This amount includes revenues obtained from our insurance and reinsurance activities, including premiums issued, claims recovery and other sources of financial income.

Distribution of Added Value (thousand BRL)	
Economic value generated ¹	Value
Revenues	1,553,699.55
Economic value distributed	Value
Operational costs	1,406,652.94
Employee wages and benefits	35,136.59
Payments to providers of capital	11,429.82
Payments to the government	53,879.84
Investments in the community	895.84
Economic value retained	Value
"Direct economic value generated" less "economic value distributed"	45,704.52

¹ The values presented were generated by the criteria of CPC 09 (Value-Added Statement) and the disclosure was adapted to the model proposed by GRI.

Of this total, BRL 1.51 billion was distributed, reinforcing our commitment to generating value for our stakeholders. The main components of this distribution include operating costs (BRL 1.4 billion), which include expenses with claims, marketing and administration; employee

compensation (BRL 35.1 million), considering wages, benefits and social charges; payments to providers of capital (BRL 11.4 million), which involve financial expenses and investor compensation; contributions to the government (BRL 53.9 million), related to taxes and charges; and investments in the community (BRL 895,840), intended for social and environmental initiatives.

The economic value retained in the period was BRL 45.7 million, allowing for strengthening our financial structure and continuous investments toward the company’s sustainable growth. This result demonstrates our ability to balance value generation, responsible distribution and strategic reinvestment, ensuring the long-term solidity of HDI Global.

For more information about the economic and financial results, please see our [Financial Statements](#) on the Susep website.



In 2024, we generated

BRL 1.55 billion

in economic value, reflecting the solidity and sustainable growth of our operations.

ESG CRITERIA IN INVESTMENT DECISIONS

HDI Group companies and HDI Global, in their role as institutional investors, exercise their duty to act in the best interest of their businesses, in alignment with the broader objectives of society and always attentive to changing scenarios, developments, and new legislation. Therefore, in accordance with the guidelines of our holding company, Talanx, our Investment Policy establishes criteria for avoiding investments in companies that are not aligned with good market practices.

To make decisions about investments that will be allocated in our portfolio, we use the negative screening technique, which excludes companies that have been convicted and/or that have received negative publicity in major newspapers, websites and portals in the last five years. Companies that earn a certain volume of revenue from tobacco sales, coal-based energy generation, arms sales and animal testing or animal cruelty are also excluded from the portfolio.



In accordance with the guidelines of our holding company, Talanx, our Investment Policy establishes criteria for avoiding investments in companies that are not aligned with good market practices.

TAX APPROACH

We implement a tax policy based on regulatory compliance, risk mitigation and transparency in tax management, with zero tolerance for tax evasion. Our tax strategy ensures full compliance with tax obligations and efficient tax management, always in line with current legislation and the best practices in the sector.

Tax governance is conducted by HDI Global's Executive Board together with the tax area of the HDI Group. Tax policy undergoes biannual reviews, ensuring alignment with regulatory changes and improvement of internal processes.

Our tax management framework includes continuous monitoring of the regulatory environment. Relevant tax issues are analyzed internally by the tax department and the Legal department and, when necessary, rely on the support of external experts. In addition, we conduct periodic internal and external audits and undergo independent external audits, ensuring that the Financial Statements and reported taxes comply with current regulations.

The fiscal strategy is also aligned with the commitment to sustainable development. Whenever possible, we use tax incentives to direct part of the taxes to social, sports, cultural and health promotion projects. These initiatives strengthen our social actions and reinforce our commitment to generating value for society.

To ensure tax-related transparency and governance, we provide internal channels for asking questions and reporting concerns related to tax policy, including the Whistleblowing Channel, which can be used confidentially.

Our relationship with tax authorities is ethical and structured, through official electronic portals, formal communications and direct interactions with regulatory bodies.

For more information on fiscal policy and tax payments in fiscal year 2024, please refer to our [Financial Statements](#), which include information on compliance with tax obligations in each tax jurisdiction where we operate.

GOVERNMENT SUPPORT AND INCENTIVES

In 2024, HDI Global received government financial incentives linked to tax benefits and encouragement of activities that can positively impact society. Among the main incentives, the tax benefits of the PAT (Worker Food Program) and extension of maternity leave stand out, in addition to tax incentives to support social projects. The total value of federal tax benefits received by HDI Global was BRL 902,000. At the municipal level, Nota Fiscal Paulista credits totaled BRL 84,000.



7

Environmental management

EFFICIENT AND HUMANE RESPONSE TO CLIMATE DISASTERS

How we acted in the face of floods in Rio Grande do Sul

The heavy rains and floods that hit Rio Grande do Sul in 2024 significantly impacted companies, industries and production chains essential to the local and national economy. In the face of this scenario, we reaffirmed our commitment to corporate customers, ensuring agile and structured service to enable business continuity and damage recovery.

Our commitment goes beyond immediate support: we work to ensure that insured companies have policies to match their actual exposures, allowing them to mitigate impacts and resume their activities even in the face of extreme events.

During the crisis, we maintained direct contact with our brokers and corporate customers, ensuring priority and specialized service. Our structured model, with dedicated channels and technical experts, ensures predictability and assurance in claim analysis and settlement.

Risk management and specialized underwriting

Risk assessment in the corporate market requires technical expertise and careful analysis. At HDI Global, we take a structured approach that combines the expertise of our underwriters with advanced modeling tools, ensuring policies are tailored to each business.

Our assessment standard has enabled insured companies in Rio Grande do Sul to be efficiently protected, with coverage that matches the reality of their operations. This strategic planning ensured that, even in the face of an extreme climate event, the impacts were mitigated and recovery occurred in a structured manner. Meticulous underwriting and appropriate risk pricing have strengthened our response capacity, ensuring the company's financial sustainability.



Disaster response plan

Our approach to catastrophic events combines detailed risk analysis and policy construction tailored to the needs of insured companies. In the case of the 2024 floods, the impact on the portfolio was absorbed in a balanced manner, ensuring that contracted coverage enabled the operational continuity of affected companies.

To ensure efficient service, we mobilized a specialized structure to monitor claims, prioritizing the agile analysis of damages and the settlement of reported cases. This process was conducted in close collaboration with brokers and strategic partners, ensuring precision and transparency in the handling of each demand.

Technology, combined with the technical know-how and analytical capacity of our underwriters, is essential for formulating coverage aligned with each company's profile.



Use of technology to support risk assessment

HDI Global uses predictive analytic technology to strengthen underwriting and risk management, combining data intelligence with the expertise of specialized professionals. Our business intelligence platform allows for mapping historical patterns of events such as floods and inundations, contributing to the continuous improvement of pricing strategies.

Technology, combined with the technical know-how and analytical capacity of our underwriters, is essential for formulating coverage aligned with each company's profile. In addition to prior risk assessments, we use digital tools to streamline claim analysis and geospatial data to map the most affected areas, optimizing service prioritization.

Caring for our employees

We recognize that the impact of the floods also affected some of our employees in the region. As part of our internal commitment, we offered emergency support and ensured ongoing monitoring for those who were directly affected.

Our commitment to customers and employees reflects the strength and responsibility of HDI Global, ensuring that we are always prepared to face challenges and offer solutions that preserve business continuity and the security of corporate operations.

GREENHOUSE GAS EMISSIONS

HDI Global participated in the HDI Group’s first Greenhouse Gas Emissions Inventory, for 2024, verified by an independent third party. The survey represents a structured process of quantifying and monitoring emissions associated with the company’s operations, supporting the definition of strategies to reduce and mitigate environmental impacts.

Three scopes were considered:



Scope 1

Direct emissions from sources controlled by the company, such as fuels used in its own fleet.



Scope 2

Indirect emissions associated with the consumption of electricity purchased from third parties.



Scope 3

Indirect emissions resulting from activities in the value chain, such as employee travel, corporate travel and suppliers.



Although HDI Global reports emissions for its own structure, its operations are supported by a shared structure with the HDI Group, which includes backoffice and supply chain areas, whose emissions are accounted for directly by the Group. Therefore, in addition to HDI Global’s specific emissions, an analysis of the HDI Group’s consolidated inventory allows for a more comprehensive view of the carbon footprint associated with its activities.

The inventory includes greenhouse gases regulated by the Kyoto Protocol, including carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O), among others. These gases are recognized for their global warming potential and were quantified in tons of CO₂ equivalent (tCO₂e), according to internationally accepted methodology.

GHG EMISSIONS IN 2024 (BASE YEAR), IN TCO₂E

Category	Scope description ⁷	Emissions (tCO ₂ e)
Scope 1	Stationary combustion – emissions from the use of fossil fuels in generators	0
	Emissions from the use of ethanol in operational fleet vehicles	21.69
	Subtotal	21.69
Scope 2	Electricity consumption at the head office and branches	10.96
Scope 3	Goods and services purchased	0
	Capital goods	0
	Upstream activities – use of fuel and energy not included in scopes 1 and 2	4.43
	Business travel (air and land)	56.61
	Employee commuting	45.45
	Subtotal	106.49
Total		139.14

⁷ Reported data does not include the backoffice structure shared by the HDI Group. Moreover, the figures do not include biogenic emissions — those from biological sources, such as biomass and ethanol — and the approach used for scope 2 is location-based, which considers the average emission factor of the local electricity grid.

The preparation of this inventory represents an advance in environmental governance within the HDI Group and reinforces our commitment to transparency and the pursuit of low-carbon solutions.

The emission factors used in this survey are aligned with what was reported globally by Talanx to comply with CSRD, based on the methodology of the Department for Environment, Food & Rural Affairs (DEFRA) in the United Kingdom. In Brazil, we have adopted the emission factors defined by the Brazilian GHG Protocol Program, ensuring consistency with national guidelines. As part of this process, the audited inventory will be published in the Public Emissions Registry, available at: <https://registropublicodeemissoes.fgv.br/>, in the second half of 2025.

The preparation of this inventory represents an advance in environmental governance within the HDI Group and reinforces our commitment to transparency and the pursuit of low-carbon solutions. For HDI Global, the process enables a better understanding of its carbon footprint and mitigation opportunities in the context of shared operations.

We are committed to reducing environmental impacts and aligned with the goal of our holding company Talanx, which seeks to reduce its emissions by 30% by 2030. The year 2024 was established as the baseline for monitoring progress in emissions reductions. In the next inventory cycles, it will be possible to objectively measure the impacts of implemented actions and monitor progress in relation to the established goals.

ENERGY CONSUMPTION

Our energy consumption is mainly related to administrative operations, with electricity, fossil fuels used in the fleet and business travel as the main sources.

In 2024, our total energy consumption was 1,091.68 MWh. Of this total, 944.51 MWh (86.5%) were of fossil origin, strictly due to fuel consumption. Moreover, the electricity purchased from the condominium in which HDI Global is located represented 147.18 MWh (13.5%) of total consumption. However, this energy comes from renewable sources, as the building is LEED (Leadership in Energy and Environmental Design — GBC Brasil) certified.

It is important to underscore that HDI Global operates within a structure shared by the HDI Group, which in 2024 consumed 9,908.88 MWh in total. As such, HDI Global's specific figures reflect only a part of the energy consumption associated with its activities, given that several management, backoffice and operational support areas are integrated into the HDI Group's structure.



LOSS RECOVERY AND WASTE MANAGEMENT

HDI Global has responsible waste management as an environmental and operational commitment. In the business insurance sector, our greatest contribution to proper material disposal lies in loss recovery management, which may include equipment, vehicles and business assets considered a total loss or with irreparable damage, making their original use by the insured company impossible.

Whenever possible, these items are sold, enabling reuse of components and materials in the production chain, reducing waste generation and contributing to the conservation of natural resources. For those with no commercial value or possibility of reuse, we ensure proper disposal in compliance with environmental legislation, preventing impacts such as soil and water contamination by hazardous substances.

Whenever possible, these items are sold, enabling reuse of components and materials in the production chain, reducing waste generation and contributing to the conservation of natural resources.

We recognize the relevance of this process and are evaluating ways to better measure the positive impact of loss recovery disposal, aiming to improve our reporting in future cycles.

In addition to loss recovery management, our direct operations generate a low waste volume because our activities are predominantly administrative. The main waste generated in our offices comes from the daily consumption of employees, building maintenance and cleaning processes.

Currently, waste generation is monitored jointly with the HDI Group, which only allows for an approximate estimate based on average consumption per employee. We are working to improve this

measurement, seeking to consolidate more accurate data from the property reports of the condominiums where we operate.

We currently promote good practices and awareness about waste disposal, including the elimination of plastic cups, sorting and proper disposal of recyclable and organic materials, support for the voluntary collection of items such as can tabs, plastic caps, receipts and electronic waste, in addition to encouraging the scanning of documents to reduce paper use. Waste collection and treatment are carried out by specialized companies, with periodic monitoring. We receive reports and certificates of proper disposal, ensuring that all processes are aligned with current environmental legislation.



8 Annex



ANNEX I – SUSTAINABILITY RISKS

In compliance with the provisions of art. 16 of SUSEP Circular No. 666 from 2022, this annex to the Sustainability report aims to lay out the required standard tables for summarized presentation of the information provided for in art. 15, section II, of the aforementioned standard.

GVR Table – Sustainability Risk Governance

Describe the role of the Board of Directors, Executive Board, Director Responsible for Internal Controls and Risk Committee in the sustainability risk governance process, as set out in SUSEP Circular No. 666, dated June 27, 2022, and in CNSP Resolution 416, dated July 20, 2021.

The insurance market has become increasingly volatile, complex and competitive, which has led to the evolution of risk management practices, aligning them with this new scenario. The Company believes that comprehensive and integrative risk management, which involves the Board, executives and stakeholders, can provide a competitive advantage. The risk management strategy is derived from the business strategy and involves the participation of different organizational levels, according to the responsibilities assigned to each position, based

on policies and guidelines that consider the complexity of the company’s products, services, operational processes and systems.

This process involves everyone from senior management to the various business areas that act as the first line of defense in identifying, evaluating, measuring, addressing and monitoring these risks. The structure also includes a risk management area, internal controls and functions as the second line of defense, monitoring the company’s exposure to risks. The main governance bodies related to sustainability risks are highlighted.

The Board of Directors and the Executive Board, as the Company’s Management Bodies, ensure adequacy of the Risk Management Structure and the Internal Control System, promoting a culture of risk management,

strategic alignment and regulatory compliance. They also ensure that areas have suitable organizational structure, material and human resources for risk management, in addition to formalizing risk appetite and approving related policies.

Moreover, the Administrative bodies have a general understanding of the supervised entity’s Risk Profile, observing the main risks to which it is exposed, considering: its nature and potential impacts on the business; the current level of exposure; and actions adopted for management, in addition to ensuring that the performance evaluation mechanisms and remuneration structure adopted by the supervised entity do not encourage behaviors capable of compromising the effectiveness of the Internal Control System and Risk Management Structure.

The Audit Committee in turn is the statutory body that, as expressly permitted by applicable regulations, also functions as its Risk Committee for the purposes of CNSP Resolution No. 416/2021, assists the Board with annual assessment of the Risk Management Structure and Internal Control System, considering its adherence to the risk appetite and risk management policy, and oversees the performance of the Director of Internal Controls and the Risk Management Unit, in addition to the effectiveness of actions adopted to remedy deficiencies.

Moreover, the Audit Committee assists the Board of Directors in its role of assessing the Company's business plan from a risk perspective and helps to define the corresponding risk appetite. Moreover, it also supports strategic decision-making related to Risk Management.

In this sense, HDI Global also has established **Executive Committees** that assist the Executive Board with risk management, namely:

- **Governance and Privacy Committee:** aims to discuss, evaluate, recommend and deliberate, in a joint manner, on activities related to compliance, risk management, internal controls, internal audit and privacy.
- **Backoffice Committee:** aims to discuss, evaluate, recommend and deliberate, in a joint manner, on activities related to finance, accounting, human resources and ESG topics.

The Executive Directors are responsible for: (i) guiding, overseeing and ensuring the preparation, implementation and operation of processes and procedures related to internal controls and risk management associated with the activities under their responsibility; (ii) systematically verifying implementation and compliance with the processes and procedures referred to in item I, as well as maintaining their suitability, defining and implementing action plans aimed at remedying deficiencies in the Risk Management Structure and Internal Control System, and (iii) approving the exposure limits for business activities that entail the assumption of relevant risks, in accordance with risk appetite provisions.





The **Director Responsible for Internal Controls** is in charge of (i) guiding and overseeing implementation and operation of the Internal Control System and Risk Management Structure and activities of the compliance and risk management units; (ii) providing the compliance and risk management units with the resources needed for proper performance of their respective activities; and, (iii) periodically and whenever deemed necessary, reporting to the management bodies and the Audit Committee, if any, regarding any material matters relating to internal controls, compliance and risk management, including, but not limited to:

- a. new or emerging risks;
- b. levels of exposure to risks, as well as any limitations and uncertainties related to their measurement;
- c. actions related to risk management; and
- d. deficiencies related to the Risk Management Structure and Internal Control System and their respective remedies.

In view of this, the **Risk Management Area** is responsible for continuously monitoring risk management, periodically reviewing and evaluating the inventory of risks and controls, monitoring action plans to mitigate Risk Management Structure deficiencies and managing the Business Continuity Plan. In addition, the area promotes training and publications on risk management and monitors the company's exposure in relation to the established limits. The Risk Management Structure helps predict, identify and respond to emerging risks, allowing the company to adapt its operations and strategies quickly and effectively.

Other Business Areas identify risks within their processes, implement appropriate controls, report detected or materialized risks and inform deficiencies in internal controls to the Risk Management area, ensuring that risk management is integrated into all company operations.

EST Table – Strategies associated with sustainability risks

Describe the aspects of sustainability risks with potential impacts on business, strategies and risk management, as set out in Circular No. 666, dated June 27, 2022.

HDI Global conducted a materiality study to identify the most relevant issues for its business and the main sustainability risks with the potential to generate financial losses and reputational impacts. Conducted in accordance with the ESRS guidelines — European Sustainability Reporting Standards, the study highlighted material topics, those that represent the most significant financial impacts for the company.

In this sense, the risk management process stipulates risk measurement so that materiality can be assessed and management can consequently match the nature, scale and complexity of such risks. Measurement therefore occurs in a qualitative and quantitative way.

The methodology was established in accordance with ESRS guidelines and followed HDI Group’s risk management

criteria for measuring and classifying risks, considering two main factors: financial impact and probability. The financial impact is analyzed based on its magnitude, from minimal effects to significant losses, while the frequency analysis follows a scale from rare and unlikely events to those with high recurrence throughout the year. Combining these factors, the risks were classified into five levels, from very low to very high. Risks classified as medium, high or very high are considered material. Additionally, a horizon of up to three years was considered as short term, from three to ten years as medium term and over ten years as long term for assessing



risk levels and materiality. To ensure consistency in risk estimation, historical data, mean analysis of observed impacts and analysis of future probabilities are used whenever possible according to business characteristics, external events and estimated changes, whether technological, related to commodities, political, market, regulatory, etc. In cases of risks with no history of occurrence, benchmarks market research, industry data and professional assessments are used. For risks considered emerging, the analysis considers market projections and expert opinions, ensuring that the company is prepared for events that are hard to predict.

As a result of the work, we highlighted sustainability risks with potential impact on business.



CLIMATE RISK (A.1)

Climate change mitigation: Risks related to the materiality of the company’s adaptation solutions to mitigate physical risks arising from actual and expected climate change.



ENVIRONMENTAL RISKS (A.2)

Air, Water and Soil Pollution: Risks related to environmental pollution throughout the company’s value chain, covering emissions into the atmosphere (except greenhouse gases), water and soil.



SOCIAL RISKS (A.3)

Workers in the Value Chain: Risks related to working conditions, equality/non-discrimination and other labor rights of workers along the value chain.

Consumers and End Users: Risks linked to information rights, including privacy, freedom of expression and access to information, as well as the personal security of consumers and end users.

Working Conditions: Risks related to job security, appropriate working hours, decent wages, collective bargaining, social dialogue, freedom of association, existence of company boards and worker rights.

The sustainability risks mentioned are incorporated into strategies and operations through a structured process that considers both financial and operational impacts of climate, environmental and social risks on the organization, as well as the company’s adaptation to regulatory and market trends in order to strengthen organizational resilience and the ability to adapt to climate change, promoting continuous evolution, profitability of the product portfolio and efficiency of the operational model. Finally, HDI Global’s strategy considers sustainability a priority pillar to achieve its objectives in a sustainable way.

Based on the definition of material risks, HDI Global revisited monitoring and control procedures to mitigate the materialization of these risks, considering data and statistical models to continually improve risk pricing and underwriting, actuarial assumptions for technical provisioning and management of reinsurance contract coverage and limits. With the intention of increasing its portfolio of products and customers, HDI Global continually monitors new markets in which to operate. Risk matrices with sustainability criteria for acceptance of suppliers, service providers, partners, customers and investments in financial assets were also reviewed.

GER Table – Sustainability risk management processes

Describe the processes for identifying, assessing, classifying, measuring, handling, monitoring and reporting sustainability risks, as set out in Circular No. 666 dated June 27, 2022 and CNSP Resolution No. 416 dated July 20, 2021.

HDI Global follows the Three-Line model. This model ensures an integrated and comprehensive approach to risk mitigation and control, ensuring the implementation of company guidelines at all levels.

1st Line: It is formed by the process owners and consequently the risk owners, meaning those directly responsible for keeping the risks within the tolerance limits defined by HDI Global, and by the process executors in the operational, commercial, project, support and administrative areas. They hold primary responsibility and directly manage risks, identifying, assessing, treating, preventing and monitoring their risks in an integrated manner.

2nd Line: Independently, the 2nd line of defense is formed by the Risk Management and Internal Controls and Compliance areas. It is responsible for advising

business managers in the development, implementation and correction of Internal Controls and in the quest to mitigate or reduce Inherent Risks.

3rd Line: This is formed by an independent area of the Administration, Internal Audit, which conducts assessments and inspections through control tests and report investigation, observing its respective purview, providing impartial assurance, including on the effectiveness of management and risk prevention, internal controls and compliance.

It is also worth noting that the company reviews its risk management strategy after annual business planning, ensuring alignment with strategic objectives. A structured process is adopted for identifying, evaluating, classifying and measuring sustainability risks, ensuring an approach aligned with the nature, scale and complexity of these risks, with ongoing identification, analysis, monitoring and reporting, in a manner integrated with the corporate strategy.

Risk identification involves analyzing

threats and opportunities that may impact organizational objectives, using information collected through internal process mapping, audits, executive committees and the analysis of new products, services and business models. Structural changes, such as mergers, acquisitions and outsourcing, are also assessed for their impact on the company’s risk profile.

Risk management considers granularity, segmenting risks by business line and specific area. This allows, for example, insurance underwriting risks to be analyzed by segment and counterparty credit risks to be handled by the reinsurance, investment and customer areas.

Risk measurement combines qualitative and quantitative approaches, considering their likelihood of occurrence and potential impact. The materiality of risks defines the need for quantitative measurement, which is mandatory for material risks. Non-material risks can be assessed quantitatively if they add value to management. The process follows minimum criteria to guarantee uniformity and comparability, ensuring consistency in strategic decision-making.

It warrants mention that the company is evaluating the possibility of incorporating natural catastrophic events into its internal risk model, in alignment with the Talanx Group methodology, due to growing concerns about the impact of climate change on the organization's risk profile.

With this structure, the company strengthens its ability to anticipate and mitigate sustainability risks, ensuring an effective management model aligned with best market practices and regulatory requirements.

Risk treatment entails taking measures proportional to their relevance and impact and may include avoidance, mitigation, transfer to third parties or controlled acceptance. Business areas define and implement these strategies, ensuring that the controls are compatible with the complexity of identified risks.

Continuous monitoring is carried out using periodically reviewed indicators, allowing for assessing the company's exposure and the effectiveness of mitigation actions. The first line of defense monitors risks within the respective areas through reports, dashboards and periodic meetings, while Risk Management conducts independent

monitoring of material and high-impact risks, ensuring the integrity of controls and strategic alignment.

Risk reporting is structured to ensure transparency and traceability. The Executive Board receives quarterly updates through the Executive Advisory Committees and the Audit Committee, ensuring that the Board of Directors has visibility into the main risks.

The procedure adopted in preparing the risk inventory allows risks to be identified by area and sub-area, mapping the processes involved. After identification, risks are classified into established categories and their impacts, including financial impacts, are analyzed together with the likelihood of occurrence and the inherent risk. After that, the internal control assessment is applied, which results in the residual risk. The company's mapping process allows for continuously ascertaining and monitoring residual risk.

The use of a unified methodology allows an integrated view of risks, facilitating the interconnection between different types of risk. Thus, sustainability risks are assessed together with other financial and operational risk taxonomies — underwriting, credit, market, liquidity, operational, strategic and

emerging, promoting consistent and strategic management.

As an example, we can mention monitoring of the company's risk appetite, where potential sustainability risk impacts can lead to financial losses and be reflected in HDI Global's risk appetite.

As part of the mechanisms used to mitigate sustainability impacts, HDI Global establishes criteria for not accepting customers in certain activities, locations with a likelihood of flooding, inundation, landslides, earthquakes and strong winds, and restrictions on coverage directly impacted by climate events. Quantitative modeling is also used, considering climate issues.

ANNEX II – CSRD METRICS

With the aim of demonstrating its commitment to transparency and alignment with the guidelines of the group to which it belongs, this annex presents information organized in accordance with some requirements set out in the ESRS — European Sustainability Reporting Standards, in line with the CSRD — Corporate Sustainability Reporting Directive.

Although this report is voluntary, its preparation is in line with HDI Global's commitment to aligning with the practices in place at Talanx, the German holding company it is part of, which is legally obligated to disclose sustainability information in accordance with the CSRD and its materiality analysis.

HDI Global data is included in Talanx's global report, which can be found on its institutional website: https://www.talanx.com/en/investor_relations/reporting/reporting



Standards	Disclosure requirement and full description	Item	Description	Answers
ESRS S1 – Own workforce	S1-6 – Characteristics of direct employees	50-a/b	Total number of employees (CLT, permanent and full-time contracts)	82
		50-a/b	Total number of employees by gender – Female	40
		50-a/b	Total number of employees by gender – Male	42
		50	Number of interns and apprentices	7
		50-c	Total number of employees who left the company	13
		50-c	Employee turnover rate (total terminated/total employees in 2024)	16%
ESRS S1 – Own workforce	S1-7 – Characteristics of non-employee workers	55-a	Number of non-employee workers (interns, apprentices and outsourcers)	18
		55-a	Number of outsourcers	11
	S1-8 – Collective bargaining coverage and social dialogue	60-a	Percentage of workers covered by collective bargaining and representatives	100%
	S1-9 – Diversity metrics	66-a	Total number of Senior Management members	1
		66-a	Total number of Senior Management members by gender – Female	0
		66-a	Total number of Senior Management members by gender – Male	1
	S1-9 – Diversity metrics	66-b	Total number of employees by gender – Under 30 years of age	21
		66-b	Total number of employees by gender – Between 30 and 50 years of age	50
		66-b	Total number of employees by gender – Over 50 years of age	11
	S1-10 – Adequate wages	70	Total number of employees paid below adequate wage (current minimum)	0
	S1-12 – People with disabilities	77	Total number of employees with disabilities	1
	S1-13 - Training and skills development metrics	83-a	Total number of employees who participated in regular performance and career development reviews	0
		83-a	Number of employees who participated in regular performance and career development reviews – Female	0
		83-a	Number of employees who participated in regular performance and career development reviews – Male	0
	S1-13 – Training and skills development metrics	83-b	Total number of training hours for all employees	1,891
		83-b	Total number of training hours for employees – Female	898
		83-b	Total number of training hours for employees – Male	992

Standards	Disclosure requirement and full description	Item	Description	Answers
ESRS S1 – Own workforce	S1-14 – Health and safety metrics	88-d	Number of recordable cases of work-related health problems (with mandatory reporting)	0
		88-e	Number of days lost due to work-related injuries, occupational diseases and fatalities	0
	S1-15 – Work-life balance metrics	93-a	Number of employees entitled to any type of family-related leave	83
		93-b	Total number of employees who took family-related leave	3
		93-b	Total number of employees who took family-related leave – Female	3
		93-b	Total number of employees who took family-related leave – Male	0
	S1-17 – Incidents, complaints and severe human rights impacts	100	Total amount of fines, penalties and compensation for damages resulting from violation of social factors and human rights	0
		100	Number of complaints related to social and human rights issues, excluding discrimination	0
		103-a	Total number of cases of discrimination, including harassment	0
ESRS E1 – Climate change	E1-5 – Energy consumption and energy mix	37-a	Energy consumption from renewable sources controlled by the organization (Mwh)	147.18
		37-c	Energy consumption from non-renewable (fossil) sources controlled by the organization (Mwh)	944.51
		37-c	Total energy purchased by the organization (Mwh)	147.18
		37	Total energy consumed in operations (Mwh)	1,091.68
	E1-6 – Gross scopes 1, 2, 3 and total GHG emissions	44-a	Total scope 1 greenhouse gas emissions (tons of CO2e)	21.69
		44-b	Total scope 2 greenhouse gas emissions (tons of CO2e)	10.96
		44-c	Total scope 3 greenhouse gas emissions (tons of CO2e)	106.49
		44-d	Total greenhouse gas emissions (tons of CO2e)	139.14
ESRS S3 – Affected communities	S3-4 – Taking action on material impacts on affected communities	35	Human rights issues and incidents	0
ESRS G1 – Business conduct	G1-4 – Confirmed cases of corruption or bribery	24-a	Cases of corruption or bribery	0
		24-a	Fines for breaches of anti-corruption and anti-bribery laws	0

ANNEX III – GRI DISCLOSURE SUMMARY

Declaration of use	HDI Global has reported the information cited in this GRI disclosure summary for the period from January 1 to December 31, 2024, based on GRI Standards.
GRI Standard	GRI 1: Foundation 2021

GRI Standard	Item	Disclosure	Location
GRI 2: General Disclosures 2021	2-1	Organizational details	Pages 4, 13, 15 and 60
GRI 2: General Disclosures 2021	2-2	Entities included in the organization’s sustainability reporting	Page 4
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	Page 4
GRI 2: General Disclosures 2021	2-4	Restatements of information	This is the first report.
GRI 2: General Disclosures 2021	2-5	External assurance	Page 3
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	Pages 13-20, 50-58
GRI 2: General Disclosures 2021	2-7	Employees	Page 40*
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	Pages 56 e 80
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	Pages 28-30*
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	Page 29
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	Page 28
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	Pages 28-29*
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	Pages 28-29*
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	Page 29
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	Page 36*
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	Page 29
GRI 2: General Disclosures 2021	2-19	Compensation Policy	Page 41*
GRI 2: General Disclosures 2021	2-23	Policy commitments	Pages 31-33*
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	Pages 31-33*
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	Pages 32, 57-58
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	Page 32
GRI 2: General Disclosures 2021	2-28	Membership associations	Page 20
GRI 2: General Disclosures 2021	2-29	Stakeholder engagement	Pages 6-7, 45, 51-53, 55, 56
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	Page 80 (CSR Metrics)
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Pages 6-7
GRI 3: Material Topics 2021	3-2	List of material topics	Page 7
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 7**
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Page 61
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Pages 65-66, 72-78 (Annex I)
GRI 201: Economic Performance 2016	201-4	Financial support received from the government	Page 63

GRI Standard	Item	Disclosure	Location
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	Page 30 (There are two Brazilians among the three members of the Executive Board)
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Page 54 (100% national)
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Pages 34-35
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Pages 34-35*
GRI 205: Anti-Corruption 2016	205-3	Confirmed incidents of corruption and actions taken	Pages 34-35
GRI 207: Taxes 2019	207-1	Tax approach	Page 63
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Page 69*
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Pages 67-68*
GRI 305: Emissions 2016	305-2	Energy indirect (Scope 2) greenhouse gas (GHG) emissions	Pages 67-68*
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions	Pages 67-68*
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Page 70*
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Page 70*
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened based on environmental criteria	Pages 54-55
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page 41*
GRI 401: Employment 2016	401-3	Parental leave	Page 81 (CSRD Metrics)*
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Pages 46-47*
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment and incident investigation	Pages 46-47*
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	Pages 46-47
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation and communication on occupational health and safety	Page 47*
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Page 47
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	Pages 48-49
GRI 403: Occupational Health and Safety 2018	403-9	Work-related injuries	Page 46
GRI 403: Occupational Health and Safety 2018	403-10	Occupational diseases	Page 46
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Pages 42-43*
GRI 404: Training and Education 2016	404-2	Programs to improve employee skills and provide assistance for career transition	Pages 42-44
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	Page 44
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Pages 28, 30 e 40*
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Pages 33 e 81 (CSRD Metrics)
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Pages 51-53
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened based on social criteria	Pages 54-55
GRI 417: Marketing and Labeling 2016	417-1	Information and labeling requirements for products and services	Page 58
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints regarding breach of privacy and loss of customer data	Page 37

* This GRI Standards Disclosure was reported partially, considering only part of the expected requirements. This approach complies with the declaration of use “based on” the GRI Standards, which allows its application even when not all requirements are fully met, provided this condition is clearly indicated.

** The management descriptions of material topics are presented in the sections indicated in the “Material topics” table, in the “Related content in this report” column.

CREDITS

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Disclosure, ESG consulting and indicators

NEXO Comunicação e Sustentabilidade
www.nexoconecta.com.br

Graphic design and layout

L7 Design (partner coordinated by NEXO in this project)

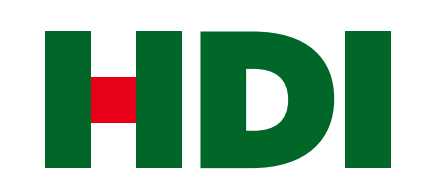
www.l7design.net.br/

Translation

Netwire (partner coordinated by NEXO in this project)

Images

Brand Portal HDI Global
Freepik
Getty Images
iStock

The image features a faded background of a wind farm with several large wind turbines on rolling hills. Overlaid in the center is a white rectangular box containing the HDI logo. The logo consists of the letters 'HDI' in a bold, dark green sans-serif font. A small red horizontal bar is positioned between the 'H' and the 'D'.