



VINCI
COMPASS

Sustainability Report 2025

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VINCI
COMPASS
VINP
Nasdaq Listed

Messages from Leadership

GRI 2-22

Message from the *Chairman*

Vinci Compass is undergoing a significant transition, marked not only by growth but also by a substantial increase in the complexity of its business. Operating across different business units and countries requires more than just scale: it demands strategic clarity, disciplined execution, and, above all, coherence between discourse and action.

Sustainability has a concrete role in our business model. It is directly linked to the capacity to build a durable business based on solid relationships, alignment of interests, and responsible decisions. It guides how the Company is organized, how it grows, and how it interacts with its stakeholders.

A core element of this approach is the partnership model. Business diversity is only viable when supported by committed partners with responsible autonomy, and clearly aligned incentives. This model strengthens decision-making and lays the foundation for a long-term culture capable of navigating different economic cycles.

Recent growth has brought significant cultural challenges. Integrating different histories, practices, and realities demands time, active listening, and consistent leadership. Rather than abrupt transformations, we focus on continuous evolution, in which culture is built upon clear direction, senior-level alignment, and consistency in execution.

Governance plays a fundamental role in this process. As the organization grows in complexity, it becomes increasingly essential to reinforce structures, define responsibilities, and ensure that strategy is accompanied by effective monitoring and control mechanisms. For us, governance provides the balance between independence, alignment, and accountability.

We are, above all, a people business. Overseeing how teams evolve, how decisions are shared, and how trust is built internally is an essential part of the Company's sustainability. This attention underpins our reputation, execution quality and ability to attract and retain talent over the long term.

The current moment demands focus. The strategy is defined, the paths are clear, and the core challenge is execution. Transforming plans into results requires discipline, dedication, and attention to detail in our daily operations, respecting the role of each area and driving the existing synergies.

Looking ahead, our commitment is to continue building a solid, diverse, and responsible company capable of generating consistent and ethical value. Beyond growth, our objective is to continue strengthening Vinci Compass into an organization we are proud of, not only for its results, but for the way we choose to achieve them.



GILBERTO SAYÃO
Co-founder and *Chairman*

Message from the CEO

GRI 2-22

Vinci Compass navigated a global environment marked by complex macroeconomic conditions, geopolitical uncertainty, and challenging market cycles. Our model was designed to operate consistently across distinct cycles and to seize opportunities during periods of volatility. Diversification across geographies and strategies gives us natural protection and flexibility, and this resilience reflects Vinci Compass’ current stage and underscores its unique position.

Our strategy remains anchored in three essential pillars: capital, ideas, and talent, supported by robust processes and management discipline. These elements enable us to transform strategic vision into concrete execution, while retaining our focus on generating long-term value for investors, shareholders, and other stakeholders.

One of the key achievements during this period was the deepening of the Company’s operational integration.

We conducted this process in a structured manner, guided by clear governance and an integrated approach right from the beginning, avoiding silos

and seeking efficiency on a regional scale. It bolstered our capacity to operate as a single platform, while preserving our specializations and capturing synergies.

As integration progresses, the challenge lies in evolving from effectiveness to efficiency. We continue to optimize operations and processes and expand revenue synergies, while respecting the unique characteristics of each business and each region. This is fundamental to drive quality growth in an increasingly competitive environment.

Sustainability is embedded across our strategy and informs decision-making across the business. As long-term investors, we understand that consistent performance requires the proper identification, assessment and integration of environmental, social and governance risks across investment decisions and asset management. This commitment is embedded in our internal operations and in our relationships with investee companies and partners.

We further strengthened our sustainability frameworks by defining indicators, and actively engaging in relevant forums and initiatives in order to disseminate best

practices and promote higher standards of management across the markets where we operate. For us, sustainability is inseparable from fiduciary responsibility and business longevity.

Our substantial expansion through a combination of organic growth and strategic transactions demonstrates Vinci Compass’ ability to navigate economic cycles with consistency.

Looking ahead, our focus remains on disciplined execution. We will continue to advance in funding and asset allocation, accelerating the expansion of alternatives across Latin America, while deepening integration, capturing synergies, and enhancing operational efficiency. We will continue building a resilient pan-regional platform supported by a diversified revenue base and continuous improvements in governance and processes.

We remain confident that a clear strategy and accountable leadership will continue to position Vinci Compass as a solid and resilient platform, well prepared to seize opportunities with discipline, consistency and a long-term commitment.



ALESSANDRO HORTA
CEO, founding partner
and member of the
Board of Directors

Message from the Chair of the Sustainability Committee and the Global Head of Sustainability

GRI 2-22

The year 2025 marked a milestone for Vinci Compass. It was the first full year of the integrated Company and was marked by the launch of a shared regional culture. For the Company, sustainability is not an isolated or ad hoc initiative, but an intrinsic commitment aligned with our role as a long-term investor and a structural driver of value creation.

During the period, sustainability governance reached a new level of maturity. The direct participation of the chairman and the CEO in the Sustainability Committee since its inception underscores the central role of this agenda within the corporate strategy. The creation of the Sustainability Forum further strengthened this framework by enhancing engagement across different areas of the Company, promoting the integration of this agenda across the business, as well as reinforcing the role of executives as mobilizing agents on the subject.

In 2025, the Committee systematically monitored the strengthening of governance tools developed in previous years, with a focus on disseminating the sustainability agenda and broadening its incorporation into business processes. Monitoring the internal ESG risk indicators in private market investees, alongside corporate indicators, enabled a more technical and data-driven approach aligned with the specific characteristics of each area.

A core strategic commitments is to review Materiality from the perspective of the integrated Vinci Compass, ensuring that the topics and indicators consistently reflect the most relevant issues for our stakeholders across all regions where we operate, and for the long-term sustainability of the business.

In times marked by challenges and uncertainties, sustainability is not a destination, but a compass that guides responsible decisions and sustains a consistent trajectory in the long run.



SONIA CONSIGLIO
Chair of the Sustainability Committee
and Member of the Board of Directors

JULYA SOTTO MAYOR WELLISCH
Partner and Global Head of Legal,
Compliance and Sustainability

About the Report

GRI 2-2, 2-3, 2-14

This report details Vinci Compass’ performance from January 1 to December 31, 2025. For more detailed financial information, read the Company’s Form 20-F. For the first time, this report portrays the Company’s operations as a fully integrated regional platform, reflecting the business combination between Vinci Partners and the Compass Group. The scope includes operations in the eight countries where the Company has its offices – Brazil, Chile, Colombia, Mexico, Peru, Argentina, Uruguay and the United States – in addition to its presence in London.

The information reported reflects this new organizational structure, which in 2025 surpassed R\$ 350 billion in assets under management (AuM). The report covers the performance of Vinci Compass’ core business verticals: Credit, Equities, Private Equity, Global Investment Products and Solutions (Global IP&S), and Real Assets, which includes its strategies in the infrastructure, real estate, and forestry segments. In addition, Vinci Compass also operates in the Corporate Advisory business.

The indicators used in this report are based on the Materiality defined in the first half of 2024 by Vinci Partners. As part of the process of consolidating the new regional platform, Vinci Compass will conduct a comprehensive review of its Materiality in 2026. This process will include structured listening to stakeholders across the region to identify and prioritize

the most significant environmental, social, governance, and business issues for the new multinational structure.

The content was prepared following the criteria of transparency and consistency, in line with the expectations of global investors and regulatory agencies. The Report is aligned with the standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), as well as the Company’s commitment as a signatory to the Principles for Responsible Investment (PRI). Wherever applicable, it also meets the requirements of the Sustainable Finance Disclosure Regulation (SFDR).

Qualitative and quantitative data was collected by the Compliance and Sustainability areas with assistance from the operational teams and other areas in each jurisdiction.

The governance of this report is the responsibility of the Sustainability Committee, an advisory body to the Board of Directors. The Committee, which reports to the Board of Directors, is responsible for approving the material topics, the final version of the report, and the Sustainability Policy of Vinci Compass.

Standards used

Global Reporting Initiative

Report prepared in accordance with the 2021 GRI Standards.

Sustainability Accounting Standards Board

Sector-specific indicators for Asset Management & Custody Activities were used.

Reading Highlights



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Sustainable
Development Goals
(SDGs)

GRI 2-24, 2-30
GRI Indicators
and SASB



Interactive



Questions, comments, or suggestions should be sent to: compliance@vincicompass.com.

2025 Highlights



Environmental

Climate investments

fundraising concluded for the Vinci Climate Change fund, classified as article 9 of the SFDR, with R\$ 2 billion in commitments to be invested in sustainable assets.

Land use

Fundraising for the MAV III fund and structuring of the Agricultural strategy.

Forestry

Complete integration of Lacan into the group and launch of the first Fiagro (investment fund in agroindustrial productive chains) focused on forests.

Sustainable AuM¹

Approximately R\$ 17 billion in assets under management allocated to sustainable strategies, equivalent to nearly 12% of directly managed AuM.



Social

Regional presence

Strengthening operations across Latin America, with integrated structures and leadership in Brazil, Chile, Mexico, Argentina, Uruguay, Colombia, and Peru.

Digital transformation

Enhanced use of artificial intelligence, with approximately 80% of employees reporting the use of AI tools in their daily work.

Employee evaluation and feedback

The first fully integrated performance feedback and evaluation process designed by the People & Governance area, including 360° feedback involving employees in all the countries where we operate.

¹ Includes the AuM of sustainable funds and funds that integrate ESG principles.

Highlights 2025



Governance

Organizational integration

Consolidation of Vinci Compass as an integrated regional platform, with greater alignment among teams and overcoming of organizational silos.

Sustainability

Creation of the Sustainability Forum and implementation of specific indicators for periodic monitoring by the Sustainability Committee.



Financial | GRI 201-1

Acquisition of Verde Asset Management

Acquisition of 50.1% of Verde, incorporating an important brand in the multi-market segment and adding approximately R\$16 billions in AuM.

Milestones of funds and portfolio companies

Credit Infra surpassed R\$ 1.8 billion in commitments and secured its first offshore LP.

Launch of the PEPCO II credit fund in Peru, raising over R\$ 600 million from Peruvian institutional investors.

Latin American Corporate Debt, or LACD, surpassed R\$ 5 billions in AuM.

Growth in AuM

The Company reached R\$ 354 billion in assets under management at the end of 2025, compared to approximately R\$ 50 billion in 2020.

Revenue expansion

69% year-over-year growth in net Total FreeRelated Revenues, primarily driven by the business combination with Compass.

Sale of Camarada Camarão, an investment by the Nordeste III fund, with a multiple of capital (MoC) of 3.8x and an internal rate of return (IRR) of 27.5% per annum.

Full divestment of the remaining asset in FIP *Transmissão* in our Real Assets segment.

First Close SPS IV at R\$ 1.1 billion, the first fund launched by Opportunistic Capital Solutions following its acquisition of SPS Capital.

Note: MoC and IRR are presented as gross amounts in Brazilian reais (R\$)

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Vinci Compass

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Who We Are

GRI 2-1, 2-6

Vinci Compass is the premier partner for alternative investments and global solutions in Latin America, formed by the combination of Vinci Partners and Compass in 2024. The Company operates as an integrated platform across multiple asset classes, combining local expertise, regional scale, and a robust framework of corporate governance, risk management, compliance, and sustainability.

The platform brings together complementary capabilities in Credit, Equities, Private Equity, Real Assets, Global Investment Products and Solutions (Global IP&S), and Corporate Advisory segments, serving a broad range of client profiles across different countries. Its organizational structure was designed to support a multi-asset strategy, backed by specialized teams for each asset class and by centralized governance, which ensures consistency of processes, operational discipline, and strategic alignment throughout the organization.

Vinci Compass’ operations are guided by the generation of risk-adjusted returns over the long term, resulting from a disciplined approach and a deep understanding of the markets in which it invests. This model incorporates a comprehensive analysis of social, environmental and governance aspects in investment decisions, underlining the Company’s commitment to creating sustainable and responsible value over time.

The Company’s supply chain primarily consists of specialized service providers, such as fiduciary administrators, custodians, asset managers, independent auditors, consulting firms, technology providers, law firms, communications companies, and suppliers of operational infrastructure. These vendors may be contracted for specific projects or for long-term relationships, always through formal contracts after rigorous selection criteria, including legal and compliance due diligence and, whenever applicable, sustainability due diligence. The Company maintains relationships with many direct and indirect suppliers, located in Brazil, Latin America, the United States, and Europe, with a portion of the payments for these services made directly by the investment funds.

Beyond its traditional value chain, Vinci Compass has important strategic relationships with global partners, joint ventures, and business alliances, such as the partnership with Ares Management Corporation and the joint venture CCLA for real estate assets in Latin America. The Company also actively engages with industry associations, regulators, stock exchanges, and self-regulatory bodies, which helps expand its access to markets, products, and investment opportunities.



In 2025, Vinci Compass reached R\$ 354.1 billion in assets under management and advisory, serving more than 3,000 institutional investors, family offices, and high-net-worth clients in Latin America, in the United States, Europe, and Asia.

Its services include financial solutions for the allocation, management, and advisory services of third-party funds, pension plans, as well as advisory services for mergers and acquisitions and debt structuring. The Company follows rigorous compliance and governance standards in order to mitigate risks and respond transparently to the expectations of its stakeholders.



Business Scenario

The year 2025 progressed in a challenging macroeconomic scenario marked by high interest rates, volatile financial markets, and geopolitical uncertainties. In this scenario, Vinci Compass maintained a prudent and disciplined approach, adapting its strategies to market conditions and prioritizing capital preservation combined with the generation of consistent long-term returns. Portfolio diversification, geographic and asset-class breadth, and a strengthened investor base were key factors in mitigating risks and capturing opportunities across economic cycles.. In parallel, the Company expanded its international distribution capabilities and deepened relationships with global investors.

2025 marked Vinci Compass' first full cycle operating as the gateway to alternative investments in the Latin America with presence in eight countries through eleven offices across Brazil, Chile, Mexico, Argentina, Uruguay, Colombia, United States, and Peru.

The Company's business model is based on three complementary pillars – talent, capital, and ideas – supported by a solid culture of partnership and meritocracy. This approach favors the attraction and retention of highly qualified professionals and promotes direct alignment between the interests of partners and investors, reinforcing disciplined decision-making that is oriented towards the long term.

Diversification and scale are central elements of Vinci Compass' value proposition. The platform manages strategies in multiple verticals, including private equity, infrastructure, credit, real estate, forestry, and liquid strategies in equities and multi-market funds. This amplitude of operations acts as a natural buffer against adverse economic cycles, while simultaneously expanding the Company's ability to identify opportunities in different sectors

and stages of maturity. In 2025, this strategy was bolstered by the acquisition of control of Verde Asset Management, one of the leading asset managers in the multi-market segment in Brazil.

Vinci Compass' growth trajectory reflects the consistency of this model. Between late 2020 and the end of 2025, assets under management grew from approximately R\$ 50 billion to nearly R\$ 354 billion.

In this regard, Vinci Compass combines the institutional robustness of a publicly-held company with the agility that is characteristic of a partnership, operating as a unified regional platform with the strategic goal of acting as a catalyst for local, regional, and global capital.



Beyond its traditional value chain, Vinci Compass has important strategic relationships with global partners, joint ventures, and business alliances, such as the partnership with Ares Management Corporation and the joint venture CCLA for real estate assets in Latin America.

Our Strategy

GRI 2-6 | SASB FN-AC-000.A

Vinci Compass’ strategy is grounded on a multidisciplinary approach based on specialization by asset class, understanding the needs and goals of our diverse client segments and markets in which we operate, as well as the consistent integration of governance and risk management into investment processes. The Company seeks to identify opportunities in markets where it possesses deep local knowledge, combining rigorous fundamental analysis, disciplined capital allocation, and unwavering attention to protecting the downside – central elements for generating sustainable value in the long term.

In this regard, diversification of business verticals plays a fundamental role as the driver of resilience of the business model. The presence of Vinci Compass in segments such as credit, infrastructure, energy, real estate, and private equity, agribusiness, and liquid strategies enables it to dynamically adjust capital allocation, thereby mitigating risks and contributing to more stable results in different economic cycles, including in scenarios of greater volatility, such as that observed in 2025.

The Company’s growth has been driven by a hybrid approach, which balances organic expansion with strategic transactions.

In 2025, the acquisition of a 50.1% stake in Verde Asset Management strengthened its footprint in the multi-strategy asset class by incorporating a brand with a consolidated track record of performance and expanding the portfolio of solutions offered to investors. On the organic front, key highlights included the completion of the fundraising for Vinci Climate Change, classified as an Article 9 fundand preparations are underway for the fundraising of VIR V, whose scope was expanded to include the Legal Amazon region.

Another significant strategic vector is the generation of revenue synergies through cross-selling between regions and platforms. Vinci Compass has been expanding the distribution of its alternative asset management capabilities to markets such as Chile, Mexico, and Colombia, while simultaneously offering global products to investors in Brazil. This rationale of commercial integration bolsters the efficiency of the regional platform and expands the Company’s growth potential.

In 2025, a key strategic challenge was the integration of human resources policies after the business combination, supporting the transition to a more unified model that emphasizes performance,

deliveries, and long-term alignment. Leadership believes that successful strategy execution depends on the ability to attract, develop, and retain talent.

In 2026, priorities include the centralization of financial and operational processes, the expanded use of artificial intelligence to enhance productivity, and the optimization of the office network with the objective of maximizing results across the region.

The acquisition of a controlling stake in Verde Asset Management in 2025 strengthened the Company’s presence in multiple markets, expanding the range of solutions offered to investors.

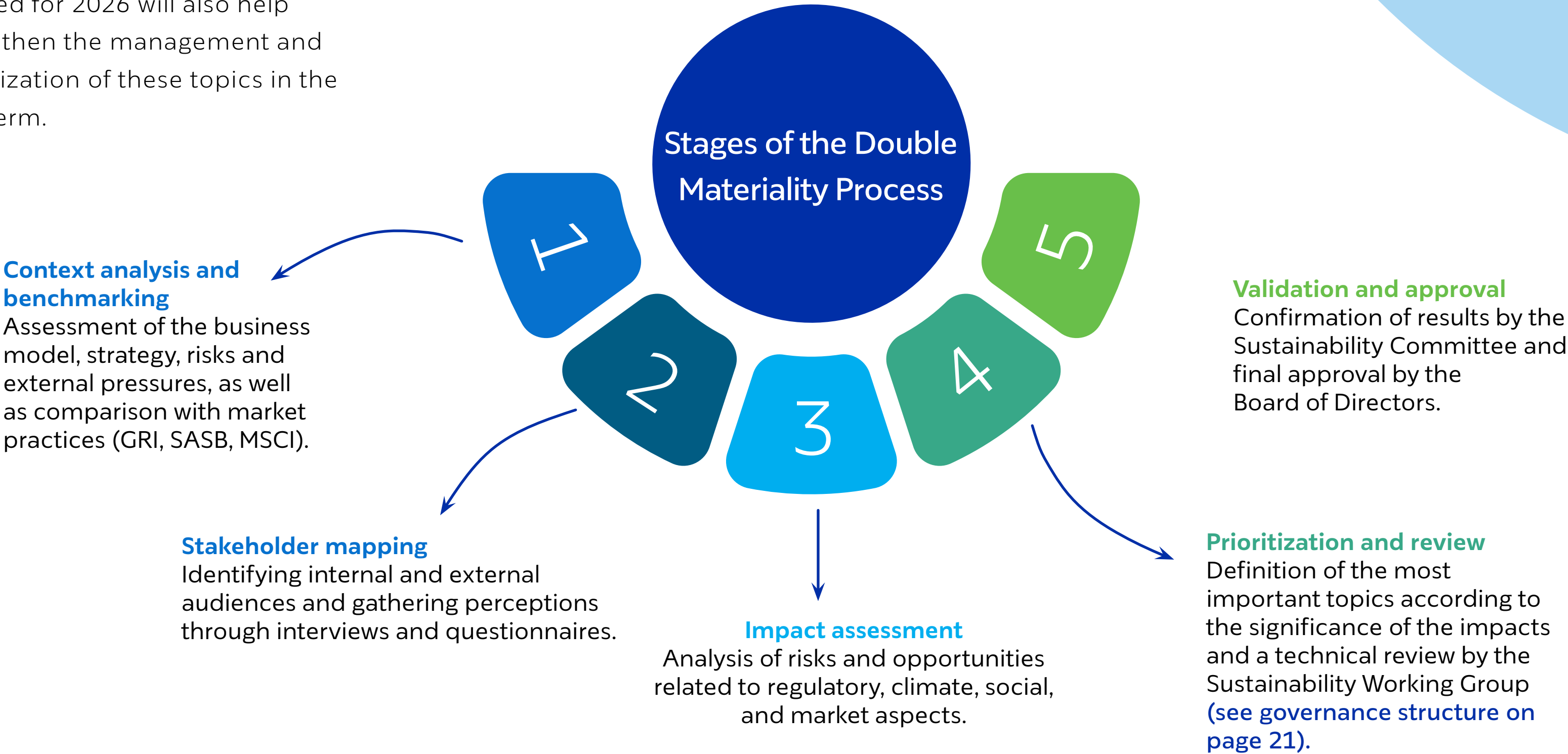
Materiality

GRI 3-1, 3-2, 3-3

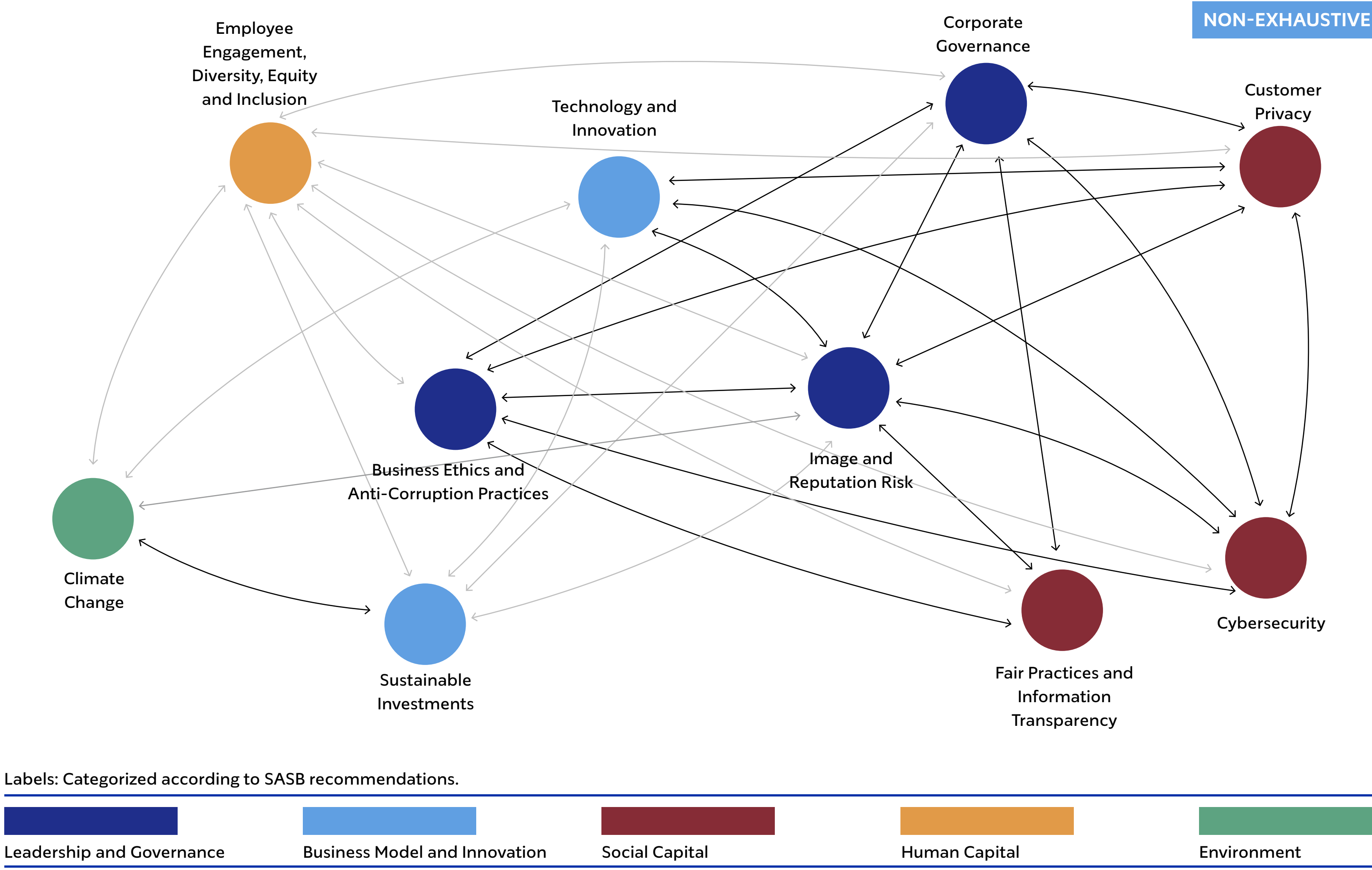
The material topics concerning Vinci Compass were defined based on an initiative launched in the first half of 2024, which took into consideration the nature of businesses, risks and opportunities, and dialogue with stakeholders. In 2025, with the integration with Compass, the Company deepened its understanding of these topics in light of the new regional scenario by including the collection of information on how the material topics were managed, which enabled it to reflect their current relevance without changing the topics.

As such, the Company has established as a strategic goal the structured review of Materiality in

2026 to consolidate the integration and more robustly capture the specific characteristics of a multinational operation. Vinci Compass believes that the process planned for 2026 will also help strengthen the management and prioritization of these topics in the long term.



Material Topics	
Leadership and Governance	Image and Reputation Risk
	Business Ethics and Anti-Corruption Practices
	Corporate Governance
Business Model and Innovation	Sustainable Investments
	Technology and Innovation
Social Capital	Cybersecurity
	Customer Privacy
	Fair Practices and Information Transparency
Human Capital	Employee Engagement, Diversity, Equity and Inclusion
Environment	Climate Change



Awards, honors and achievements

The year 2025 was marked by a series of milestones for Vinci Compass, reflecting the consistency of its operational performance and its recognition by leading market institutions.

The Company won the Rio de Janeiro Leaders Award and ranked among the top three asset managers specializing in multi-market funds and funds targeted at institutional investors, according to FGV Funds Guide. In addition, three of our partners were individually honored as the Best Real Estate Asset Manager, Best Equity Manager and Best Professional in RPPS Relationship Management.

Our funds and business units were also recognized by leading market research institutions in different segments. According to Leaders League, we were ranked the leader in the Best Private Equity Funds category in the Private Equity segment, and received the Excellent rating in the Best Real Estate Transactions – Investment in the Real Assets category.

Leaders League also awarded our Corporate Advisory area the highest distinction in the Best Independent Advisors for M&A: Mid-Lower Cap category. The area also was classified as “recommended” in Debt Capital Markets.

Other honors include:

- **FGV Guide:** the Vinci Structured Credit (VCE) fund, which completed ten years in 2025, retained the highest five-star rating in the FGV Fund Guide, an honor it has been earning consecutively since 2021.
- **GRI Infrastructure Awards:** the Vinci Climate Change fund from the Infrastructure area was a finalist and won third place in the ESG category, securing a spot in the “winners’ book” of the awards.
- **Moody’s MQ1 Rating:** Vinci Gestora de Recursos Ltda., Vinci Soluções de Investimentos Ltda., and Vinci Equities Gestora de Recursos Ltda. maintained their MQ1 rating, the highest level of management quality assessment assigned by Moody’s.
- **Institutional Investor Magazine:** recognition of the Company’s strategies through awards granted by the magazine.
- **Regional recognition in Chile:** Vinci Compass has consolidated its position as one of the leading investors in assets focused on pension funds, according to the newspaper El Mercurio Inversiones, with over R\$ 5 million invested in this segment in the country.
- **Record assets under management (AuM):** the historic mark of R\$ 354.1 billion in AuM was reached at the end of 2025.



Seals and certifications

Vinci Compass reaffirmed its climate commitment throughout 2025 through eco-efficiency certifications that reflect the quality of its management and commitment to sustainable practices. Notable certifications and recognitions include:



- **LEED Platinum:** the company’s new office located in the Salma Tower building in in São Paulo has obtained LEED Platinum certification, the highest level of international recognition for sustainable buildings, with the focus on energy efficiency, water reuse, and waste management.



- **Article 9 (SFDR):** the Vinci Climate Change Fund was registered and classified under article 9 of the European Union’s Sustainable Finance Disclosure Regulation, which is the most stringent criterion for funds with clearly stated sustainable investment goals.



- **FSC Certification:** in the forestry sector, the Company maintained its commitment to getting 100% of its forests certified by the Forest Stewardship Council (FSC), a global benchmark in responsible and sustainable forest management.

External initiatives and membership of associations

GRI 2-28



In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office



Women on board



**Operating Principles for
Impact Management**

Speeches and sponsorships

In 2025, Vinci Compass expanded its participation in events, forums, and communication initiatives as part of the strategic evolution in its institutional positioning.

The Company’s institutional and relationship agenda was busy and diverse. In Chile, the Annual Seminar held in March 2025 remained the Company’s flagship institutional event, bringing together investors and strategic partners. At the Investor Day held in October 2025 for the Company’s shareholders and the market, senior management unveiled the strategic vision and outlook for the Company’s future and significant achievements, such as the acquisition of 50.1% of Verde Asset Management. In addition, the off-site sales event held in São Paulo brought together sales leaders from all over Latin America to discuss priorities and the long-term vision. The agenda also included targeted relationship-building initiatives, such as a jazz networking event in Santiago, the Lexington Golf Day for clients, and a series of meetings in New York, including one to showcase alternative investments, and the Vinci Compass Alternative Week targeted at family offices in Brazil, Colombia, Mexico and Peru.

Internally, the Company expanded the spaces for exchanging knowledge and aligning strategies. The Sustainability Forum held debates among different areas featuring guest experts, and one session, open to all employees, in which independent director Sonia Consiglio spoke on the expectations around COP30. Webinars dedicated to artificial intelligence highlighted the progress made in adopting

these tools, which are already used by more than 80% of employees. This initiative was complemented by the monthly “show and tell meetings” organized by the Innovation and Productivity Committee, in which teams from different countries share locally developed technological solutions and automations, as well as recurring global training on products and investment strategies.

Vinci Compass’ external presence also gained scale through sponsorships and participation in important forums. In 2025, Vinci Compass sponsored the PRI in Person event, held in São Paulo, for the first time, expanding its dialogue with global investors on responsible investments.

Social and impact initiatives complemented these efforts, notably the Vinci-Compass-Apontar Chess Championship held in public schools in Rio de Janeiro in partnership with the Apontar Institute. The goal is to stimulate the development of gifted children. Moreover, technical visits to portfolio companies such as DRS and DM were organized, which brought together investors and employees to get a practical experience of the social impacts generated by the funds.

All these actions were backed by adequate infrastructure. The new office in São Paulo has become a hub of relations and business, and includes an auditorium for approximately 60 people, which is used for events with clients, partners, and civil society organizations.

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Governance Structure

GRI 3-3 Material topic: Corporate governance, 2-9

In 2025, Vinci Compass established an integrated corporate governance structure to support its role as a regional investment platform, responsible for managing and advising on R\$ 354 billion in assets. Strengthening governance was a central element of the Vinci Partners and Compass integration process, reflecting the need to

coordinate operations, risks, and strategic decisions across multiple geographies, asset classes, and regulatory profiles.

The model adopted sought to avoid the organizational fragmentation typical of combination processes by replacing a

predominantly geographic rationale with a vertically integrated regional structure. Corporate functions such as finance, operations, risk, legal, compliance, and technology were centralized, while local leadership retained the autonomy to originate new business and strengthen

relations with investors. This approach resulted in efficiency gains, greater standardization of processes, and consistent application of corporate policies, while preserving agility, deep knowledge of local markets, and institutional alignment.





Board of Directors

GRI 2-10, 2-11, 2-12, 2-17, 2-18

The Board of Directors is the highest body responsible for strategic guidance and overseeing the management of Vinci Compass, monitoring the Company’s performance, deliberating on strategic issues, and monitoring significant risks. In 2025, the Board faced a more complex scenario resulting from the regional integration of operations following the business combination between Vinci and Compass, which added new dimensions to the portfolio of strategies and the investor base.

The Board has four independent members, two of whom are women, underscoring the diversity of perspectives and the quality of decisions. It is supported by committees that deep dive into critical issues such as innovation, audit, and sustainability, ensuring that strategic issues are addressed with technical rigor and appropriate governance.

The Board is responsible for

overseeing the Company’s performance, making decisions on various matters, and monitoring risks.

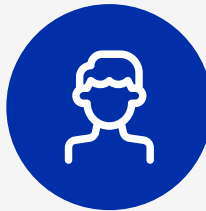
 **4**
Independent directors

participate in the Board, enhancing the diversity of perspectives.

Board of Directors Members



Gilberto Sayão da Silva
Co-founder and Chairman



Lywal Salles Filho
Partner and Director



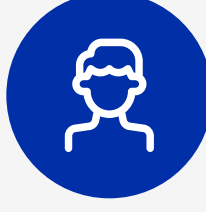
Manuel José Balbontin
Vice Chairman



Paulo Fernando Carvalho de Oliveira
Founding Partner



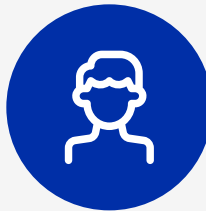
Alessandro Monteiro Morgado Horta
CEO, Co-founder and Head of Real Assets



Peter Ogilvie
Director nominated by Ares Management



Ana Marta Horta Veloso
Independent Director



Rogério Ladeira Furquim Werneck
Independent Director



Guilherme Stocco Filho
Independent Director



Sonia Consiglio
Independent Director



Jaime de la Barra
Partner, Director and Head of Global IP&S



Julya Wellisch
Partner and Global Head of Legal, Compliance and Sustainability
Board secretary

Audit Committee

Vinci Compass’ governance structure includes robust mechanisms for controlling, supervising, and mitigating risks, with the Audit Committee playing a key role as one of the main pillars of institutional integrity. The Committee plays a central role in overseeing the reliability of the financial statements, as well as the effectiveness of the Company’s internal controls and regulatory compliance. Its meetings are held at least quarterly, and the financial statements are audited by an independent external auditor (PricewaterhouseCoopers), attesting to the reliability of the information reported to the market.

In the context of the business combination between Vinci Partners and Compass, the Company acknowledges the existence of risks inherent to the integration processes, especially those related to potential gaps or overlaps in responsibilities, although no material occurrences of this nature have been identified so far. To mitigate this risk, intensive organizational integration efforts were conducted during the pre- and post-closing periods, which included redesigning the organizational structure, aligning the teams, and strengthening the role of senior management in following this process.

In this regard, the Internal Controls team plays a fundamental role through a detailed mapping of processes, identification

of risks, and the adaptation of controls to meet the regulatory requirements, including compliance with the Sarbanes-Oxley Act (SOX), associated with the Company’s listing on the Nasdaq. Additionally, the annual internal audit conducts periodic tests on the mapped processes in order to evaluate the effectiveness of the controls implemented and identify opportunities for continuous improvement.

Besides mitigating negative impacts, Vinci Compass understands that these control and audit mechanisms directly contribute to generating real and potential positive impacts. This framework is complemented by a mandatory annual training program on compliance and internal controls for all employees. The training programs covers topics such as SOX, prevention of money laundering and terrorist financing, ethics, anti-corruption, fiduciary duty, and personal investments, and may be expanded according to the regulatory context or more important topics in the external environment.

Stakeholder engagement also plays a significant role in the evolution of the Company’s governance. In 2025, input received from an important institutional investor was incorporated into internal practices, resulting in formal differentiation between voting members of the advisory committees to the Board of Directors and invited executives without voting power. After this change, only directors

formally sats on these committees to ensure greater clarity of decisions. This measure demonstrates Vinci Compass’ commitment to transparency, continuous improvement of governance, and the active incorporation of meaningful external inputs.

Audit Committee Members



Ana Marta Horta Veloso
Chair of the Audit Committee



**Rogério Ladeira
Furquim Werneck**
Independent Director



Guilherme Stocco Filho
Independent Director



Sonia Consiglio
Independent Director



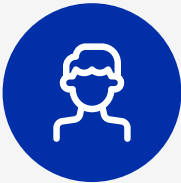
Julya Wellisch
Partner and Global Head of Legal,
Compliance and Sustainability
Committee secretary

Innovation Committee

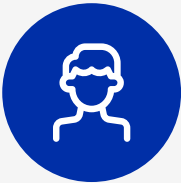
The Innovation Committee is a statutory body of the Board dedicated to discussing the medium- and long-term impacts of technology and innovation on the business. In 2025, the Committee’s efforts were focused on the responsible adoption of artificial intelligence, as well as overseeing a working group tasked with mapping risks, opportunities, and practical applications of the technology.

Among the topics discussed were the use of AI for automating due diligence processes and responding to investor questionnaires (DDQs). The Committee’s actions ensure that innovation is incorporated in a way that aligns with the Company’s strategy and governance principles.

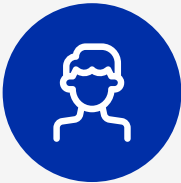
Innovation Committee Members



Guilherme Stocco Filho
Independent Director and
Chairman of the Committee



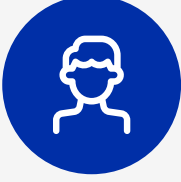
Gilberto Sayão da Silva
Co-founder and Chairman



**Alessandro Monteiro
Morgado Horta**
CEO, Co-founder and Head
of Real Assets



Ana Marta Horta Veloso
Independent Director



Lywal Salles Filho
Partner and Director

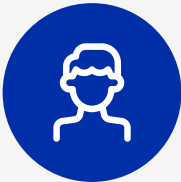
Non-Voting Executives



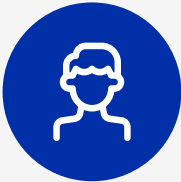
Fernando Lovisotto
Partner and Head of IP&S
Brazil and Chile



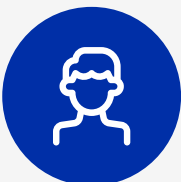
Gabriel Felzenszwalb
Partner and Co-Head of
Private Equity



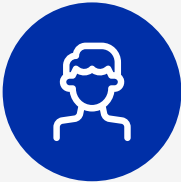
José Carlos Carvalho
Partner and Head of the
Economics and Data
Science Department



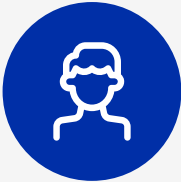
Luiz Otavio Laydner
Partner and Head of
Research Brazil



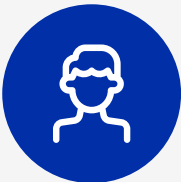
Ronaldo Boruchovitch
Partner and Head of
Distribution for allocators
and distributors



Sergio Passos
CFO



Vinicius Albernaz
Partner and Head of
Retirement Services



Alexandre Machado
Head of IT



Sustainability Committee

The Sustainability Committee is an advisory body to the Board of Directors, responsible for defining strategic guidelines and monitoring the integration of environmental, social, and governance aspects into Vinci Compass’ operations. Chaired by independent

director Sonia Consiglio, the Committee has included the Chairman and CEO since its creation, reinforcing the importance of the sustainability agenda for the organization, and the support and commitment from senior leadership.

Its responsibilities include the periodic monitoring of instruments and tools, such as the monitoring of internal sustainability indicators and the annual analysis of the ESG risk of its private market portfolio companies, among other mechanisms.



Sustainability Committee Members



Sonia Consiglio
Independent Director and
Chair of the Committee



Gilberto Sayão da Silva
Co-founder and Chairman



Alessandro Monteiro Morgado Horta
Co-founder, CEO and Head of Real Assets

Non-Voting Executives



Ana Vitoria Bevilaqua
Head of Administration and
Public Relations



Tomás Jatobá
Partner in the Opportunistic
Capital Solutions area



José Luis Pano
Partner, Chairman of Private
Equity Head of Impact and Return



Patricia Amorim
Partner responsible for the People,
Governance and Administration areas



Julya Wellisch
Partner and Global Head of Legal,
Compliance and Sustainability



Larissa Bacelar
Sustainability Analyst
Secretary

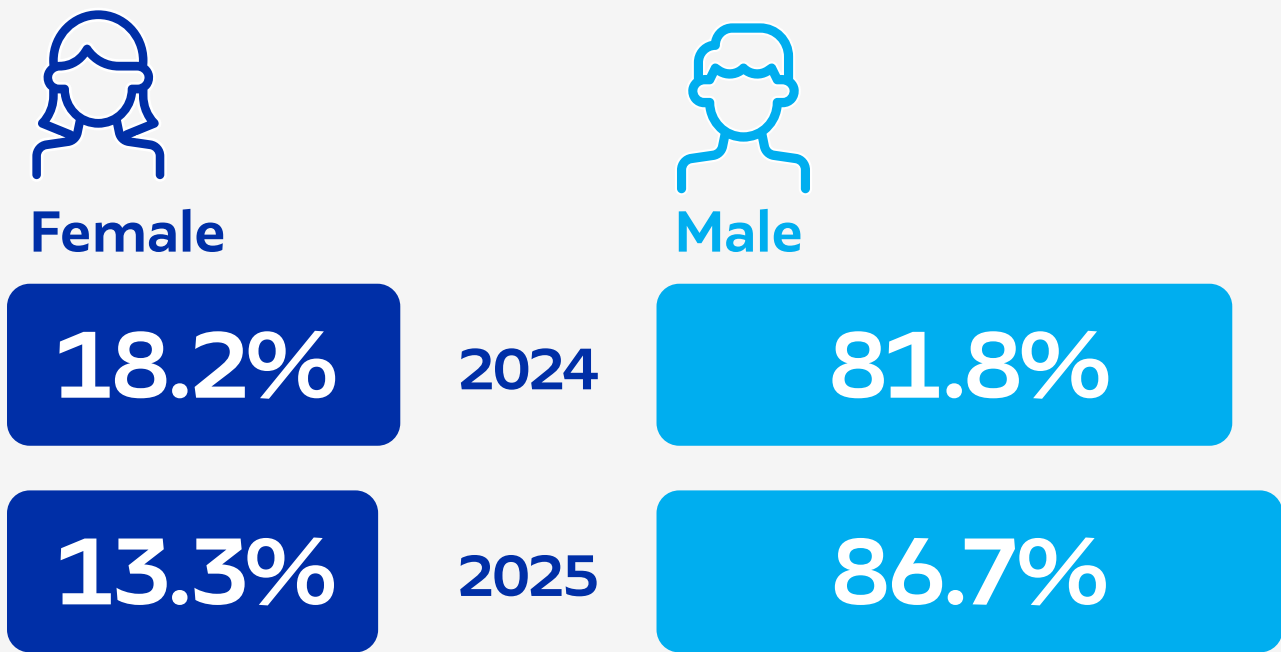
Executive Committee

The Executive Committee is responsible for executing Vinci Compass’ integrated strategy. Consisting of the Company’s key leaders, the Committee operates in a unified manner, coordinating strategic, operational, and commercial decisions at the regional level. It also monitors key performance and risk indicators, ensuring alignment between business areas and corporate guidelines.

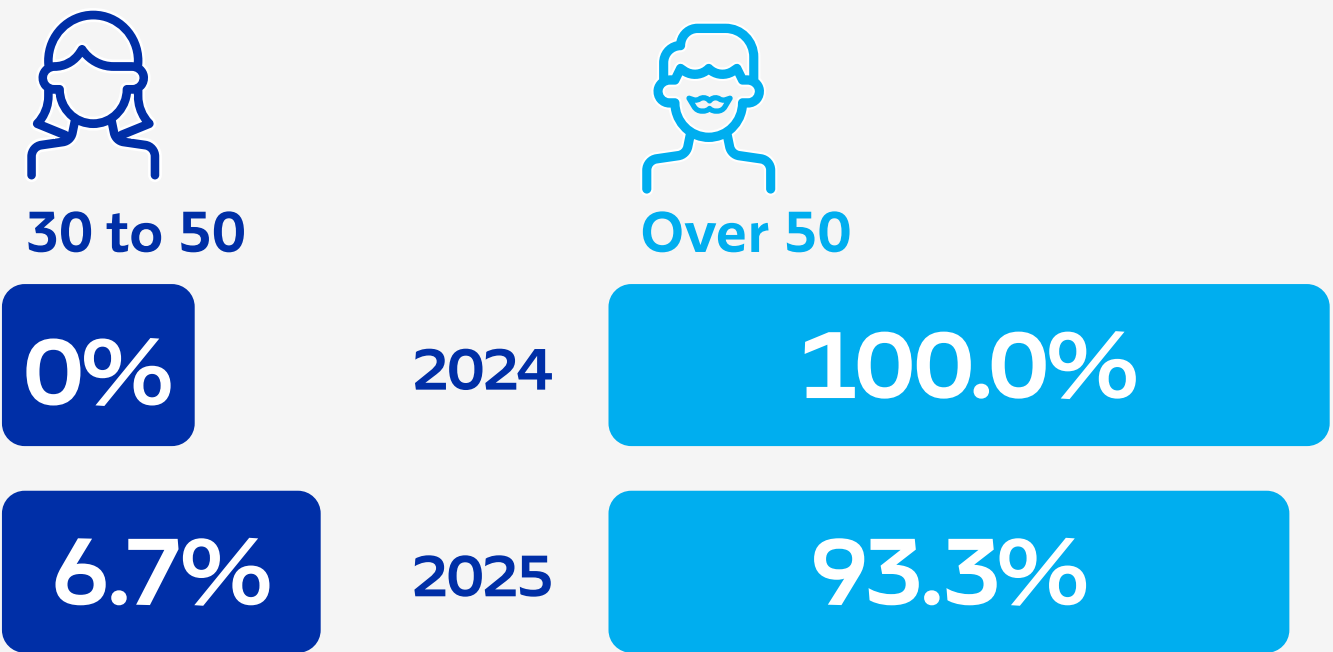
In 2025, the Committee played a central role in conducting the integration process, monitoring the capture of synergies, the cross-selling between geographies, and the transition from the focus on operational effectiveness to an increasingly efficiency-focused agenda.

Indicators of Diversity in Senior Management

Percentage of individuals who are members of governance bodies, by gender | GRI 405-1



Percentage of individuals who are members of governance bodies, by age group | GRI 405-1



Sustainability

Sustainability Governance

Sustainability governance was strengthened in 2025 with the restructuring of the Sustainability area, expanding technical capacity and integration with the business areas. In this context, the creation of the Sustainability Forum and the Carbon Working Group promoted the sharing of best practices and the dissemination of specific knowledge related to the sustainability agenda. The

continuation of the Portfolio Companies Sustainability Forum adds impetus to this movement by stimulating the exchange of experiences among the companies in the portfolio and contributing to mitigating risks and creating long-term value.

The Company also ramped up internal training actions, implementing annual

training programs on sustainability for all employees since 2025, covering the areas of regulations, climate, and responsible investments. Meetings were held with external experts to obtain a deeper understanding of risks, opportunities, and strategies related to climate change, besides strengthening informed decision-making.

Sustainability Working Group

The Sustainability Working Group provides technical support to the Committee. In 2025, the working group held discussions on sustainability indicators, new regulations, and market trends, making sure that the topics reached the Committee and the Board in a mature, structured, and data-driven manner.

Vinci Compass Sustainability Forum

Established in 2025, the Sustainability Forum is a cross-company engagement space that aims to broaden and democratize this agenda across all areas of the Company. It functions as a networking platform, and promotes the exchange of experiences between investment teams and corporate areas, thus strengthening

the culture of sustainability and encouraging the inclusion of the topic in day-to-day decisions.

Besides fostering dialogue, the Forum helps to disseminate knowledge and best practices, identify opportunities for improvement, and monitor ongoing initiatives.



Sustainability Monitoring in Investments

Monitoring sustainability in the portfolio companies of Vinci Compass’ funds is primarily the direct responsibility of the investment teams, which monitor the topic from a technical perspective integrated into the investment cycle. This activity will be detailed in the specific chapters for each strategy, as applicable.

In a complementary, independent, and crossing through the management areas, the Compliance and Sustainability areas designed a process in 2023 to monitor the ESG risk of private markets portfolio companies. The goal is to offer an additional layer of oversight, with periodic reporting to the Sustainability Committee, thereby ensuring standardization and comparability in understanding these portfolio risks.

This assessment enables the identification of gaps, mapping of opportunities for improvement, and the establishment of action plans in proportion to the level of risk identified, in conjunction with management teams.

Besides individual company analysis, the process also includes building a sector-wide perspective that enables internal and external comparisons with average market parameters, which brings greater rigor and contextualization to risk-related discussions.

In 2025, the third round of classification of portfolio companies was completed, strengthening the historical baseline and enabling the monitoring of trends, patterns, and evolution of risk over time.



The third round of ESG risk assessment for 2025 has been completed, strengthening the historical data set and enabling the tracking of trends, patterns, and changes in ESG risk over time.

Portfolio Companies Sustainability Forum

The Portfolio Companies Sustainability Forum is a strategic space for exchanging knowledge and engagement, targeted at companies in the Vinci Compass portfolio. It serves as an environment of qualified dialogue, designed to stimulate reflection on sustainability and support portfolio companies in maturing their ESG practices consistently and in a manner applicable to their daily business, through the dissemination of best practices,

presentations by guests, and workshops, among others.

The experiences, methodologies, and lessons learned internally by Vinci Compass are also shared in the Forum to strengthen the ecosystem as a whole based on active engagement: the Company acts as a strategic partner by supporting companies in their socio-environmental journeys, instead of merely acting as a inspection or enforcement agent.



Ethics and Compliance

GRI 3-3 Material topic: Business ethics and anti-corruption practices, 3-3 Material topic: Fair practices and transparency of information, 2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 2-27, 205-1, 205-2, 205-3, 206-1 | SASB FN-AC-510.1, FN-AC-510a.2, FN-AC-270a.2, FN-AC-270a.3

Ethics is a fundamental pillar of governance at Vinci Compass. The Company adopts a conservative approach to legal and regulatory compliance, guided by the principle of always operating with a margin of safety, avoiding practices close to regulatory thresholds.

In 2025, the compliance structure was centralized to ensure the uniform application of policies and controls across all countries of operation. The processes include background checks, management of conflicts of interest, control of interactions with public officials, and clear policies on transparent communication with investors.

Whistleblowing Channel

Vinci Compass has established formal mechanisms to identify, report, investigate, and remedy the actual or potential negative impacts related to ethical conduct, compliance, and human rights, as established in its Global Code of Ethics. The Code defines the standards of behavior applicable to employees and management, and mandates the reporting of any known or suspected violation, including conflicts of interest, through the Whistleblowing Channel.

The Whistleblowing Channel is the Company’s main complaint mechanism and is operated on a 24/7 basis by an

independent vendor. The Channel is open to employees, managers, customers, suppliers, partners, other stakeholders and all third parties, enabling complaints to be registered anonymously or with identification, with confidentiality and protection against retaliation guaranteed.

The complaints received are analyzed by the Compliance area and monitored by the Audit Committee, which is responsible for overseeing internal controls, monitoring investigations, and deciding on corrective, compensatory, or disciplinary measures according to the nature, severity, and impact of the incidents. Investigation procedures

follow the principles of impartiality, confidentiality, due process, and respect for the rights of all the parties involved.

The functioning of the Whistleblowing Channel is continuously monitored through indicators such as the number of reports and response time. Periodic reports on its performance and the outcome of investigations are submitted to the Audit Committee.

Risk Management

GRI 3-3 Material topic: Image and reputation risk, 2-13

In 2025, risk management at Vinci Compass advanced to a new stage, taking on an integrated regional approach aligned with the Company's strategy. This maturation accompanied the organization's evolution into a single platform operating in multiple geographies and asset classes, which required a systemic view of strategic, operational, financial, regulatory, and reputational risks.

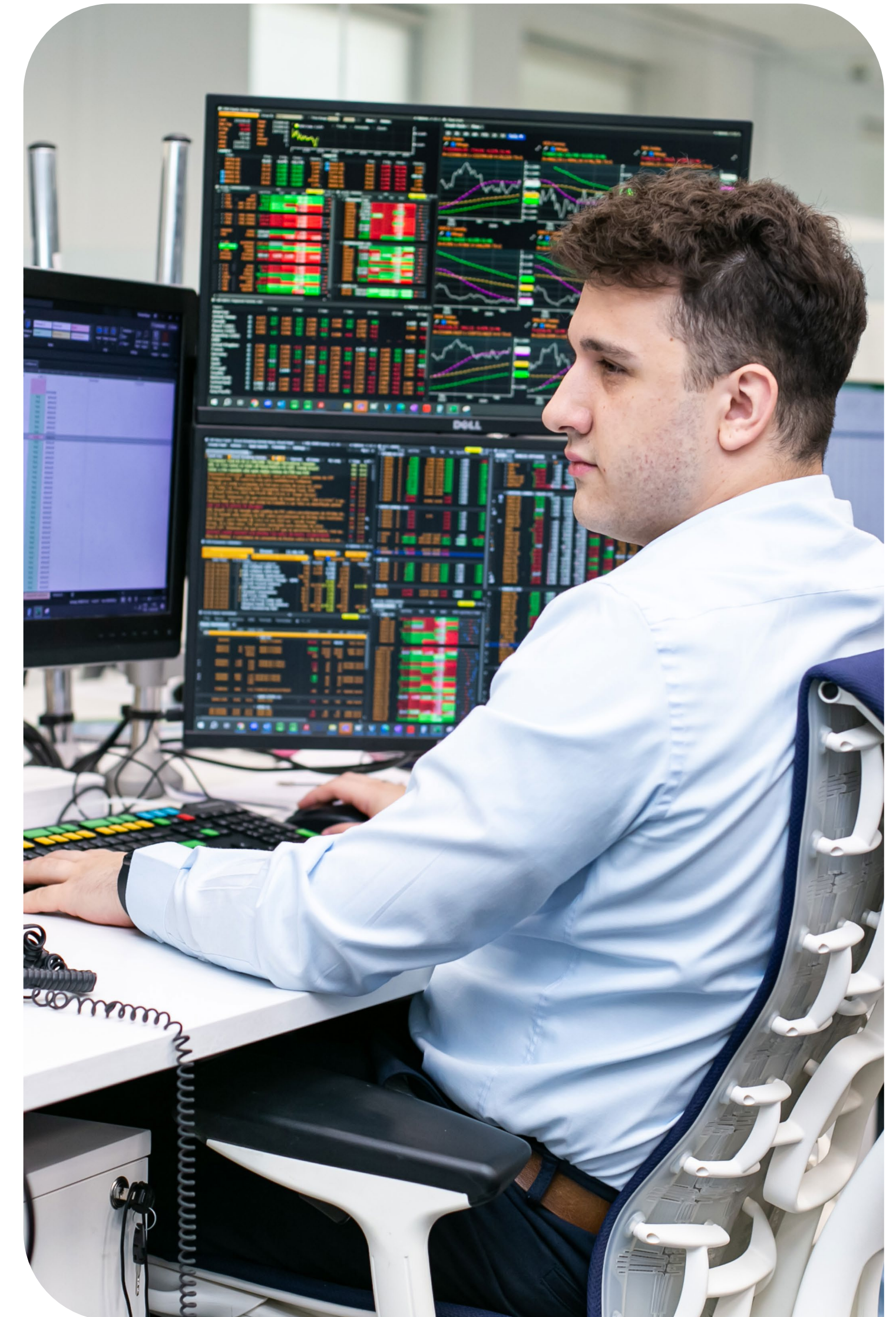
The governance framework was designed to balance the autonomy of business units with centralized corporate structures on critical issues. While investment areas retain their technical autonomy, functions such as compliance, internal controls, financial management, technology, and operational risks work in an integrated manner, thereby reducing the risks of fragmentation, asymmetry of information, and inconsistencies between jurisdictions.

The inorganic growth and integration actions rolled out in recent years have underscored the importance of structured risk management from the outset of deals. Rigorous due diligence processes, detailed planning between the signing and closing of deals, and the clear definition of responsibilities and committees have helped mitigate

significant risks in the short term, while simultaneously laying the foundation for capturing synergies and increasing efficiency over time.

On the regulatory and compliance front, regional operation requires a combination of in-depth local knowledge and common corporate guidelines. The Company has specialized teams in each country to address the specific regulatory requirements, while simultaneously working on the standardization of policies, controls, and indicators. This approach strengthens the management of legal, conduct, and conflict of interest risks, besides providing a consolidated view of the Organization's exposure.

Incorporation of environmental, social, and governance risks into investment and management processes is also part of this approach. As a long-term investor, Vinci Compass believes these factors can directly impact the performance and perpetuity of assets, and are addressed in a structured manner through committees, indicators, and continuous engagement with investees according to the respective mandates and regulations of the investment funds managed by the Company.

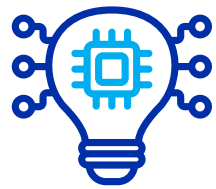


Cybersecurity

GRI 3-3 Material topic: Cybersecurity, 3-3 Material topic: Customer privacy, 418-1

Consequent to regional expansion and increased digitalization, cybersecurity has become a material topic for Vinci Compass. By 2025, the Company invested in standardizing information technology infrastructure, installing backup systems and antivirus software at all offices.

A key focus area was data protection in the context of use of artificial intelligence. Corporate licenses with controlled environments (sandboxes) were implemented to reduce the risk of leakage of proprietary information in language models and to ensure compliance with information security policies.



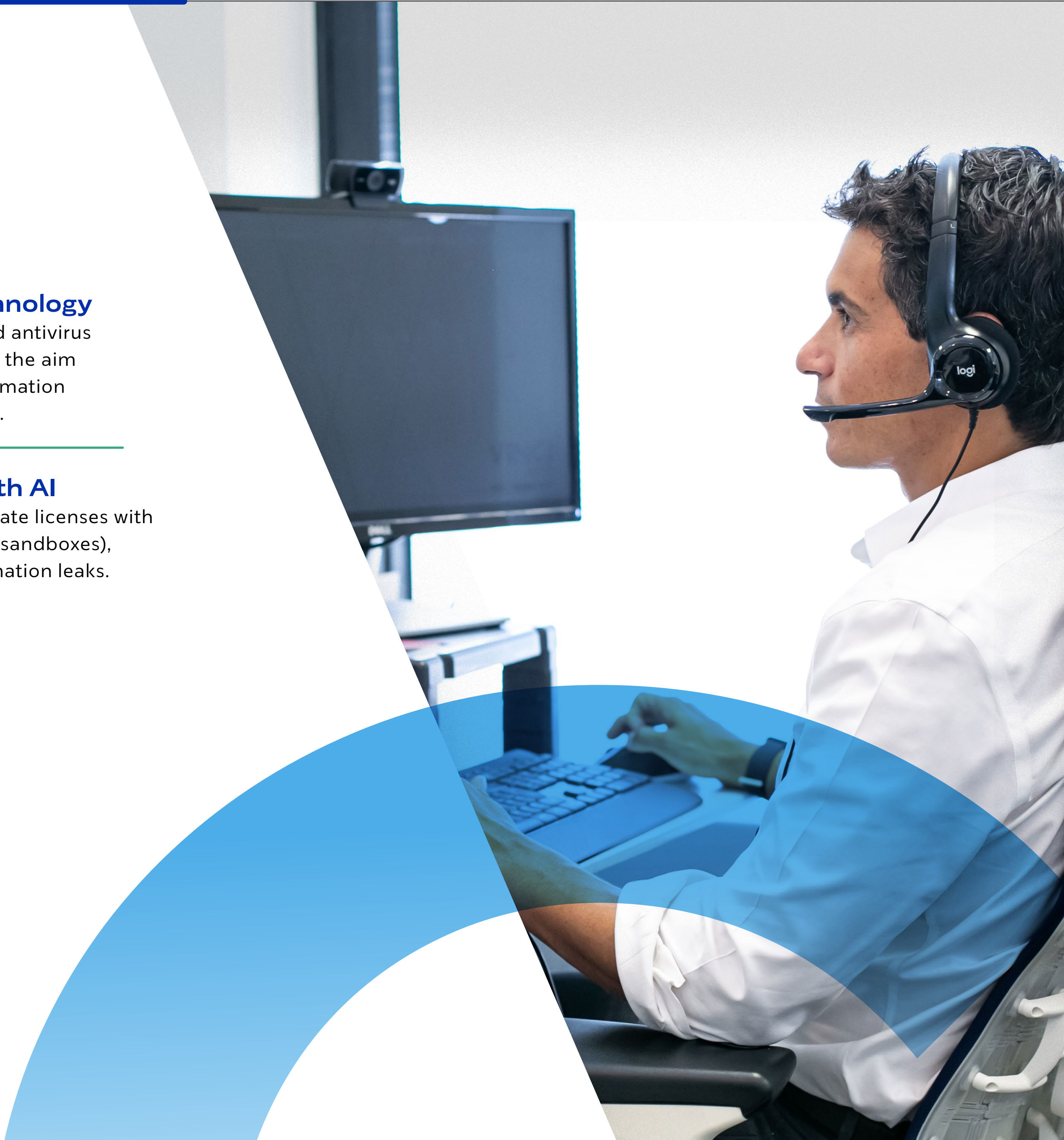
Investment in Technology

Installation of backup and antivirus systems in all offices with the aim of standardizing the information technology infrastructure.



Data Protection with AI

Implementation of corporate licenses with controlled environments (sandboxes), reducing the risk of information leaks.



4

Businesses

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Our Strategy

GRI 2-6 | SASB FN-AC-000.A

Vinci Compass’ business model is based on operating as a regional, multi-strategy, and multi-country alternative investment platform designed to operate in an integrated manner across different economic cycles and market scenarios. The Company combines active management, specialization by asset class, and a robust governance, risk, compliance, and sustainability structure to ensure consistency in decision-making and disciplined capital allocation over time.

Vinci Compass’ strategy is based on the principle that sustainable value generation depends on the capacity to operate locally with deep knowledge of markets, while also preserving an integrated regional vision. To this end, the Company adopts an organizational model that balances the technical autonomy of investment teams with the centralization of critical corporate functions. The governance, risk management, compliance, technology, and sustainability areas operate across the board, establishing common standards and homogeneous controls across all geographies, while investment teams maintain the flexibility to originate and structure opportunities that are aligned with the specific characteristics of each market.

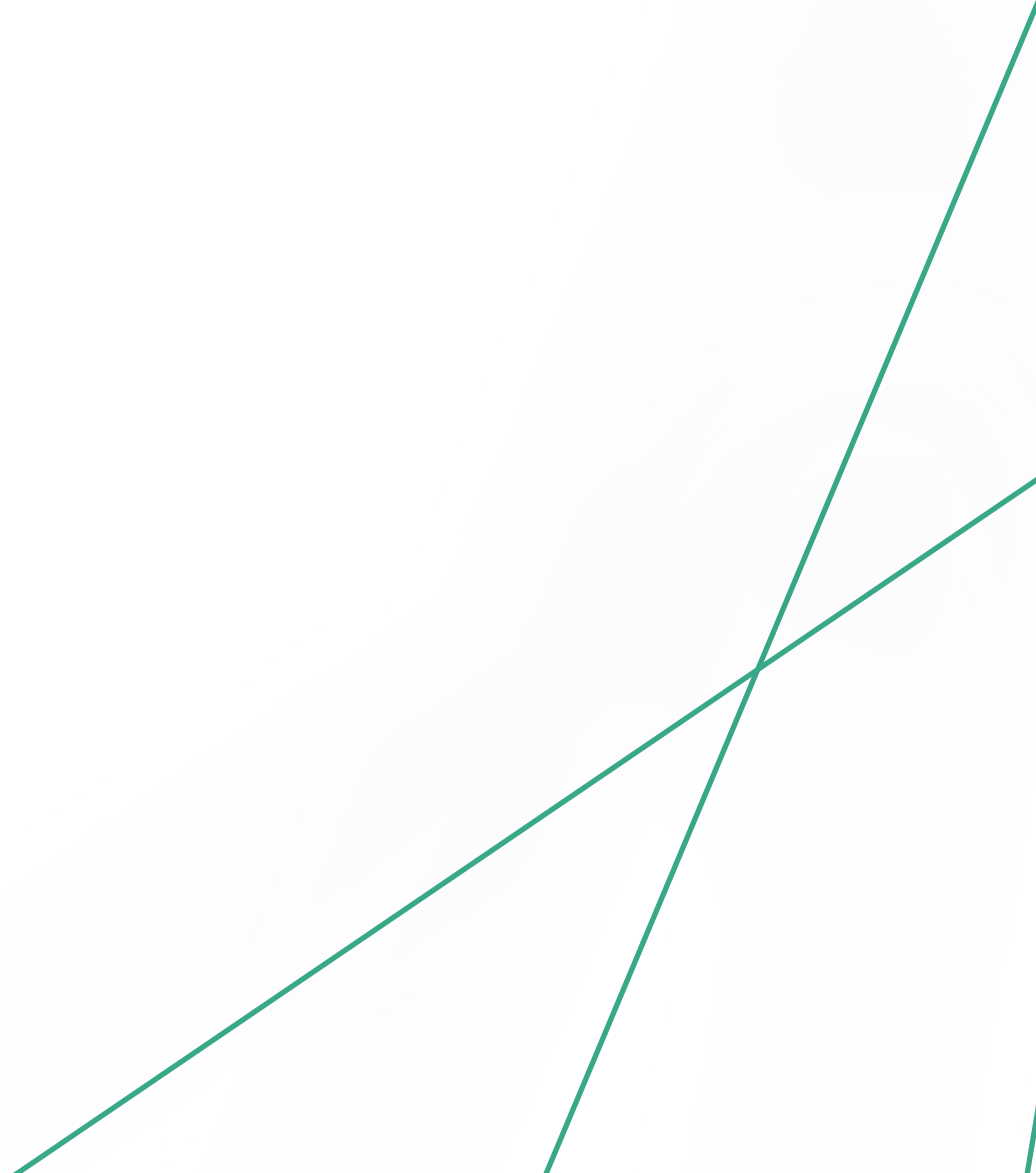
The combination of Vinci Partners and Compass was a milestone in the evolution of this model by significantly expanding the scope of regional operations and strengthening the capacity for origination, distribution, and management of

assets across Latin America. The combination of management expertise honed in Brazil with the extensive distribution network and local presence in other countries enabled Vinci Compass to operate as a unified platform capable of offering diversified solutions to both institutional and individual investors in Latin America and elsewhere.

Diversification by asset classes, geographies, and risk profiles is a central element of the strategy and serves as a mechanism of resilience in the face of regional volatility. The Company’s presence in the Credit, Private Equity, Real Assets, and Global Investment Solutions and Products segments, in addition to corporate advisory services, enables it to adjust its exposure throughout economic cycles, seizing opportunities at different stages of maturity and reducing its dependence on a single growth vector.

Sustainability is integrated to the entire business model, not just as a set of specific products, but as a structuring component of risk analysis and decision-making. Whenever possible, environmental, social, and governance criteria are incorporated into the due diligence, monitoring, and management processes of investee companies, which help identify material risks, mitigate negative impacts, and create long-term value. This approach bolsters Vinci Compass’ ability to align the interests of investors, investee companies, and other stakeholders.

By operating as an integrated regional platform, Vinci Compass, besides offering local products to investors in the different countries where it operates, also serves as a link between global capital and local opportunities in Latin America, and between Latin American capital and global opportunities through long-standing partnerships with top-tier global managers. Its business model enables it to attract funds from international investors to strategic sectors of the regional economy, while offering local investors access to diversified and global investment solutions. This combination of scale, specialization, and integration underpins the Company’s value proposition and guides its strategy of responsible and consistent growth over time.





Sustainable Investments

GRI 3-3 Material topic: Sustainable investments | SASB FN-AC-410a.1, FN-AC-410a.2, FN-AC-410a.3

At the end of 2025, Vinci Compass had approximately R\$ 17 billion in assets dedicated to sustainable strategies, equivalent to around 5% of its total AuM and 12% of the AuM under its direct management. This volume reflects a structured approach to responsible investing, which combines the offering of products specifically focused on sustainability with the systematic integration of environmental, social, and governance criteria into investment processes in different asset classes.

The strategy includes thematic and impact funds, such as Vinci Climate Change, which is classified as article 9 of the SFDR, as well as vehicles voluntarily aligned with international sustainable investment standards. In parallel, the Company applies proprietary ESG scores, materiality matrices, and sector analyses to credit, private equity, infrastructure, and real assets in order to strengthen risk management and identify opportunities throughout the investment cycle. In segments such as agribusiness and forestry, strategies are focused on recovering degraded areas and restoring native vegetation, in addition to responsible management, which reconcile financial returns with positive environmental impacts.

Vinci Compass has been a signatory to the Principles for Responsible Investment (PRI) since 2012 and has implemented a corporate Sustainability Policy that guides both the development of new products and the execution of existing strategies. The

involvement of the Sustainability, Compliance, and Legal areas in developing and disseminating products ensures compliance with regulatory standards and practices effectively adopted by management teams, thus mitigating risks related to greenwashing or inappropriate rating of funds. This control includes verifying the mandatory information required by self-regulatory bodies and regulators, as well as the consistency between goals, investment practices, and communication materials.

In private market funds, sustainability is treated as a central vector for risk management. After the acquisition of assets, investments are constantly monitored in order to take corrective measures in response to incidents, social and environmental liabilities, or subpar ESG maturity levels, which could affect the value of the investments.

Technology and Innovation

GRI 3-3 Material topic: Technology and innovation

Technology and innovation are treated by Vinci Compass as strategic drivers of efficiency, productivity, and governance. Since 2021, this topic has been addressed at the highest level through the Innovation Committee, an advisory body to the Board of Directors, chaired by independent director Guga Stocco. The Committee’s mission is to stimulate creativity, assess opportunities and risks associated with the adoption of new technologies, and propose initiatives to enhance the Company’s digital capabilities, always from the perspective of governance, transparency, and compliance. Recurring topics include automation, artificial intelligence, big data, and blockchain, which are analyzed in alignment with business strategy and regulatory requirements.

This governance is supported by a framework of internal policies on technology and cybersecurity, which include guidelines on information security, cybersecurity, incident response, business continuity, remote access, and the use of computing devices. Published on the corporate intranet, these policies establish clear parameters

for the responsible use of technology, mitigating operational and reputational risks.

In 2025, Vinci Compass reinforced this agenda by setting up the AI Innovation Group under the leadership of Bruno Zarembo, partner and President of Finance and Operations. The Group periodically brings together technology and business leaders to discuss trends, conduct training, and implement practical initiatives, such as webinars on the safe use of artificial intelligence and the sharing of best practices among teams.

The Company adopts preventive measures to mitigate potential negative impacts from the use of technology and innovation. The management of technology vendors and contractors is carried out through rigorous due diligence, which evaluates criteria such as information security, compliance, and adherence to internal policies, and incorporates specific contractual clauses on confidentiality, data protection, and incident response. In parallel, training sessions are periodically held on cybersecurity and the responsible use of digital tools.



From an operational standpoint, Vinci Compass has been analyzing and implementing tools that enable automation with less dependence on advanced knowledge of programming, thus democratizing access to innovation. Acquisition of corporate licenses and adoption of sandbox environments are encouraged to protect sensitive data and prevent the misuse of proprietary information in external AI models. These initiatives are accompanied by assessment, approval, and

monitoring routines, with support from the technology department.

The Innovation Committee encourages the adoption of technologies that increase efficiency and data reliability, while reducing manual errors, and training programs on topics such as Python, automation, and management tools are offered to employees from different areas.

The effectiveness of these measures is monitored through internal surveys. In 2025, a survey conducted by the AI Innovation Group revealed that around 80% of employees were already using artificial intelligence tools in their daily routines, with the majority perceiving gains in efficiency. These findings formed the basis of strategic decisions, such as the emphasis on the use of corporate licenses and creating controlled environments for testing new technologies.

The lessons learned from this journey are being incorporated into the Company's processes and practices. For example, in 2025, Vinci Compass launched the first episode of its podcast using AI-generated voice and incorporated this technology into its cybersecurity training materials. New technological tools and solutions are constantly studied based on the needs identified by the teams.



 **+80%**
of employees
say they use AI tools in their
daily work.

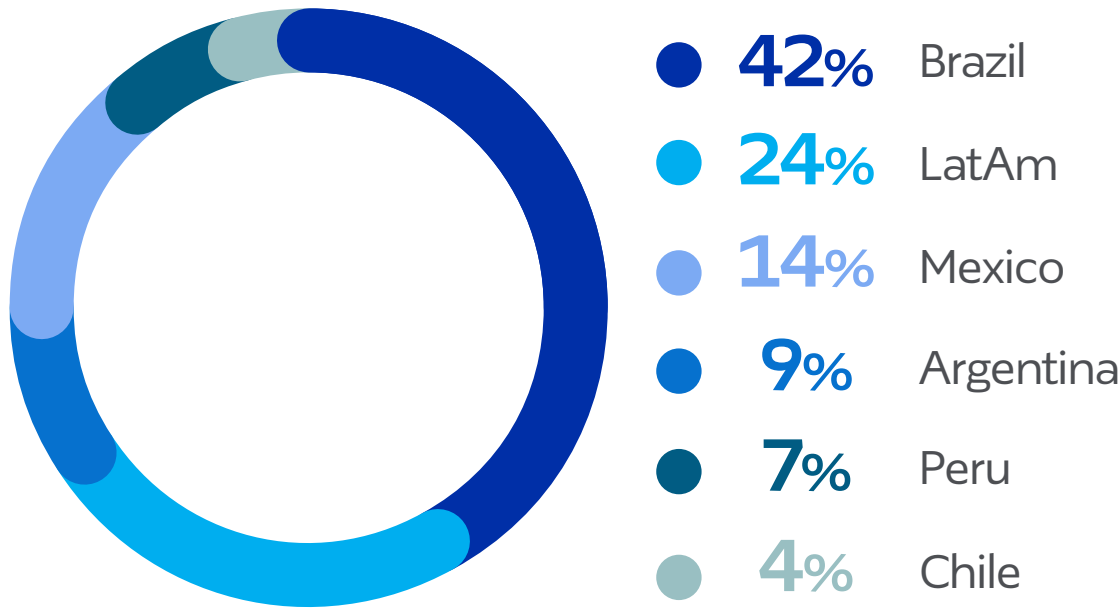
In 2025,
the Company released the first
episode of a podcast featuring
an AI-generated voice.

Credit

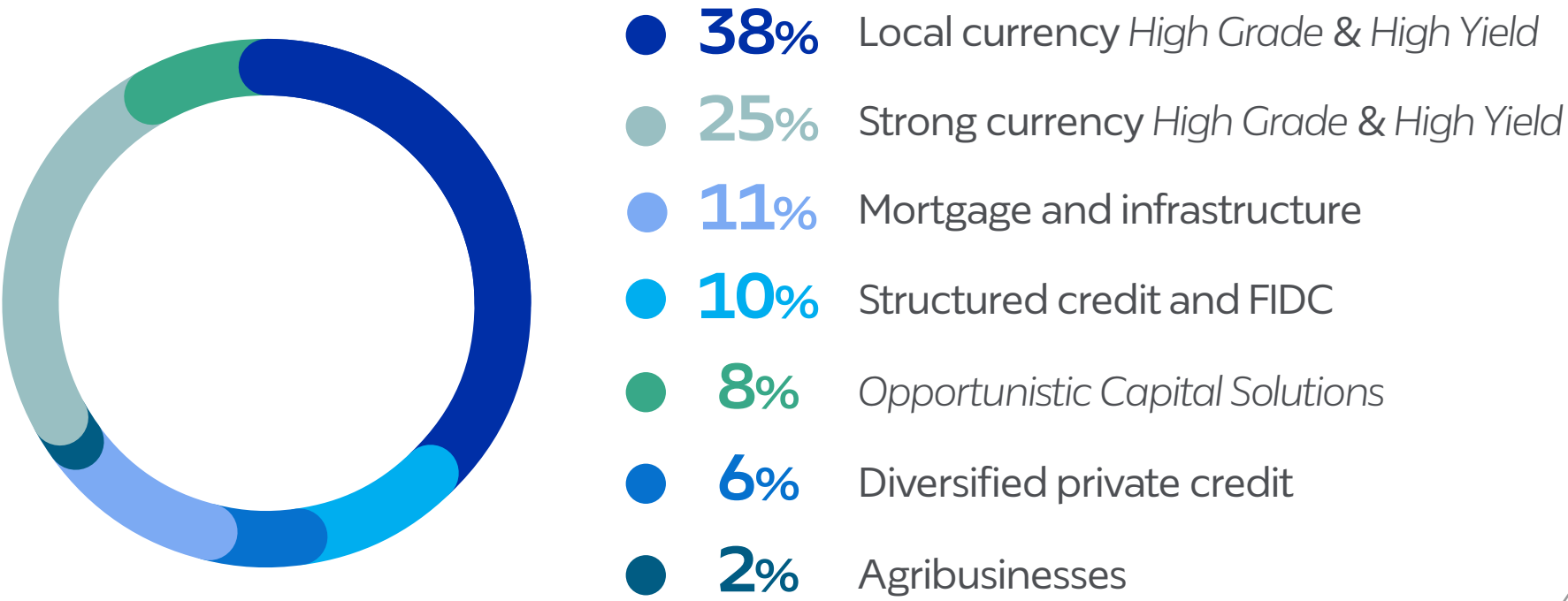
Vinci Compass’ credit strategy is based on an active and diversified approach that entails exposures to corporate, sovereign, and structured credit. Investment decisions are grounded in proprietary and in-depth analyses of issuers, sectors, and macroeconomic risks, combining quantitative and qualitative criteria in selecting and structuring liquid and private instruments. Multi-currency operations and the ability to develop

customized solutions for different investor profiles broaden access to a diverse range of fixed-income instruments issued in different countries in the region. In selected mandates, ESG criteria are incorporated into the investment process, underscoring the Company’s commitment to responsible management and the generation of risk-adjusted returns in the long term.

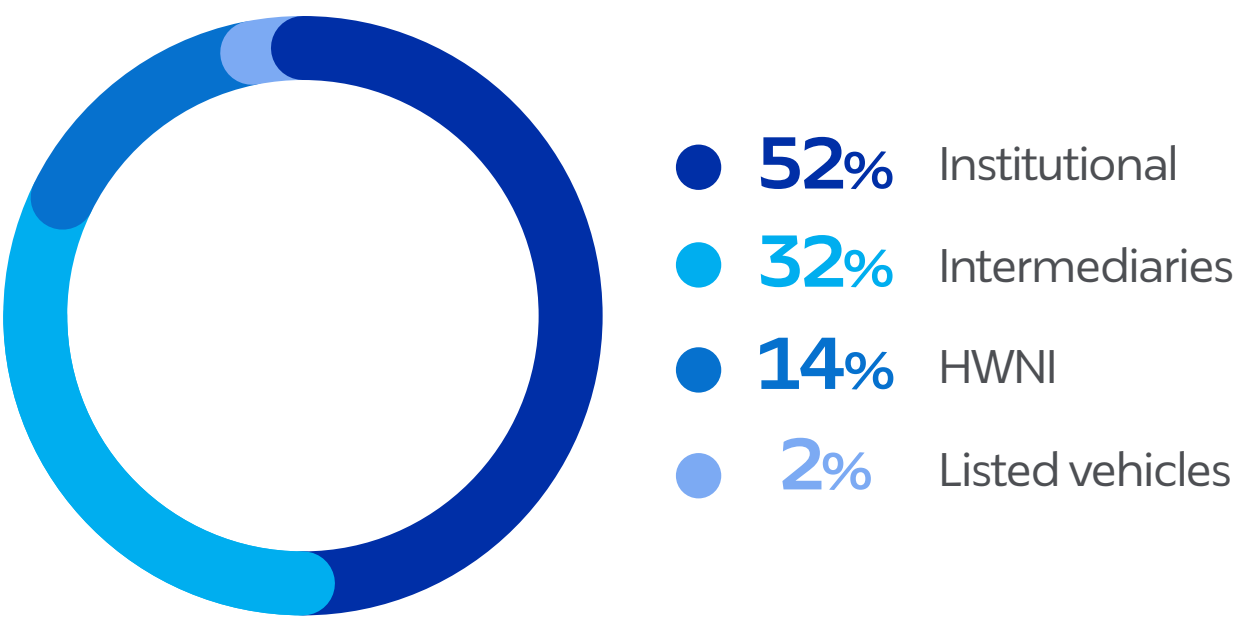
AuM by geographic area



AuM by substrategy



AuM by customer profile



In selected portfolios, ESG criteria are incorporated into the investment process.

Public and Private Credit

Vinci Compass’ credit platform is one of the most important verticals in the Company’s business model. In 2025, the area reported significant growth in assets under management, driven by the consolidation of the regional strategy for hard currency credit, the consolidation of local operations, and the launch of new products adapted to the specific needs of each market. Regardless of the segment, credit operations are guided--in diverse strategies--by rigorous fundamental analysis, robust governance, as well as environmental, social, and governance criteria in risk assessment.

At Vinci Compass, the distinction between private and public credit is not associated with the nature of the issuer, but with the dynamics of trading, the degree of liquidity of the assets, and the way the operations are originated. Public credit refers to instruments traded in open and liquid markets, with daily pricing and the possibility of frequent entry and exit. This segment mainly involves debt securities issued by large Latin American and global corporations, often traded in hard currency, such

as the US dollar, and accessed through the capital markets. Operating in this segment enables the development of strategies with shorter redemption periods, serving investors who demand flexibility and liquidity while seeking exposure to high-quality corporate credit.

One example of this approach is the Latin American credit strategy, which operates within a broad universe of corporate issuers in the region, estimated at hundreds of companies and hundreds of billions of dollars in traded volume. Funds such as the Latin American Corporate Debt (LACD) reflect this thesis, combining scale, liquidity, and active management to capture opportunities in different market cycles.

On the other hand, structured private credit is associated with customized, bilateral, and less liquid operations, in which Vinci Compass directly finances companies through customized solutions. These operations include direct income strategies, receivables financing, real estate credit, agribusiness, and other

structures that require in-depth analysis of guarantees, cash flows, and specific risks. Investments in structured private credit involve long-term horizons, which implies lower liquidity for investors but is compensated by returns adjusted to the risk assumed.

In 2025, the Company made consistent progress with the launch and expansion of credit funds in different countries across the region, such as Peru, Mexico, and Colombia. The strategic perception is that private markets in Latin America, especially outside Brazil, offer significant long-term growth opportunities due to financing gaps, lower competition, and higher demand for structured credit solutions.



In 2025, the Company made steady progress, launching and expanding credit funds in various countries across the region, such as Peru, Mexico, and Colombia.



Strategies

The Company’s credit strategies are designed to meet the needs of diverse investor profiles, investment horizons, and liquidity objectives, reflecting the breadth and specialization of the platform.

In the public credit segment, Vinci Compass focuses on liquid corporate credit strategies, investing in debt securities traded on open markets, largely issued by major Latin American and global companies. These strategies prioritize liquidity, daily pricing, and flexible entry and exit, enabling funds with shorter redemption periods targeted at investors seeking efficient asset allocation and active cash management. The combination with Compass strengthened this area by expanding scale, management capacity, and access to a broader universe of issuers, including consolidated strategies such as Latin American Corporate Debt (LACD) and products focused on high-quality corporate credit in the Brazilian market.

In private credit, the focus is on structured and bilateral operations, which are more complex and have longer investment horizons. Here, the ability to originate, thoroughly analyze guarantees, and modeling of cash flows is fundamental for creating value. Strategies include infrastructure credit, which focuses on essential sectors such as renewable energy, telecommunications, biofuels, and basic assets, as well as real estate credit (through receivables certificates), including listed funds and longer-term vehicles aimed at institutional investors.

The platform also encompasses structured credit and multi-strategy approaches, including customized operations and investments in credit rights funds, expanding investor access to asset classes historically concentrated in the banking system. These strategies include receivables financing, payroll-deducted loans, anticipation of cash flows, and more complex structures, combining diversification and risk-adjusted returns. The Vinci Structured Credit fund, which completed ten years in 2025, exemplifies the maturity of this approach. Also noteworthy in this universe is the direct income strategy in countries such as Peru, Mexico, and Colombia, which is designed according to the specific regulatory and economic conditions of each market.

Additionally, exclusive mandates represent a significant area of customization, enabling the Company to structure tailor-made portfolios for large institutional investors, companies, and foundations. These vehicles make it possible to meet specific liquidity, geographic, or regulatory restrictions, while benefiting from the multi-strategy expertise and execution capacity of Vinci Compass’ credit platform.

ESG Governance

The governance of environmental, social, and governance aspects in Vinci Compass’ credit segment is designed to permeate the entire investment process. Practices are adapted according to the respective mandate, regulatory scenario, and characteristics of each Latin American country where Vinci Compass operates.

The due diligence process for products classified as sustainable is enriched by independent verifications, specialized technical analyses, and reputational research. For structured operations, governance includes the hiring of specialists to evaluate the contracts and operating risks, as well as the adherence of projects to expected technical, legal, social and environmental standards.

In the case private credit funds, the approach is described as guiding and integrated, even though not all strategies are classified as strictly sustainable funds. Products such as LACD adopt a logic of systematically incorporating ESG

factors into risk analysis to meet the growing demand from institutional investors, especially from Europe, and pension funds in Latin America due to greater transparency and accountability in capital allocation.

Historically, the Governance pillar has occupied a central position in the ESG assessment of the credit sector. A deep understanding of who the issuers are, how decisions are made, and what the control and reporting mechanisms are is considered essential for mitigating risks and protecting investments.



ESG Scoring System

The Vinci Compass ESG scoring system is a proprietary tool integrated into the credit risk analysis process and used, according to each mandate, to make a structured assessment of the environmental, social, and governance factors of issuers. Unlike a seal or parallel assessment, the ESG score is a component of the investment decision that directly impacts the internal rating, pricing, and exposure limits of operations.

The system uses sector-specific materiality matrices, which adapt evaluation criteria and weights to the specific characteristics of each sector and operating scenario. This approach enables the capture of materially significant risks for each sector, avoiding generic analyses and ensuring a more accurate assessment of non-financial risk associated with credit operations.

The methodology adopted is based on a dual assessment: each company analyzed receives, simultaneously, an internal financial rating and an ESG score. Performance in environmental, social, and governance criteria can result in adjustments of up to two levels in the company’s final rating. This mechanism directly influences investment decisions and the structuring of operations, including terms, guarantees, and cost of capital.

The system’s evolution was driven both by internal guidelines and growing demand from institutional investors, especially European investors, and pension funds in Latin America due to greater rigor, transparency, and traceability in the integration of these criteria.

ESG Due Diligence

ESG due diligence in Vinci Compass’ credit area functions as a practical tool for assessing and managing non-financial risks, complementing economic analysis and bolstering the discipline of the investment process, especially in long-term and less liquid operations.

In private markets and structured operations, due diligence takes on a more in-depth character and may involve direct interaction with the companies and projects being analyzed, which includes evaluating operational practices, governance structure, reputational and integrity checks, and validation through external sources. In more complex projects, such as infrastructure, due diligence is complemented by technical and legal analyses conducted by independent experts.

This approach helps reduce operational, legal, and reputational risks throughout the investment lifecycle.

ESG due diligence does not end at the origination stage. Assets are monitored continuously, with periodic reviews by risk committees and monitoring of the evolution of material factors. This enables the identification of changes in the risk profile of investees and guides engagement or mitigation actions when necessary.

2025 Highlights

In 2025, Vinci Compass’ credit area registered significant growth, regional expansion, and institutional consolidation.

Growth was driven by both the appreciation of assets and robust funding, reflecting the maturity of strategies as well as investor confidence. During 2025, the area’s assets under management grew approximately 30% to end the year at around R\$ 17.5 billion.

Highlights of the period include:

-  **Expansion of the regional corporate credit strategy:** : the Latin American Corporate Debt (LACD) fund reached the milestone of around R\$ 5 billion in assets under management, consolidating itself as the Company’s flagship strategy in its category with daily liquidity.
-  **Launch and consolidation of structured credit strategies:** notably PEPCO II in Peru, the FAE Mexico focused on factoring, and fixed-maturity and high-income funds aimed at investors across Mercosur.
-  **Balanced regional performance:** Mexico registered strong performance in local currency, while Argentina maintained its funding capacity and business continuity despite a more challenging macroeconomic environment.
-  **Infrastructure Credit:** this vertical reached approximately R\$ 2.7 billion in AuM, mainly driven by the Vinci FI Infra Institucional and Vinci Crédito FIC FI Infra RF funds. In 2025, three new products were launched: Vinci Debêntures Incentivadas at the start of the year and, at the end of the year, Vinci Debêntures Multiestratégia and Vinci Verde FIF RF Crédito Infra, the latter in co-management with Verde Asset Management.



Credit for Agribusiness

Our agribusiness credit operation is designed around rigorous risk management combined with in-depth sector knowledge, and robust governance guided by ESG criteria. This approach systematically considers aspects such as land use, environmental practices, governance structure, and regulatory compliance, with the goal of supporting sustainable supply chains and ensuring discipline in both origination and monitoring operations.

In 2025, management of risks in agribusiness gained further importance due to a challenging scenario marked by adverse weather events, declining productivity, and high interest rates, which pressured the balance sheets across the sector. In this scenario, Vinci Compass adopted a more cautious approach, slowing down new allocations and prioritizing operations with higher credit quality and a greater degree of technical due diligence. Climate risk began to be treated as a determining variable in pricing, with the inclusion of rainfall data, soil behavior, and historical satellite imagery, which enable the verification of environmental compliance of the areas analyzed from important timeframes, such as the years 2000 and 2008.

The Company's strategy in agribusiness remains focused on direct financing to the primary sector, working jointly with farmers and mills as a long-term capital partner. The vision is long-term and scalable, and recognizes agribusiness as one of the structural pillars of the Brazilian economy. Despite the long-term ambition to expand regional operations across Latin America,

Brazil remains a priority in the short and medium terms, given the size of the market (which accounts for nearly 70% of the regional volume) and the broad range of opportunities that still exist domestically. Expansion to other countries is conducted strategically and on demand, when aligned with the specific interests of investors, which is made possible by Vinci Compass' regional structure.

In this context, the blended finance model has become an important tool for financing the agroecological transition. The combination of catalytic capital, obtained from public

institutions such as the Brazilian economic development bank BNDES or the National Treasury, and private market capital, enables financing to be structured at more competitive costs. This model enables projects that, individually, may not attract private investors, such as the conversion of degraded land or pastures into arable areas with greater carbon capture. Access to these funds is conditioned on compliance with rigorous taxonomies and high governance standards, which increases the level of transparency and control over the investment of capital throughout the production chain.



The Agricultural strategy complements the credit operations and is a significant move towards portfolio diversification. Until 2025, most of the area’s operations were concentrated in debt instruments. With Agricultural, the focus has expanded to the direct acquisition of physical assets, taking advantage of periods of low productivity and high financing costs to acquire land at attractive prices. The goal is to promote the conversion of these areas into productive agricultural assets, generating capital gains on future sale and a return profile different from that of traditional credit. In addition to the financial potential, this strategy increases the scale of environmental impact by transforming low-carbon capture areas into high-carbon capture areas.

Governance underpins all these fronts and has evolved from a formal requirement to a central element of decision-making and dialogue with investors. Structured projects, especially those involving blended finance, require strict adherence to defined taxonomies and constant monitoring

of asset allocation. Impact analysis covers the entire production chain, seeking to avoid undesirable indirect effects, such as the migration of activities to environmentally sensitive areas, which could compromise the intended social and environmental gains.

Technology is a fundamental driver of this governance. The use of historical satellite data, climate monitoring, and analysis of soil behavior helps mitigate social and environmental risks, validating the environmental compliance of investee areas and preventing greenwashing practices. These tools enable the maintenance of technical rigor and traceability, ensuring credibility among global investors and consistent execution of strategy.



Opportunistic Capital Solutions

The Opportunistic Capital Solutions vertical, created from Vinci Compass’ acquisition of SPS Capital in 2022, is dedicated to identifying and structuring opportunities in markets characterized by asymmetries, inefficiencies, and financial stress events. Integrated with the Credit vertical, its mission is to generate differentiated returns by capturing temporary price distortions, always with the primary focus on protecting the capital invested.

The strategy targets assets that don’t fit into traditional credit models, such as judicial assets and complex financial structures, frequently associated with regulatory changes or liquidity constraints. Examples include opportunities arising from changes in the regime of court-ordered payments, in which the management team acquires the rights at discounted prices, while simultaneously providing liquidity to companies that choose to monetize these assets instead of resorting to conventional credit in high-interest rate environments.

In the corporate credit vertical, our operations encompass both the origination of new capital for companies with structurally sound businesses and assets, but which are witnessing temporary imbalances in their capital structure (Primary Corporate), whose options for recovery may include negotiated restructuring, divestment of assets or enforcement of guarantees, prioritizing economically efficient and disciplined solutions.

Preserving the downside is a central principle of this approach. Transactions are structured with robust guarantees and risk mitigation mechanisms designed to protect capital, enabling alpha generation without compromising portfolio resilience.

The area’s operations are based on in-depth and rigorous fundamental analysis. Each investment undergoes detailed technical evaluation, as well as individualized legal and financial validation to avoid the assumption of disproportionate risks. Technology also supports this process: AI tools expand the capacity for mapping and screening assets, especially in fragmented markets such as low value court-ordered payments and shares in consórcios (pre-purchase financing pools). Generative AI solutions are also used to increase efficiency in the initial stages of analysis, while maintaining expert judgment at the core of decision-making.

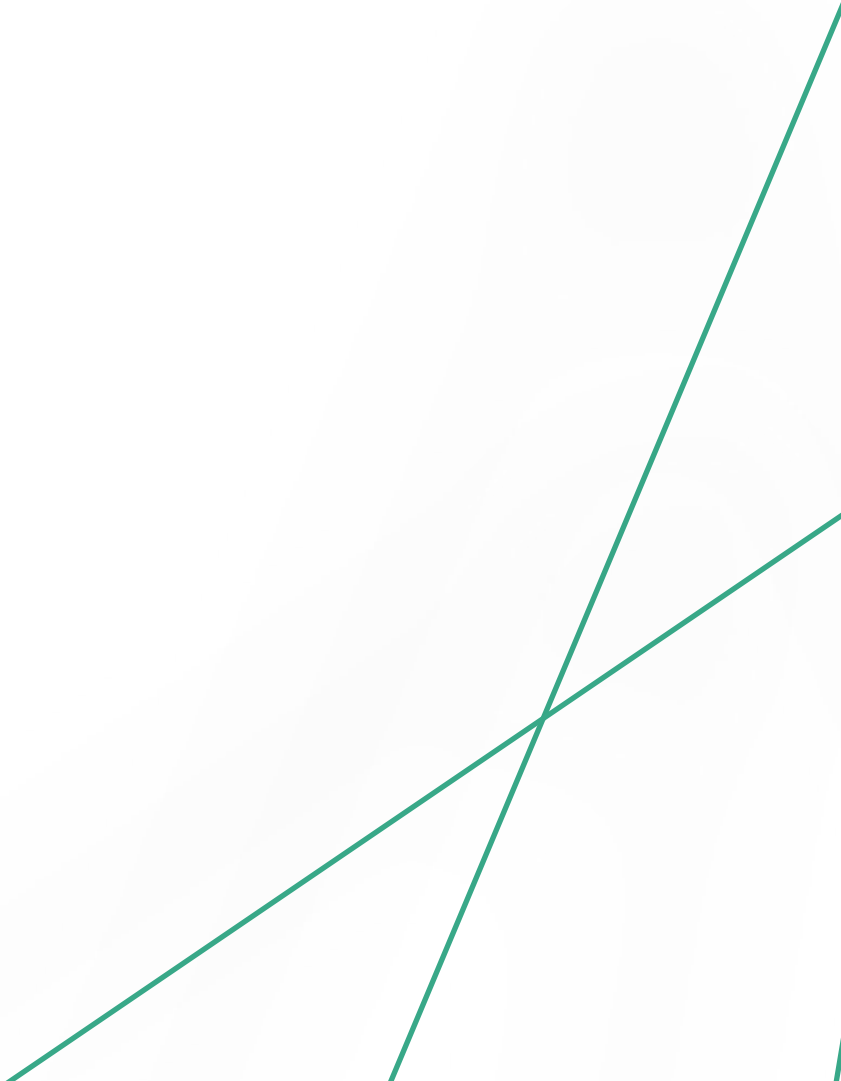
Strategic flexibility enables the team to adjust its allocation between judicial assets and corporate credit according to the regulatory and macroeconomic environment. The strategy prioritizes organic and disciplined growth, without pressure for accelerated capital allocation, preserving the quality of acquisitions as the basis for long-term value creation.

Since joining Vinci Compass in 2022, the Opportunistic Capital Solutions team has played a significant role in diversifying the

platform by offering a strategy that is often acyclical and less dependent on traditional economic cycles.

The strategy was also an important driver of international expansion. Through Vinci Compass, the vertical attracted its first international institutional investor, besides expanding its relations with institutional investors in Brazil. Funds are distributed internationally in coordination with the Global IP&S division, enabling the structures to be adapted to different markets and investor profiles.

The entry of global investors raised the standards of governance and due diligence in the strategy by combining financial sophistication and disciplined risk management, reinforcing the Company’s position as a platform prepared to operate in complex markets with responsibility and a long-term vision.



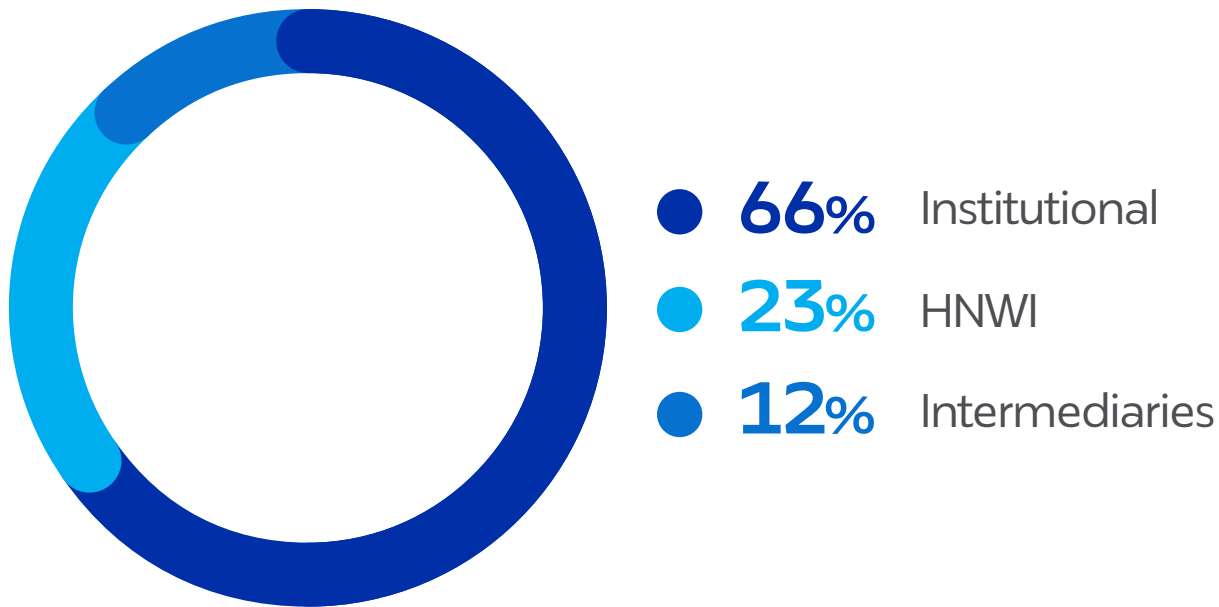
Private Equity

In the Vinci Compass ecosystem, the Private Equity vertical is the driver of corporate transformation. More than just providing capital, the Company, through its funds, plays an active role in the strategic management of the businesses, with the focus on professionalizing management, streamlining processes, and expanding already validated business models, always geared towards increasing productivity and generating long-term value.

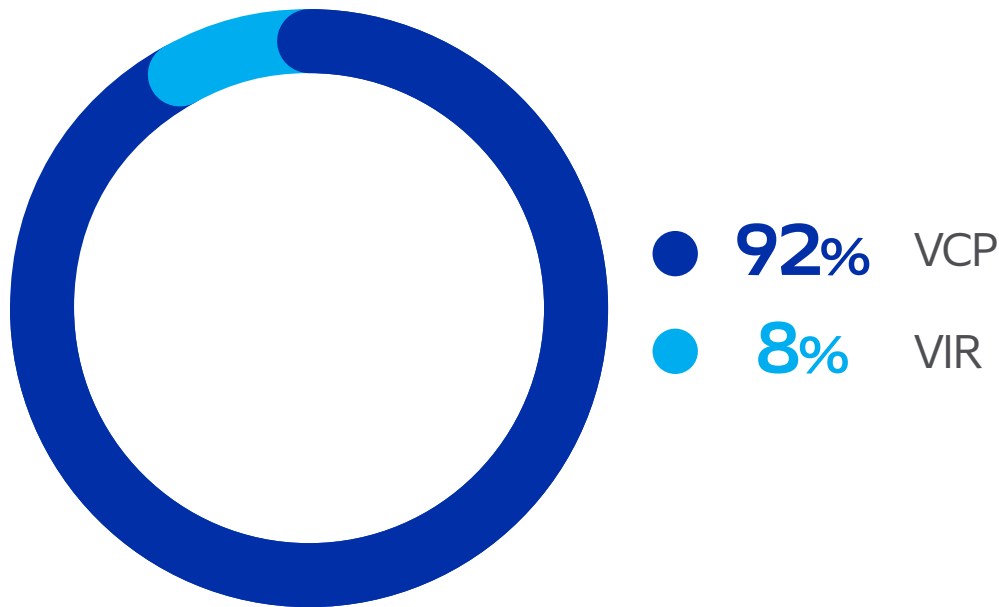
The Company believes that the sustainability of investments is directly linked to operational strength, quality of governance, and ethical conduct of investees. Although generating financial returns remains the core objective, the incorporation of environmental, social, and governance practices has been systematically integrated into the investment process, becoming a recurring element of analysis and a competitive differential.

Based on this analysis, potential risks are converted into structured action plans aimed at strengthening the ESG maturity of investees and their adherence to market best practices. In this context, Vinci Compass understands that financial returns and impact are not mutually exclusive objectives, but are complementary dimensions of a sustainable growth strategy.

AuM by customer profile



AuM by substrategy



Vinci Capital Partners (VCP)

Vinci Capital Partners’ (VCP) strategy focuses on acquiring controlling or co-controlling stakes in its portfolio companies, enabling it to exercise direct influence over strategic decisions. VCP’s approach combines disciplined capital allocation, active governance, and a long-term vision, fully covering the investment cycle from entry to divestment.

Although not a thematic sustainability strategy, environmental, social, and governance factors are consistently incorporated into the analysis and decision-making process, which helps mitigate risks and create long-term value. Inspired by international benchmarks, such as the approach adopted by the International Finance Corporation (IFC), the analysis of material issues is conducted for each sector before making investments. This sector-specific approach enables the identification of material risks and opportunities from the early

stages of the transaction. In divestment processes, verification and reputational analysis of potential buyers are carried out to reduce the risk of negative impacts after the sale of assets.

The decision-making process is supported by thorough due diligence, which involves hiring specialized consulting firms to assist in valuing the target companies. These studies help understand the maturity level of companies and identify additional risks and opportunities for improvement. Based on these analyses, action plans are defined to bolster the sustainability practices of portfolio companies, thus mitigating risks and capturing opportunities that can drive financial performance.

In December 2024, VCP IV concluded its funding process, raising approximately R\$ 3.1 billion, plus about R\$ 800 million in co-investment structures,

totaling an investment capacity of nearly R\$ 4 billion. In 2025, the strategy was rolled out to allocate this capital through significant new investments, expansion of the existing portfolio, and divestments.

The highlights of the period include two strategic moves. The first is the investment in Bold, concluded in the final quarter of 2024, to acquire control of the holding company that manages over 200 restaurants of the Outback, Abbraccio, and Aussie Chicken brands in Brazil. During 2025, a new seasoned management team was assembled and the expansion plan was accelerated with the opening of 16 new units. The investment is anchored in the strength of the brands, Outback’s leadership and unique position in the casual dining segment, and the potential for organic growth and diversification of channels, including geographic expansion and new consumption occasions.

 **R\$ 3.1 bi**
raised through

VCP IV, plus approximately
R\$ 800 million in
co-investment structures.

VCP focuses on
acquiring controlling or
joint-control stakes in its
portfolio companies.



Environmental, social, and governance factors are consistently incorporated into our analyses and decision-making process, contributing to risk mitigation and long-term value creation.

The second significant investment was the acquisition of AGV, a logistics company specializing in the transportation and storage of human and animal health products, with a strong presence in temperature-controlled supply chains. AGV operates in a high value-added, highly regulated segment, with a significant footprint in Brazil and Colombia. The investment thesis was built on consolidating a dominant regional position through an experienced management team, with business expansion in adjacent higher value-added markets, intensive use of technology to increase supply chain reliability, and potential acceleration through strategic acquisitions, buttressing the ambition to build the leading health logistics hub in the region.

The year was also marked by significant divestments, notably the definitive exit from Vitru, an education company that had been in the portfolio since 2016. The divestment process occurred gradually and in an orderly fashion over the years, including partial sales to the new partners, IPOs, and subsequent sales on the market. During the period under its management, the Company registered significant growth, expanding its student base from approximately

100,000 to around 1 million by the end of 2025, culminating in the sale of the remaining stake.

VCP maintains a broad view of sectors such as healthcare, education, financial services, technology, telecommunications, and consumer goods, and is more selective in segments more pressured by the macroeconomic environment. This disciplined pricing strategy has enabled it to capture entry opportunities at prices lower than those seen in previous cycles.



Vinci Impact and Return (VIR)

The Vinci Impact and Return (VIR) strategy is geared towards mid-sized companies, with the purpose of combining consistent financial returns with the generation of positive social and environmental impacts. Financial return is treated as a priority, while impact is an integral part of the business model of portfolio companies and not an ancillary attribute.

The thesis is based on the understanding that solid, well-managed businesses operating in important markets naturally expand their impact as they grow. That is why, investments are concentrated in companies where impact is integrated into the core business and is a direct result of operational expansion. The investment analysis is structured around four complementary pillars – market, company, entrepreneur, and impact – which guide both the choice of assets and Vinci Compass’ actions throughout the investment cycle.

The strategy focuses on three key macro sectors: Healthcare, Specialty Retail, and Business Services (B2B). In the healthcare sector, the major investments are in logistics for clinical research and providers of health insurance for small and mid-sized companies, as well as the low-income population. In specialty retail, the focus is on companies that provide assisted product sales--fragmented markets with potential for scaling up, while in B2B services, the focus is on environmental solutions, equipment rental, and credit for the public historically underserved by traditional banking channels. A differential is

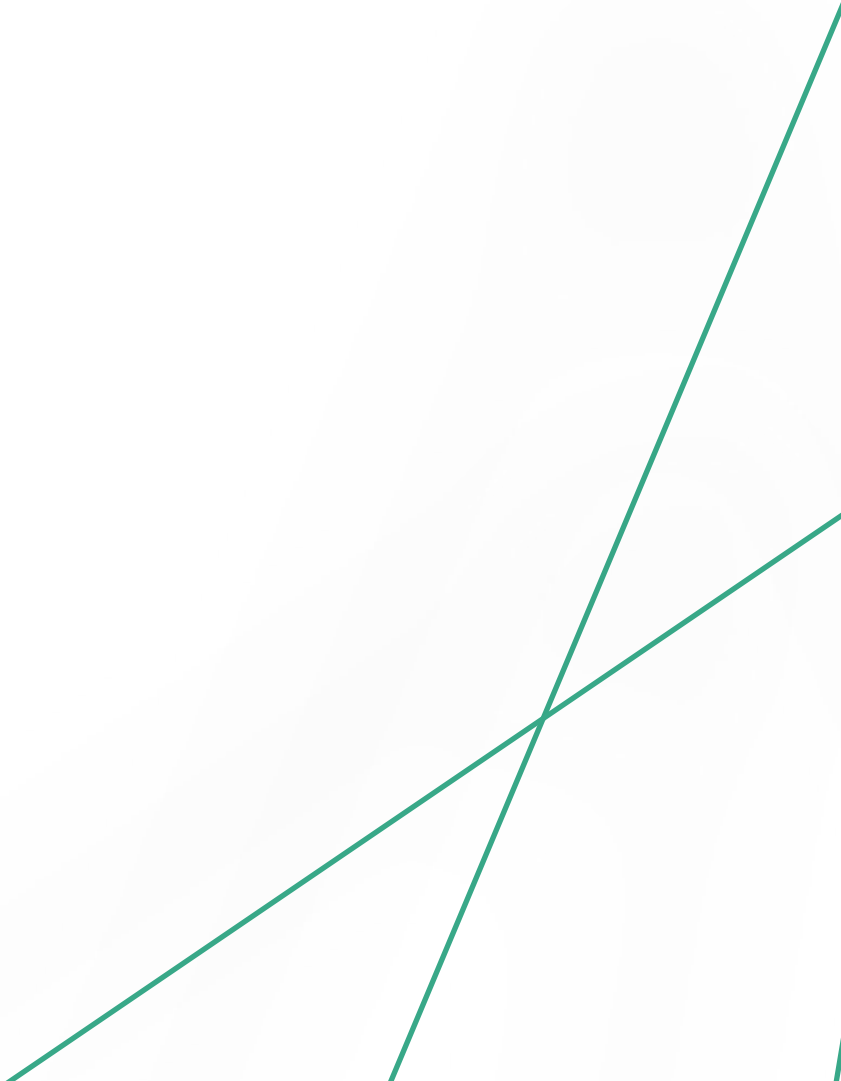
the prioritization of companies located outside major urban centers, especially in regions such as Northeastern Brazil, where there is less access to capital and greater potential for impact through grassroots development.

Vinci Compass actively works with entrepreneurs, primarily through minority stakes, offering strategic and operational support to accelerate the growth of companies.

In 2025, through VIR IV, the strategy completed two new investments in the healthcare and specialty retail sectors. VIR IV’s investment period ended with approximately 80% of the committed capital invested in nine companies. The year was marked by the maturation of portfolio, distribution of dividends, and return of capital to investors. The sale of the Camarada Camarão chain was a success story, demonstrating the strategy’s ability to generate financial value for investors. At the same time, experiences such as that of Verdfrut underlined the fund’s core premise: when a company’s financial performance is negatively impacted, its ability to generate positive impact also tends to be limited, underscoring the interdependence of economic growth and positive impact.

For the next cycle, Vinci Compass plans to launch VIR V, retaining the essence of its strategy and deepening already consolidated fronts. The new fund will continue to invest

domestically, expanding its regional scope to include the Legal Amazon region, which, together with Northeastern Brazil, should represent at least 20% of capital allocation. The fund will also give greater focus to services related to agribusiness and B2B technology companies, such as Software as a Service (SaaS) solutions. The Company expects to conclude funding with a target between R\$ 1 billion and R\$ 1.5 billion.



Vinci Impact Index (VII)

The Vinci Impact Index is a proprietary methodology developed by Vinci Compass, with support from a specialized consulting to measure, monitor, and manage the social and environmental impact of its portfolio companies. The Index is a score that assesses both the existing level of impact at the time of acquisition and the potential for expanding said impact during the investment cycle through active engagement by the Company.

The methodology for assessing and managing impacts is inspired by the AMP framework, which enables the structuring, measuring, and monitoring the social and environmental impacts of portfolio companies together with the investment process. The model analyzes the impact based on five complementary dimensions, which provide an understanding of not only the existence of the impact, but also its significance, scale, and potential for evolution over time:



What:

What is the impact of the business model, considering whether the social and environmental effects are integrated into the Company's core business;



Who:

Who are the direct and indirect beneficiaries of the impact, especially underserved or more vulnerable populations;



How much:

The scale or depth of the impact, considering reach, intensity, and potential for expansion as the business grows;



Duration:

How long will the effects of the impact last, assessing their structural and recurring nature;



Contribution and risk:

The degree of contribution to expanding this impact through capital, governance and strategic direction, as well as the risks of the impact not materializing or causing unintended adverse effects.

Based on this analysis, companies receive a rating that ranges from D to A , reflecting both the current level of impact and the potential for expansion during the investment cycle. Investments rated D are discarded, while companies rated C or B remain the focus of the strategy, as they offer concrete room for growth in impact in tandem with business growth. Companies rated A have a high level of impact, but have less margin for additional contribution over the investment cycle.

The introduction of the Vinci Impact Index has made impact a formal pillar of investment analysis in Impact and Return

management, alongside the traditional criteria of market, company, and entrepreneur. This approach ensures that impact is integrated into the core business of the portfolio companies, thereby reducing the risk of misalignment between financial returns and purpose.

Impact is monitored continuously and in a structured manner. The index indicators are monitored at board meetings with the same level of rigor applied to financial and strategic indicators, reaffirming the management’s discipline during the entire investment cycle.

Besides supporting decision-making and active portfolio management, the Vinci Impact Index has helped attract international institutional investors seeking financial- first strategies combined with consistent evidence of impact.



At Vinci Compass,
impact monitoring
is conducted on
an ongoing and
structured basis.

Highlights of Portfolio Companies

Portfolio companies of Vinci Compass funds illustrate the Company’s proactive role throughout the investment cycle, from accelerating growth to managing adverse scenarios.

In the VIR IV fund, highlights include companies at different stages of maturity. DRS, a logistics operator in the clinical research supply chain, delivered rapid results after the entry of Vinci Compass. In its first year, revenue grew from R\$ 200 million to R\$ 270 million, and EBITDA expected to reach R\$ 60 million, reflecting the operational gains and increased demand for specialized clinical trial services.

Oeste Saúde, a health plan operator focused on small and midsize businesses and the middle- and low-income population, significantly expanded its beneficiary base from 20,000 to 52,000 lives. Simultaneously, the Company implemented prevention programs focusing on obesity and maternal health, which help improve the quality of life of its users and reduce healthcare costs in the long term.

Another highlight in the portfolio is DM, a lending company focused on the low-income population, which is cited as one of the most representative

examples of impact integrated into the core business. DM promotes financial inclusion and has launched initiatives such as the “Enchanting Stories” program, which involves debt write-off in situations of extreme vulnerability, such as cases of serious illness.

In the specialty retail sector, Varejão, an auto parts company in Bahia, demonstrated its resilience by operating in the used-vehicle replacement parts market, which is characterized by greater stability even during periods of crisis. The company plays an important role as a partner to smalltime independent mechanics by offering access to credit, efficient logistics, and inventory availability.

TranspoTech operates in the B2B services segment, focusing on the rental of electric forklifts. The company has been expanding the use of electric equipment and has launched initiatives on diversity, including training programs for female mechanics, integrating operational efficiency with sustainability and inclusion practices.

Among the challenges in the portfolio is Verdfrut, a VIR IV portfolio company, which is cited as an example of how financial difficulties can limit

impact generation. The company faced stiff competition from large cash-and carry (atacarejo) chains, forcing it to reduce the number of stores from 20 to 18, which resulted in the stagnation of impact initiatives, such as creation of jobs for youth seeking their first jobs and sourcing of products from small local producers.

Currently, Vinci Compass’ Impact and Return strategy covers ten portfolio companies, two in the Nordeste III fund and eight in VIR IV. The strategic focus at this stage is on maturing existing operations, capturing value from already invested assets, and preparing for future exits, while the Company raises funds for VIR V, maintaining the discipline and consistency of its investment thesis.

 **10**
portfolio companies
in Vinci Compass’s Impact
and Return strategy.

The highlights of
the investment rounds
include companies
at different stages of
development

Case Camarada Camarão

The investment in the Camarada Camarão restaurant chain has become a landmark for the Nordeste III fund as it exemplifies Vinci Compass’ ability to combine consistent financial returns with positive social impact.

The investment was made when the Company operated five restaurants in three Brazilian states, with the thesis of transforming a consolidated regional brand into a nationwide operation supported by a mature and replicable business model. Over a span of nearly four years and a half, the chain expanded to 31 restaurants in more than 14 states and the Federal District, accompanied by a significant improvement in financial performance: revenue increased from R\$ 70 million at the time of investment to R\$ 450 million at the time of exit.

The divestment generated a multiple of capital (MoC) of 3.8x and an internal rate of return (IRR) of 27.5% per annum. Key performance drivers include the ability to quickly replicate

the operational model, the Company’s financial resilience during the pandemic favored by a robust capital structure, and the attractiveness of new commercial locations in the post-crisis period, driven by incentives offered by shopping malls. The operation also benefited from an increase in the EBITDA multiple at the time of exit.

Beyond the financial results, the chain’s growth generated a significant social impact: each new restaurant created between 60 and 80 direct jobs, contributing to job creation and the professional development of employees in diverse regions. The significance of the case was recognized internationally, with the divestment being included in the 2025 Deal Book published by the Global Private Capital Association (GPCA).

Note: MoC and IRR are presented as gross amounts in Brazilian reais (R\$).



Real Assets

The Real Assets segment brings together investment strategies in real estate, infrastructure, and forestry, with the focus on long-term, tangible physical assets. The platform offers access to diversified opportunities across different sectors, attracting long-term institutional capital such as sovereign wealth funds and government agencies.

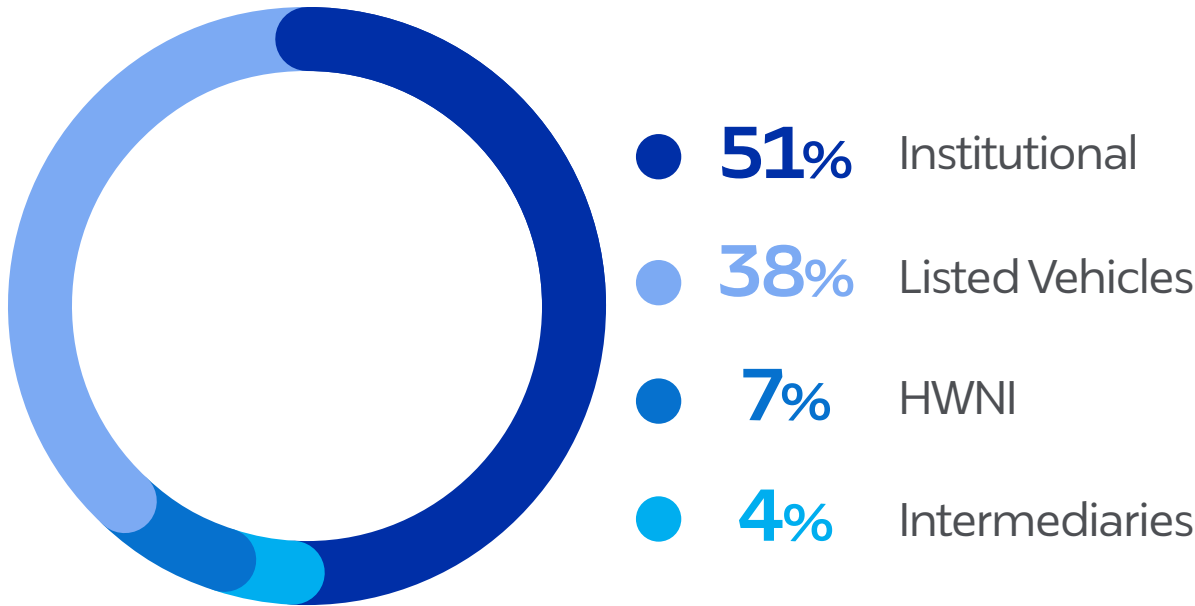
In the infrastructure segment, Vinci Compass funnels its investments into projects that drive regional development, such as energy, sanitation, and mobility.

In the forestry sector, the main focus is on planting sustainable commercial forests certified by the FSC, in addition to projects aimed at restoring native forests. This area positions Vinci Compass in the carbon credit market and in nature-based finance solutions, broadening the platform’s positive environmental impact.

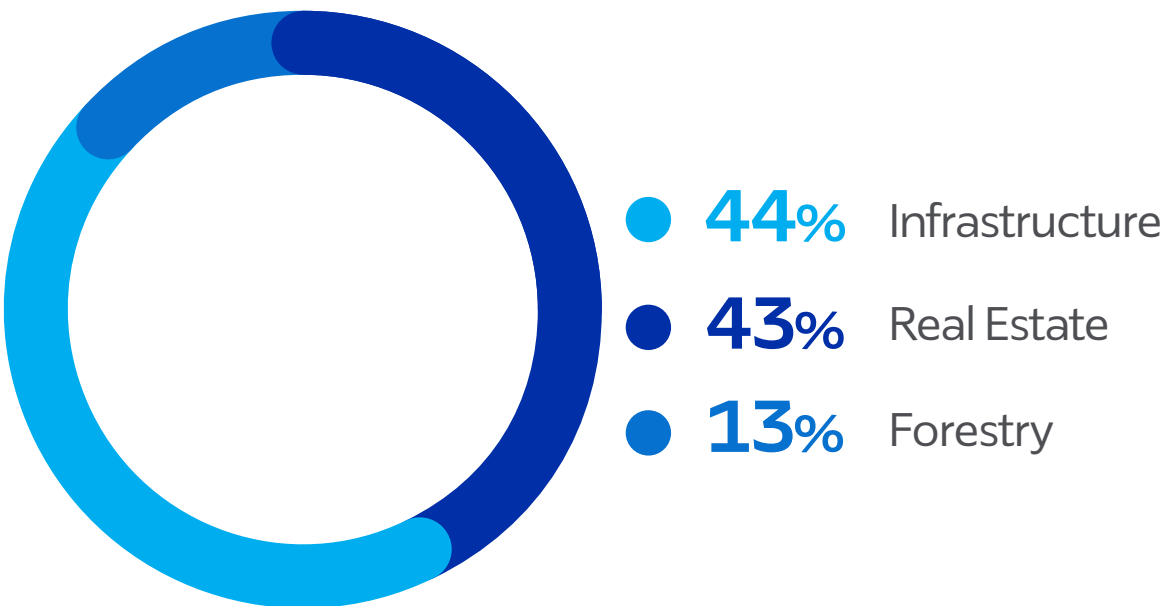
The real estate strategy complements the portfolio with active management of logistics assets, shopping malls, and offices, seeking a balance between income generation and long-term asset appreciation.

Though investments by Real Assets funds are currently concentrated in assets in Brazil, there exists potential for regional expansion in order to expand Brazilian expertise to other Latin American markets and offer global investors access to diversified opportunities in real assets through an integrated regional platform.

AuM by customer profile



AuM by substrategy



Real Estate

In 2025, Vinci Compass’ Real Estate area operated in a still restrictive macroeconomic environment, marked by high interest rates and persistent inflation. This scenario required balanced management capable of reconciling short-term income generation with the strategic positioning of assets for the long term.

The business model for this area is based on a combination of active management and selective origination of assets. The strategy prioritizes solid real estate fundamentals, with the focus on location and structural demand. This approach increases the portfolio’s resilience, enabling quick recovery of occupancy during vacancy scenarios.

To balance immediate returns with investments that entail longer maturation periods, the area employs flexible financial structures, such as acquisitions with installment payments or income guarantees. The strategy also prioritizes scale and liquidity, based on the understanding that larger vehicles offer greater diversification, competitiveness, and attractiveness in the secondary market, besides expanding investor access.

Overall, the Real Estate area’s performance in 2025 reinforced the strategy of investing in well-located assets, combined with active management and financial discipline, with the focus on capturing value in the medium and long terms.



The Real Estate division’s performance in 2025 reinforced the strategy of investing in well-located assets, with active management and financial discipline, focusing on capturing value over the medium and long term.

Shopping Malls

In 2025, shopping malls became the flagship segment of Vinci Compass’ Real Estate strategy, representing the largest share of the portfolio, followed by logistics and offices.

During the year, the segment primarily focused on managing existing shopping malls due to the more adverse funding environment. Historically, the strategy prioritizes the acquisition of assets with clear opportunities to improve operational performance, especially those with potential for Net Operating Income (NOI) growth. Value is created chiefly through the role of the shopping mall administrator in improving the store mix, increasing rental income, and strengthening ancillary revenue streams such as media and parking. At the same time, there is a consistent effort to control and reduce condominium costs based on the understanding that lowering the total occupancy cost for stores increases their ability to capture additional value through higher rents.

One milestone in 2025 was the start of monthly monitoring of environmental indicators in the investee shopping malls, initially focusing on energy and water consumption. This initiative aimed

to establish a historical database that enables comparing the performance of each asset over time, identifying inefficiencies and guiding future decisions. Beyond the potential for reducing operating expenses, such monitoring can help mitigate risks, meet the growing demands from stores with their own sustainability targets, and encourage action from asset managers.

Vinci Compass acknowledges that, in many shopping malls, it holds a minority stake, which limits direct control over operational decisions and investments. Nevertheless, encouraging the adoption of more efficient practices and the systematic monitoring of ESG indicators is seen as an important step towards aligning interests among partners, protecting the value of assets, and strengthening their long-term resilience.

The outlook for the segment is positive and strongly linked to the expected reduction in interest rates. The decrease in the cost of capital should open a new window for funding for real estate funds and boost the market for deals, favoring strategies focused on growth and capital gains.

Logistics Warehouses

In 2025, the logistics warehouse segment was a resilient and consistent driver of the real estate market, sustained by robust operational fundamentals. The combination of growing structural demand and limited supply consolidated the sector as one of the key pillars of Vinci Compass’ Real Estate strategy during the period.

During the year, the market witnessed historically low vacancy levels in diverse regions across Brazil. However, in strategic markets such as São Paulo, certain sub-regions reached levels close to full occupancy, reflecting strong demand for quality logistics spaces. This imbalance between supply and demand drove the consistent growth in rental amounts, underscoring the attractiveness of the segment from the standpoint of recurring income.

The main driver of this trend was the continuous expansion of e-commerce, with the ramp-up of operations by major international retailers, especially Asian companies, boosting the demand for large, well-located logistics areas with advanced technical features.

The Company’s investment strategy in this segment has centered on the development and active management of

high-quality technical assets designed to meet the demands of increasingly sophisticated logistics operators. New projects prioritized features such as high ceilings, adequate spacing between columns, high floor load capacity, and efficient energy and ventilation systems. Simultaneously, Vinci Compass adopted a disciplined approach to managing cycles, leveraging the scenario of high interest rates to develop assets during the construction phase in order to earn capital gains in a future scenario of normalization of interest rates.

Operational efficiency remained a central focus of the strategy. The Company constantly evaluates opportunities for migrating to renewable energy sources, modernizing equipment and, wherever applicable, implement water efficiency solutions, while also retrofitting older warehouses to preserve their technical and commercial importance in light of evolving market standards. These measures help reduce operating and condominium costs, making the assets more attractive to tenants. In addition, the assets undergo technical analyses periodically to identify exposures to climate and environmental risks, thus increasing the protection of invested capital and the predictability of returns.

Offices

In 2025, the office segment went through a process of gradual and consistent recovery, still influenced by the lingering effects of the pandemic, but already sustained by clear signs of renewed demand for quality corporate spaces. Vinci Compass’ strategy focused on the resilience of premium, well-located assets.

The market recovery was not uniform, but was more evident in highly attractive regions, such as Faria Lima in São Paulo and the South Zone of Rio de Janeiro, where vacancy levels remained under control and rentals kept an upward trend throughout the year, reaching levels close to considered healthy. This trend was driven by the revision of remote work policies in Brazil, with many companies beginning to recognize operational and cultural gains associated with physical presence.

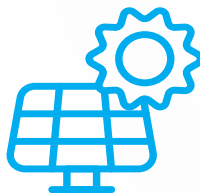
The Company’s investment thesis was aligned with this scenario. Assets acquired at the right price and located in established regions demonstrated a greater capacity for recovery, confirming the premise that high-quality properties are the first to react positively in recovery cycles. This understanding guided both the maintenance and selection of new assets in the portfolio.

Active management remained a central element of the strategy, with the focus constantly on operational efficiency, especially in reducing condominium costs, with the goal of reducing the total occupancy cost for tenants. This approach helped maintain the properties competitive while also capturing value through the gradual recovery of rentals. In parallel, investments were made in improvements to common areas and private spaces, creating more modern, functional environments aligned with the expectations of companies and their employees.

While analyzing assets, real estate fundamentals remained a decisive criterion. The ability to reallocate spaces when major tenants left was carefully evaluated, which reinforced the sustainability of income and predictability of long-term cash flows.

ESG initiatives in the office segment were directly associated with the technical modernization of properties, even though the funds were not classified as sustainable funds. Modernizing the air conditioning systems to make them more energy efficient and evaluating renewable energy alternatives became priorities, in line with the

growing demand from tenants for more efficient buildings aligned with their own sustainability targets. These investments helped not only to reduce environmental impacts but also to increase the value and longevity of the assets.



Upgrading

the air conditioning systems in the offices to improve energy efficiency.

The investments

helped reduce environmental impacts and increase the value of the assets.



Residential

Vinci Compass' presence in the residential segment is part of a broader real estate strategy focused on creating value throughout the lifecycle of assets, with an emphasis on capital gains and a medium- to long-term outlook. Unlike strategies primarily focused on generating recurring income, residential real estate is treated as an asset class where returns are linked to the timing of entry, the quality of development, and exit at favorable moments in the real estate cycle.

To optimize the risk-return ratio, management prioritizes ownership of land in residential developments, thus capturing the appreciation of land and reducing exposure to the typical risks of real estate development. This framework helps mitigate execution and capital-intensive risks, while preserving a significant share of the investment's upside.

Residential projects are analyzed with high technical and commercial rigor from the initial phase. The evaluation of the final product precedes the investment decision and considers aspects such as the location of the development, the mix and typology of the units, the size of apartments, the configuration of common areas, availability of parking spaces, and the project's alignment with the social and economic profile of the region. This process aims to reduce execution and absorption risks, besides ensuring the asset is competitive at the time of sale.

Value creation in the residential sector can occur both through the acquisition of land for developing new projects, and through retrofitting, expanding, or repositioning existing assets, especially in well-established urban areas. In these situations, the scarcity of land and the already established infrastructure tend to enhance the value of well-structured projects.

Projects are executed in partnership with specialized developers and consultants, selected according to the nature and complexity of each project. This model enables close monitoring of all stages of the real estate cycle, from design to completion and eventual sale of the asset, while preserving technical control and quality of construction.

Business Scenario

The Real Estate area operated in an environment of structural transition in the real estate market, marked by greater operational discipline, the pursuit of scale, and anticipation of macroeconomic cycles.

The main expectation in the market was related to the recovery of the capital markets, driven by the convergence of inflation to the target and prospects of the start of a new cycle of interest rate cuts. This should favor the opening of a new window for raising capital, as well as an increase in real estate transactions and the development of new projects. Vinci Compass anticipated strategic decisions throughout 2025 to prepare its assets for a more favorable liquidity scenario.

Simultaneously, a clear trend towards concentration and the pursuit of scale emerged. Larger funds were perceived as more liquid, diversified, and resilient—attributes increasingly valued by investors. In this context, Vinci Compass seeks the sustainable growth of its vehicles, underlining its competitive position in an increasingly concentrated market.

Another notable trend was the increased focus on modernizing and repositioning existing assets. Instead of concentrating efforts exclusively on greenfield projects, Vinci Compass intensified active management strategies, which include retrofitting, change of use, and operational optimization.

Finally, strategies focused on capital gains through management of cycles have gained prominence. Initiatives such as the residential strategy reflect this approach by prioritizing the acquisition of assets during periods of high interest rates in order to capture value when the monetary cycle reverses. This model requires a precise timing of investments, diligent analysis of real estate fundamentals, and disciplined execution.



Infrastructure

GRI 203-1, 203-2

In the Infrastructure segment, Vinci Compass allocates capital in a disciplined and strategic manner to projects in the energy, sanitation, transportation, logistics, and related asset sectors through dedicated funds. Throughout the investment cycle, the Company conducts technical due diligence, structures deals, monitors the performance of assets, and applies consistent governance practices.

Infrastructure funds finance projects that contribute to economic and regional development, promoting the expansion, modernization, and improvement of essential services. Generally, these are assets with significant operational maturity and a structural role in the regions served, which help drive the local economy, strengthen production chains, and create direct and indirect jobs.

The investment thesis is built upon a concrete pipeline of opportunities in Brazil, after a careful evaluation of the risk-return ratio of each sector and asset. In funds focused on climate impact, such as the Vinci Climate Change fund, the process incorporates additional social and environmental assessment criteria, including compliance with

article 9 of the SFDR, which requires greater transparency, continuous monitoring, and structured reporting of ESG indicators.

During the investment period, projects aligned with the strategic guidelines of each fund are selected using proprietary methodologies for identifying, mitigating, and documenting risks throughout the lifecycle of the investment. Management also considers the macroeconomic scenario, including high interest rates, financing constraints, and regulatory challenges.

For assets with longer maturities or specific concessions, the focus is on operational efficiency, proper maintenance, cost structure optimization, and increased productivity. This approach is particularly evident in large-scale concessions, where value creation stems primarily from improvements in operations and management, as well as the reduction of regulatory and operational risks over time.

Vinci Compass closely monitors its portfolio companies, tracking social, environmental, and governance indicators from the initial due diligence

phase through divestment, assessing risks, and tracking their evolution. For specific projects, additional initiatives may be implemented, such as environmental compensation measures or monitoring of impacts on communities and ecosystems, reinforcing the commitment to responsible asset management.



Sustainable Regional Infrastructure Development Fund (FDIRS)

The Sustainable Regional Infrastructure Development Fund (FDIRS) is a strategic initiative aimed at driving economic and social development in Brazil by strengthening regional infrastructure projects. Structured as an instrument to foster Public-Private Partnerships (PPPs) and concessions, the fund aims to expand access to essential services, stimulate sustainable investments, and help reduce regional inequalities.

Launched by the Brazilian Government at an outlay of around R\$ 1 billion, FDIRS is managed by Vinci Compass and operates as a blended finance vehicle, in which public capital acts as a catalyst to attract private funds. This model enables projects that, although are strategic from a social and environmental viewpoint, require more robust financial structures and rigorous governance to be economically viable.

The fund acts on three complementary fronts: the first involves providing specialized technical services aimed at structuring and developing new PPP projects and concessions, as well as strengthening the technical expertise of public entities. The second front entails the creation of guarantee instruments, which are essential for mitigating risks and making the projects more

attractive to private investors. Finally, the fund can also make direct investments in infrastructure funds, expanding the reach and scale of the initiatives supported.

The FDIRS prioritizes projects with the potential to create lasting positive impacts in sectors considered critical to the country's development. Areas of focus include water supply and sanitation, urban infrastructure and transport, education and health, efficient irrigation, and the preservation of parks and forests, always with the emphasis on improving the quality of life of people and the responsible use of natural resources.

ESG criteria are a central part of the fund's investment policy and guide the entire decision-making process. From the environmental standpoint, projects go through impact assessments, efficient use of resources, management of waste, and mitigation of emissions, as well as actions aimed at environmental conservation. On the social front, aspects such as job creation, social inclusion, respect for human rights, and contribution to the development of local communities are considered. As for governance, the fund adopts robust transparency, ethics, integrity, contribution



to the development of local communities are considered. As for governance, the fund adopts robust transparency, ethics, integrity, and accountability practices, holding the parties involved accountable.

The governance of FDIRS is one of its key differentials. The fund has a clear decision-making structure and an [exclusive website](#), which provides information about the project portfolio, qualified structuring institutions, and the governance mechanisms adopted. This model underscores the commitment to transparency and enables continuous monitoring by investors and other stakeholders.

For the Company, the FDIRS represents a significant step in consolidating its infrastructure and credit strategy. Internally, the fund is seen as the third generation of the infrastructure credit platform, succeeding previous initiatives and expanding its capacity to operate in sectors such as renewable energy, sanitation, and telecommunications.



Vinci Energia (VIGT)

Vinci Energia (VIGT) is an actively managed fund focused on infrastructure assets in the electricity sector and occupies a strategic niche within the Vinci Compass platform. Its central role is to act as a capital recycling instrument that captures value in mature assets and efficiently reallocates resources to new investment opportunities throughout the cycle.

In recent times, the fund embarked on a significant divestment drive, selling energy transmission assets to Actis, a British asset manager. The decision was based on the maturity stage of these assets and attractive market conditions at that time, which enabled it to capture accumulated value over the course of management. This operation does not mean the closure of the fund, but reflects the inherent logic of an active strategy, in which asset rotation is a natural part of the process of generating returns and renewing the portfolio.

The fund's strategy for the short and medium terms is focused on two complementary fronts. The first is continuously extracting value from the remaining assets in the portfolio through operational gains, efficiencies, and optimization of the capital structure. The second front

involves the possibility of strengthening the portfolio with new investments using recycled capital from recent divestments, always respecting rigorous risk, returns, and strategic alignment criteria.

This process occurs amid a still challenging macroeconomic scenario marked by high interest rates, which impact both the cost of financing new projects and the dynamics of valuation. In many cases, this environment creates a misalignment between the expectations of buyers and sellers, requiring greater sophistication in structuring the deals and discipline in origination.

Vinci Water and Sanitation (VIAS)

The water and sanitation sector occupies a strategic position within Vinci Compass’ Infrastructure vertical. Operations in this segment combine financial discipline, technical rigor, and alignment with the ESG agenda, with the focus on expanding access to essential services, mitigating environmental impacts, and improving the quality of life of the communities served. In this context, Vinci Water and Sanitation (VIAS) prioritizes projects that combine operational efficiency with measurable financial, environmental, and social gains, adopting an ESG policy aligned with international best practices and the Principles for Responsible Investment (PRI).

The VIAS fund integrates ESG factors in accordance with Anbima regulations, whose strategy is anchored in clear social and environmental safeguards

and high governance standards, including a rigorous exclusion list that prevents investments in activities incompatible with its objectives, such as landfills, dumps without adequate energy recovery, transportation and treatment of petroleum derivatives, and non-renewable energy sources. Investments are concentrated in water supply, as well as sewage collection and treatment, directly contributing to reducing environmental impacts and strengthening basic infrastructure.

VIAS’ governance is guided by sustainability requirements at all stages of the investment process. The decision-making process includes comprehensive social and environmental due diligence and continuous monitoring of investments after the acquisition.

Vinci Climate Change (VICC)

Vinci Climate Change (VICC) is a sustainable infrastructure fund that occupies a central position in Vinci Compass’ long-term strategy for the climate and energy transition agenda. With approximately R\$ 2 billion in committed capital and funding closed in 2025, the fund was conceived as a climate impact vehicle that combined competitive financial returns, international social and environmental standards, and responsible allocation of funds in infrastructure assets in Brazil.

The VICC funding process was a milestone for Vinci Compass, both in terms of scale and the complexity of the process. Over approximately 30 months, from the initial closing to the final closing, Vinci Compass took an approach described internally as educational and interactive, showing investors that sustainable infrastructure projects in Brazil offer a consistent risk-return ratio. This process helped dismantle the perception that investments aligned with sustainability would necessarily be less profitable, reinforcing the thesis that impact and return can go hand in hand.

One of the key differentials of the fund is its level of regulatory and governance rigor. The fund is registered in Europe under article 9 of the Sustainable Finance Disclosure Regulation (SFDR), the most demanding classification in the European Union



for sustainable funds, and in Brazil as a Sustainable Investment Fund, as per Anbima rules. This classification requires that the VICC have an explicit objective of sustainable investment and maintain high standards of transparency, including the continuous public reporting of environmental, social and governance key performance indicators (KPIs).

Governance and impact monitoring are structural pillars of the fund. The Company has developed its own methodologies to identify, mitigate, and document social and environmental risks throughout the entire investment lifecycle, ensuring that the investment policy is applied in a practical and verifiable manner. During the investment phase, dedicated teams are deputed to the investees and projects with the responsibility for continuously monitoring the indicators of impact and the annual reporting of results.

The fund adopts restrictive policies that exclude fossil fuel energy sources, such as coal or diesel-fired power plants, focusing instead on renewable energy, including solar, wind, and hydroelectric power generation, as well as other sustainable infrastructure solutions, such as basic sanitation. This discipline underscores the coherence between the fund’s climate objective and the execution of investments.

Another distinctive aspect of Vinci Climate Change is its predominantly international investor base. The fund attracted a significant amount of capital from foreign investors, showcasing Vinci Compass’ ability to mobilize funds globally to finance energy transition and sustainable infrastructure in Brazil.

In the short and medium terms, VICC’s priority is the efficient allocation of all the funds raised, ensuring that the R\$ 2 billion (including co-investment) are directed to projects aligned with the fund’s thesis and the regulatory standards adopted. In the long term, the accumulated learning from the Vinci Climate Change fund serves as a reference for international rollout of the strategy, with potential expansion to other Latin American countries, while always maintaining the level of technical, regulatory and sustainability rigor.



VICC KPIs



Solar energy generation

15,907.5 MWh

Installed panels

43,850

Water consumption

1,166.61 m³



Greenhouse Gas Emissions

Avoided emissions

6,391.08 tCO₂e

Carbon footprint

50,10 tCO₂e

GHG intensity

3,178 gCO₂e/KWh



Waste generation

104,54 ton

86% recyclable waste



Percentage of female
employees at Mira Energia

29%

Percentage of women on
VICC's board

33%



Forestry

The forestry strategy has become a specialized platform within a large institutional structure. The integration marked the transition of Lacan, acquired in November 2024, preserving its technical expertise in forests and significantly expanding its operational capacity, governance, and access to capital.

This move represented a structural advancement. The incorporation of Lacan’s policies and processes into Vinci Compass’ organizational structure bolstered the operational robustness of the forestry platform, bringing greater predictability and reassurance to investors, especially in very long-term horizon funds. In this context, the Company’s institutional strength reinforces the confidence in the management model throughout the entire investment cycle.

The integration also expanded Lacan’s market reach. The platform began to access new audiences, such as family offices, and individual investors, while also benefiting from the Company’s experience in structuring offshore funds. This combination broadens exposure to the potential entry of foreign partners and

Development Finance Institutions (DFIs) that already deal with Vinci Compass. In parallel, the business synergy created within the group began to operate in two ways: forestry products became part of the portfolio distributed by Vinci Compass, while demands related to carbon, forests and nature-based solutions were directed internally to the team of specialists at Lacan.

Proximity to DFIs and international investors has encouraged the adoption of more

sophisticated risk management systems, such as the Environmental and Social Management System (ESMS) aligned with IFC standards, as well as the intensive use of Land Intelligence tools. These solutions are applied primarily in the pre-investment phase, which is a critical stage in forestry assets that enables the analysis of social, environmental and land risks before the acquisition of any area, increasing the protection of invested capital.



Lacan’s policies and processes

have enhanced the operational robustness of the forestry platform, providing investors with greater predictability and security.

Access to new audiences

through the platform, such as family offices and individual investors, leveraging the Company’s expertise in structuring offshore funds.





In this context of strategic maturation, Lacan IV represents one of the most recent evolutions of the platform. The fund is characterized as a vehicle of transition between the traditional model of forest use and a more comprehensive impact approach, with significantly more rigorous social and environmental targets than those adopted in previous funds.

The fund's core commitments include the allocation of at least 5% of its capital to restoring native forests, structurally incorporating environmental recovery into its investment thesis. Unlike its predecessors, in which certification was a desirable guideline, Lacan IV requires 100% of the forest areas to be certified by the Forest Stewardship Council (FSC) – the global benchmark in sustainable forest management.

Lacan IV's governance follows a rigorous regulatory framework aligned with Anbima standards and inspired by international best practices, such as voluntary alignment with article 9 of the SFDR. This model requires transparency in the integration of ESG factors in all stages of the investment cycle, from initial analysis to divestment, reinforcing the discipline and traceability of decisions made by management.

The forestry strategy also has potential in the carbon market. Historically, Lacan's funds were structured with the focus on commercial planted forests that were audited and certified under sustainable management standards. Apart from their productive function, these forests contribute to carbon sequestration through biomass growth.

Furthermore, the Company believes that Brazil enjoys structural advantages in the global market for forest-based carbon credits, thanks to its size, forest productivity, and favorable climatic conditions, which increase its potential to offer natural solutions for mitigating climate change in response to growing international demand for forest assets with proven climate impact.

One of the key features of the forestry strategy is the potential for carbon sequestration by planted forests—which is also linked to its potential in the area of carbon credits.

Carbon Stock Results - FIPs I, II, III, and IV

Fund / Species	2022		2023		2024		2025	
	Area (ha)	Stock (tCO ₂ e)	Area (ha)	Stock (tCO ₂ e)	Area (ha)	Stock (tCO ₂ e)	Area (ha)	Stock (tCO ₂ e)
FIP I	31,757	3,845,657	31,621	4,303,064	31,768	3,749,805	31,768	4,601,403
Eucalyptus urograndis	31,757	3,845,657	31,621	4,303,064	31,768	3,749,805	31,768	4,601,403
FIP II	38,489	6,959,491	42,355	8,136,539	42,355	6,696,983	42,355	6,289,790
Eucalyptus urograndis	38,489	6,959,491	42,355	8,136,539	42,355	6,696,983	42,355	6,289,790
FIP III	2,421	69,905	22,559	471,845	23,018	1,134,259	20,615	2,015,333
Eucalyptus urograndis	527	17,888	20,689	366,717	21,181	988,670	12,268	1,979,246
Eucalyptus saligna	0	0	0	0	0	0	69	4,218
Pinus elliottii	38	650	38	1,290	31	717	31	1,497
Pinus taeda	1,856	51,366	1,832	103,838	1,806	144,872	2,247	212,371
FIP IV			-	-	0	0	6,287	313,661
Eucalyptus urograndis	-	-	-	-	0	0	6,287	313,661
Total	72,667	10,875,053	96,535	12,911,448	97,141	11,581,047	101,025	12,906,525

Advances in the Strategy in 2025

During the period, the forestry sector consistently progressed in its strategic maturation process through a combination of institutional consolidation, product improvements, and a deeper and more intensive impact agenda.

Despite a challenging macroeconomic environment for alternative assets, the forestry sector proved its adaptability. The creation of Fiagro marked the diversification of the investor base, enabling family offices and individuals to access apagar forestry strategies. At the same time, significant progress was made in dialogue with development finance institutions, especially in negotiations with European banks, which strengthens the platform’s international positioning and broadens the range of long-term capital sources.

Fund IV was the main driver of this new phase. Structured as a transitional product, it significantly raised the level of social and environmental requirements of the strategy, incorporating objective commitments to full certification and ecological restoration. The introduction of specific biodiversity metrics increased the capacity to measure impact, bringing environmental performance closer to the fund’s financial management thesis.

As for risk management, the period was marked by the use of technology as a central decision-making tool. The use of advanced Land Intelligence systems, combined with the strengthening of the Environmental and Social Management System (ESMS), aligned with IFC standards, expanded the capacity for prior analysis of social, environmental and land risks. This shifts the focus from mitigation to prevention, a critical element in forestry assets that, by nature, are immobile and have a long life cycle.

Finally, the greater institutional exposure of the area within Vinci Compass and in the market has created room for new research theses. Initial studies already point to the development of integrated strategies, connecting forests, water, and the climate agenda, with the potential to expand positive environmental impact without compromising financial discipline.



Global Investment Products and Solutions (Global IP&S)

In 2025, Vinci Compass’ Global Investment Products and Solutions (Global IP&S) segment completed its integration and moved into a new phase of growth. After an initial period dedicated to harmonizing structures, processes, and expenses, the strategy moved on to capturing revenue synergies and expanding product offerings in domestic and regional markets, consolidating the Company’s position.

The segment began operating in a cohesive and coordinated manner, bringing together complementary cultures and expertise on a single platform, which resulted in a structure capable of connecting local, regional, and global investors to diversified opportunities across Latin America, with operational efficiency and strategic consistency.

In terms of niche, the Global IP&S area occupies a unique position in the regional market. Alongside very few peers, Vinci Compass is one of the rare Latin American platforms capable of simultaneously offering local, regional, and global products, supported by a significant footprint in Brazil, Chile, Mexico, Peru, Colombia, Argentina, Uruguay, and the United States. This

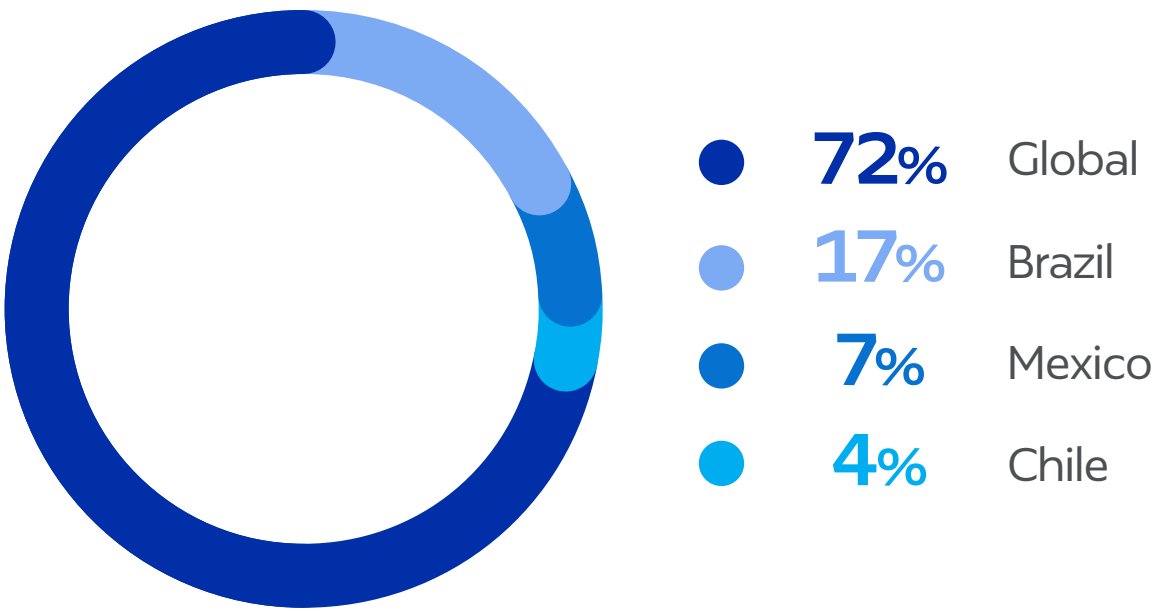
combination enables the Company to export locally developed expertise in private equity, real estate, and infrastructure, for example, to other markets in the region while simultaneously giving local investors access to top-quality global solutions.

This strategy has already translated into concrete results in 2025. One prime example was the development and distribution of a Brazilian fixed-income product to Chilean investors, which raised over R\$ 240 million in a short span of time, which illustrates the complementary nature of the legacies of the two firms: Vinci’s experience in absolute return strategies, such as CDI+, on the one hand, and Compass’ legacy in asset allocation and construction of global portfolios driven by relative risk, on the other. The integration of these approaches has bolstered the area’s capacity to structure more resilient solutions aligned with diverse investor profiles.

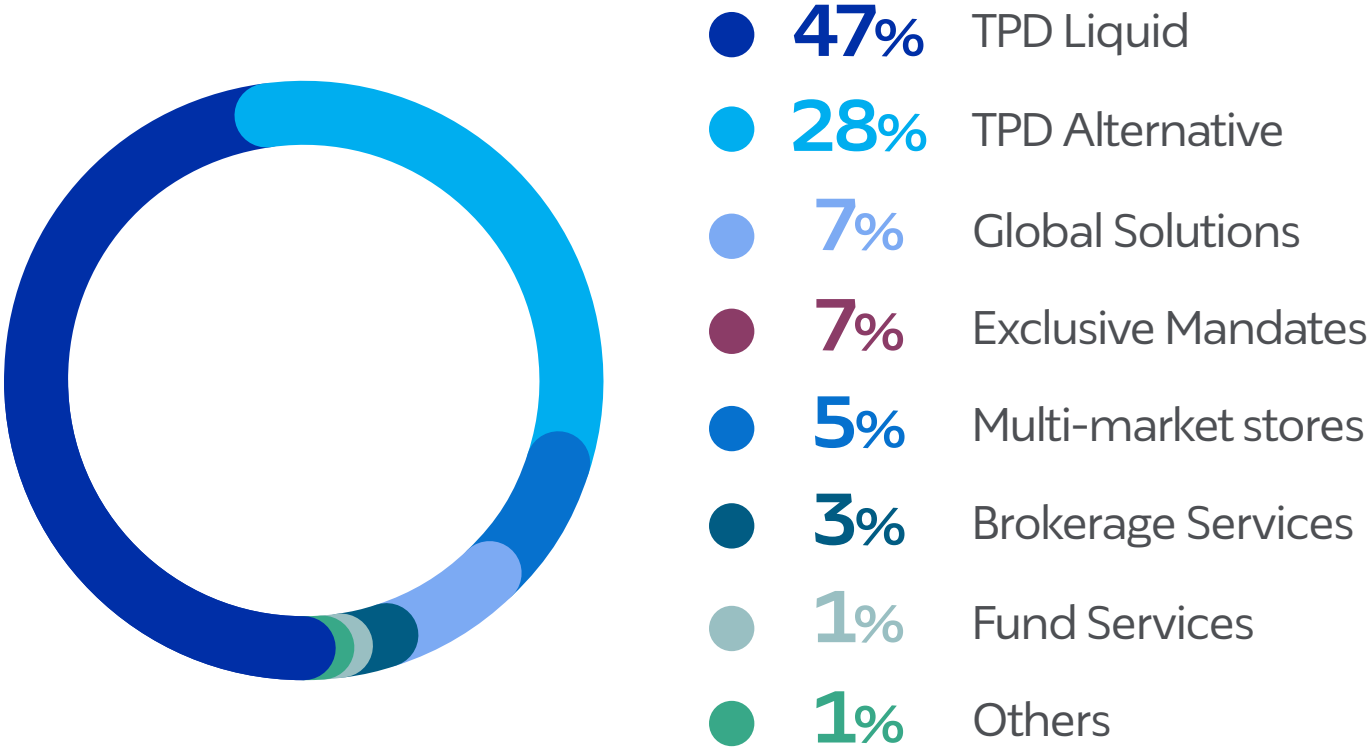
 **+ R\$ 240 mi**
raised through
a Brazilian fixed-income
product for Chilean
investors.

The Global IP&S division
occupies a unique position
in the regional market.

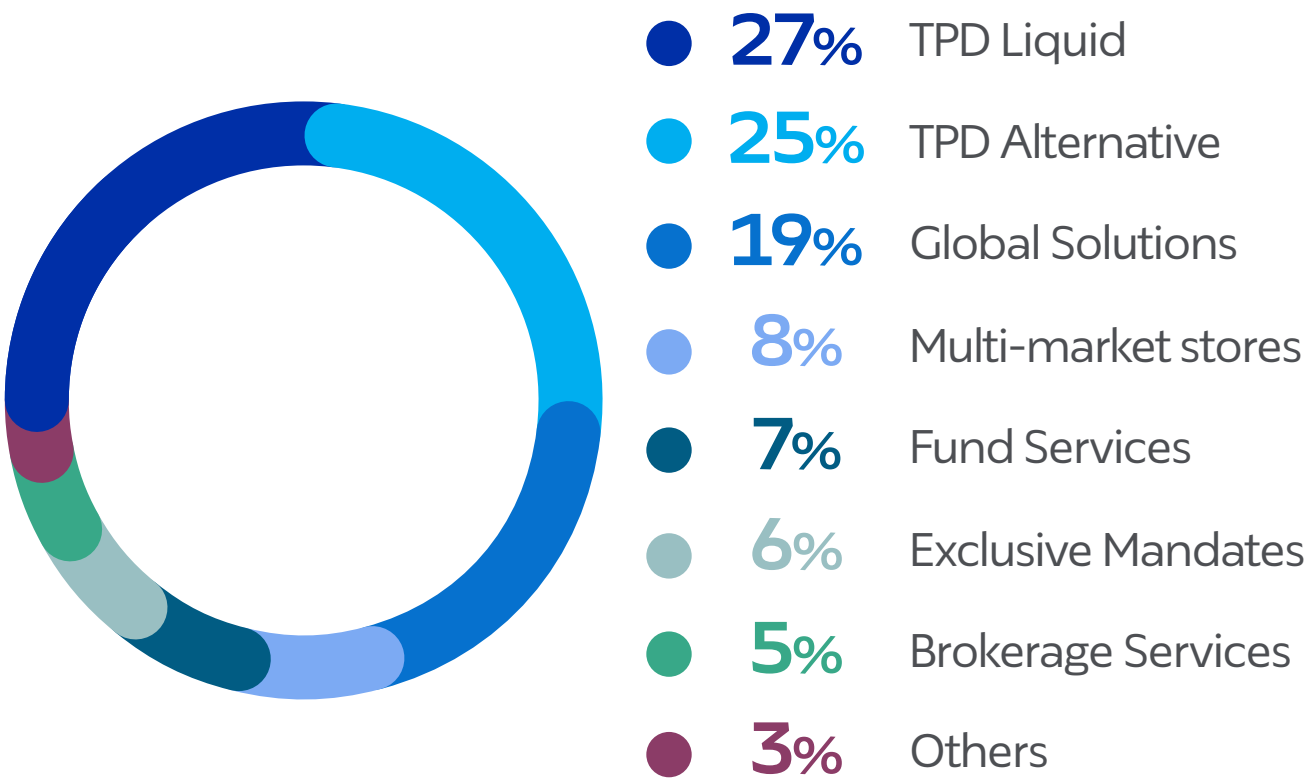
Revenue from management and advisory fees
by country
(asset allocation)



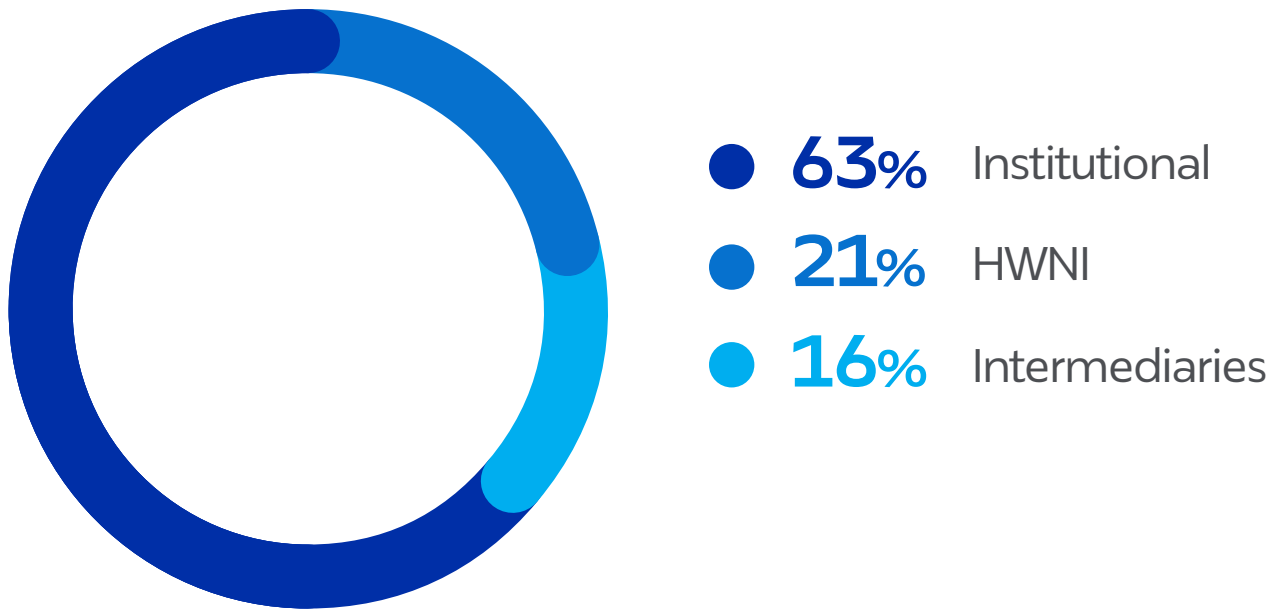
AuM by substrategy



Management and advisory fee schedule by substrategy



AuM by Customer Profile





Investment Solutions (IS)

The Investment Solutions (IS) area occupies a strategic position in the Company's integrated model, which designs and structures solutions aligned with the needs of institutional investors and professionals in different geographies. In an environment marked by high volatility, greater regulatory sophistication and growing demand for diversification, the IS platform is capable of translating complex scenarios into consistent investment strategies, with the focus on efficient capital allocation, risk management and long-term value creation.

During the period, the IS area responded proactively to the growing demand for solutions that broaden exposure to Latin America in a structured and diversified manner, going beyond approaches focused on specific markets. Global and regional investors have shown increasing interest in portfolios that combine liquid and illiquid assets that are present in multiple countries and sectors. The Vinci Compass platform has taken a unique position in this context, offering solutions that integrate deep local knowledge with international standards of governance, due diligence, and management.

Another important vector of Investment Solutions is the structuring of products and vehicles with cross-border characteristics, which connect investors from different markets to regional and global opportunities. These initiatives require a high degree of coordination among teams, mastery of the regulatory

and tax requirements of each jurisdiction, and a detailed understanding of investor expectations. The ability to articulate these variables efficiently underscores the role of Investment Solutions as a facilitator of capital allocation at both the regional and international levels.

The IS area has also been instrumental in expanding the offering of solutions in real assets and alternative strategies, such as infrastructure, forestry assets, structured credit, and real estate. These investments generally entail long-term horizons and more predictable cash flows, which contribute to the stability of the Company's business model. At the same time, they provide investors with access to opportunities aligned with structural trends in the region, such as economic development, energy transition, and infrastructure expansion.

Third Party Distribution

The Third Party Distribution (TPD) area is part of Vinci Compass' strategy, which acts as a complementary front to its asset management business by expanding access for Latin American investors to global investment solutions. Developed over nearly three decades within Compass, this model has become a pillar of the integrated platform, contributing to the diversification of product offerings and enhancing the Company's value proposition.

TPD's work is directly related to the growing demand for geographic and asset class diversification from institutional investors in the region since the late 1990s. Pension funds, insurance companies, and other investors began allocating sizeable portions of their portfolios outside their domestic markets, requiring structured access to international managers, sophisticated products, and high standards of governance, compliance, and transparency. In this context, TPD became a link between Latin American investors and global managers of liquid and alternative assets.

TPD's economic model differs from managing its own assets. Remuneration comes from commercial agreements with third-party managers whose products are distributed, reflecting the platform's role as a bridge connecting global managers, intermediaries, and institutional investors. This position demands balance, robust governance, and excellent technical



expertise as it involves multiple stakeholders and different regulatory environments.

TPD's footprint encompasses key markets such as Chile, Peru, Colombia, Mexico, Argentina, Uruguay, Central America, and Brazil, in addition to relations with global investors in Europe, the United States, and increasingly, Asia and the Middle East. Investors served by the platform generally have diversified portfolios with significant exposure to global assets and long-term strategies, including alternative investments.

The Vinci-Compass combination significantly expanded TPD's reach. Besides strengthening the distribution capabilities, the platform has played an important role in disseminating internal best practices, especially on topics such as governance, risk management, compliance, and product structuring, contributing to the organization's continuous improvement.

Multi-strategy

Multi-strategy represent an important strategic component in the integration and regional expansion of Vinci Compass, considering their perception as a natural vector for exporting Brazilian expertise in absolute returns to the rest of Latin America. This asset class directly connects Vinci's legacy to the regional ambition of the combined platform, expanding the reach of sophisticated strategies to new markets.

Following the acquisition of Verde, the platform expanded its multi-strategy fund offering, adding significant scale and a multi-decade track record from one of Brazil's largest and oldest multi-strategy funds, in addition to the global multi-strategy fund launched in 2005.

The concept of a multi-strategy is strongly associated with Vinci Compass' trajectory,

whose investment approach has historically been geared towards generating absolute returns, frequently translated into strategies aimed at consistently outperforming the Brazilian interbank rate (CDI) regardless of the economic cycle. This consolidated mindset in the Brazilian market values flexible portfolio management, disciplined use of financial instruments, and the ability to seize opportunities in different market scenarios.

However, in the context of the broader Latin American market, there exists a significant cultural difference. While Brazilian investors are highly familiar with-and have an appetite for multi-strategy, investors in Spanish-speaking countries have traditionally been less exposed to this type of strategy. The Vinci-Compass combination transforms this asymmetry into a competitive advantage by Brazilian expertise in absolute returns with

Compass' solid asset allocation and global portfolio building capabilities.

Hedge funds, by their very nature, employ diversified and sophisticated strategies to seek returns above the market average by investing in stocks, fixed-income securities, currencies, derivatives, and other financial instruments. Greater regulatory freedom enables the use of techniques such as arbitrage, directional positions, and hedging structures, with the focus always on efficiency, risk management, and liquidity. Prioritizing assets traded in secondary markets ensures quick building up and divesting of positions, resulting in dynamic capital allocation and greater adaptability to market changes.

MIO Pension

This strategy is backed by an intuitive and customized digital journey offered by the Mio app. The platform was designed to offer accessible and smart solutions, expand access to investment tools and information, and contribute to financial inclusion. By simplifying decision-making and investment tracking, Mio supports long-term financial planning and provides greater economic security to its users, including by preparing them for a stable and sustainable retirement.

The commitment to democratizing access is also reflected in the pension products with cost structures aligned with risk profiles and are, on average, more competitive than those offered by other insurers in the market. Also, the absence of a minimum investment amount in the funds broadens the platform's reach by allowing investors of different profiles access to investment alternatives traditionally restricted to higher-income individuals.



The concept of multi-market investing is closely linked to Vinci Compass' track record, as its investment approach has historically been focused on generating absolute returns, often through strategies designed to consistently outperform the CDI. The acquisition of Verde added significant scale and a multi-decade track record in local and global multi-strategy.

Equities

The Equities segment focuses on decisions on investing in stocks of publicly-held companies. Unlike Private Equity, which seeks controlling stakes and direct involvement in management, the Equities strategy is characterized by minority stakes traded on the market, which brings greater liquidity and dynamism. It is an approach oriented towards fundamental analysis, understanding macroeconomic scenarios, and the dynamics of capital markets.

This investment discipline is applied in an integrated manner across different Latin American markets, and gained scale through Vinci's combination with Compass. The regional operation is a blend of teams with local knowledge and centralized coordination, which enables the construction of portfolios that capture opportunities in different countries, sectors, and economic cycles. Though each market has its own characteristics, the investment process follows common standards of governance, analytical rigor, and risk management. The team maintains constructive dialogue with the investees, and avoids a confrontational approach.

From a financial standpoint, the Equities segment faced a challenging year in 2025, with net redemptions close to R\$1 billion, reflecting the macroeconomic scenario: the high interest rates in Brazil made fixed income more attractive, while the strong performance of the US stock markets, especially the

consistent performance of the S&P 500, led investors to seek less volatile alternatives. Nevertheless, the funds outperformed the industry average, posting proportionally smaller losses than firms specializing in equity.

Even in this context, the period was marked by important structural advancements: the complete harmonization with Compass' systems, including replacing internal Excel-based models with a robust proprietary platform, significantly increased the level of control, separation of functions, and governance. ESG analysis also improved with the adoption of questionnaires containing approximately 120 questions, broadening the capacity for objective and comparable evaluation, in line with the mandate of each fund.

Allocation is in two structural pillars: the banking sector and the electricity sector. In the financial segment, the team is highly selective, with Itaú accounting for a significant portion of the portfolio, thanks to its predictability and history of value generation. In the electricity sector, the attractive factor is stable

Use of a questionnaire
with approximately 120 questions, focused
on ESG analysis.

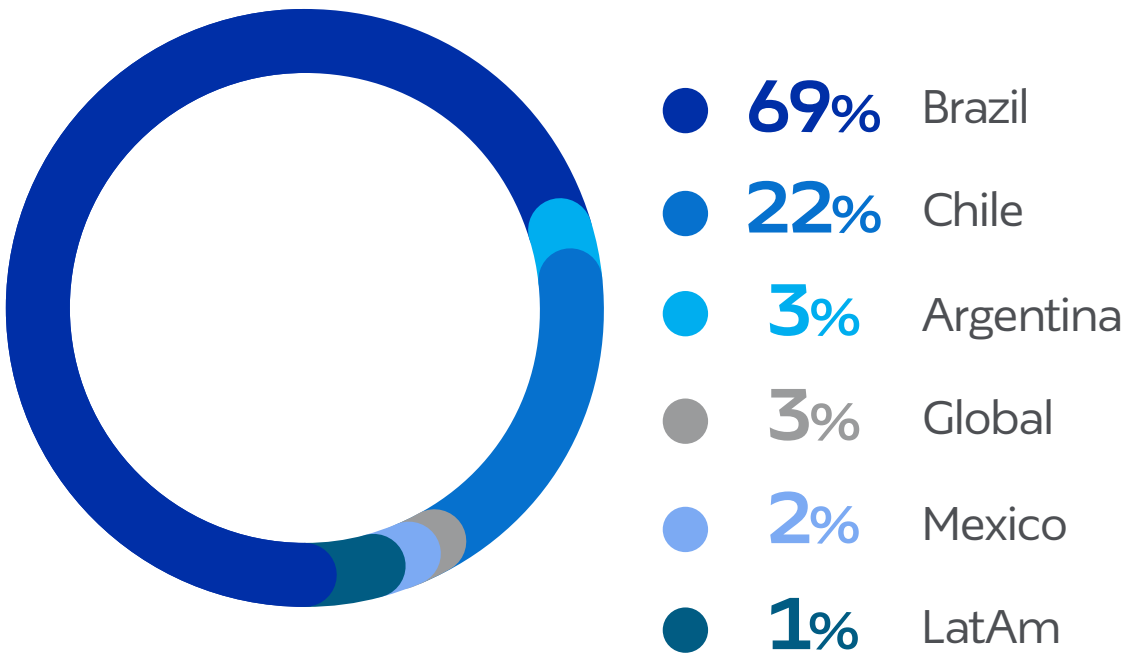


cash flows from regulated businesses. The Equities area also holds a macroeconomic bet on capital-intensive domestic sectors, such as construction and vehicle rental, which benefit from a cycle of falling interest rates.

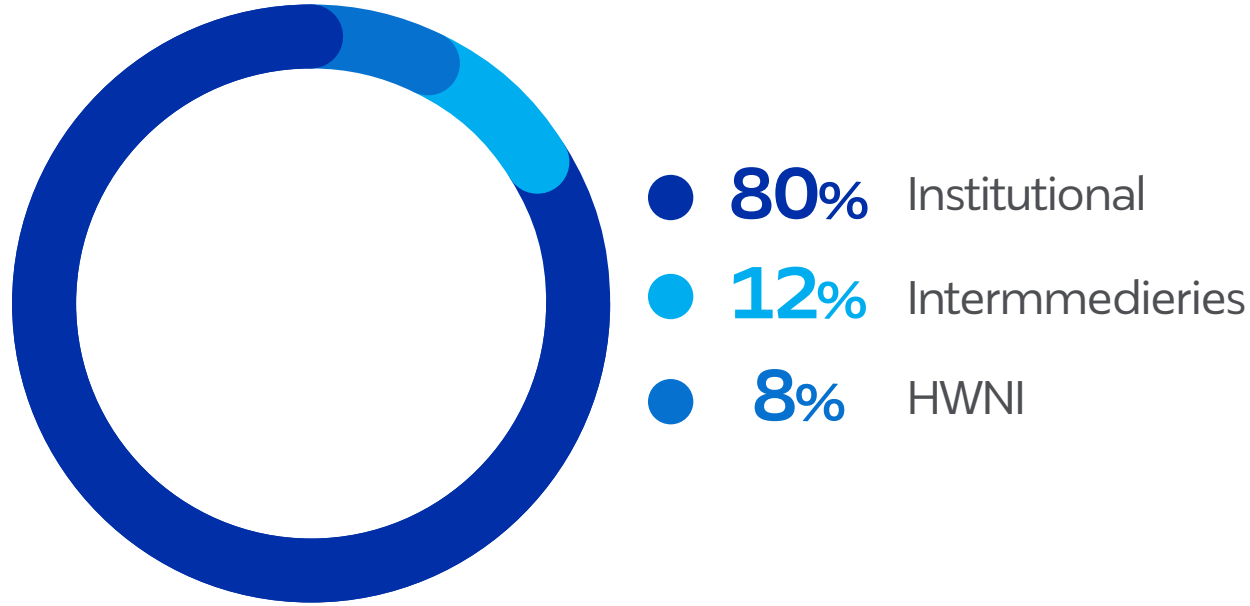
The area’s product portfolio reflects this strategic diversification. In addition to traditional funds, it manages exclusive mandates that enable customizations in alignment with customer constraints. It has also rolled out internationalization projects, such as the creation of funds under UCITS regulation in Luxembourg, the offering of a Brazilian equity fund for Argentine investors, and the development of Latin American strategies in partnership with local managers, such as in Chile.

The outlook for the future is guided by a constructive medium-term vision. The team is betting on a cycle of falling interest rates starting in 2026, which should favor domestic companies, credit-intensive sectors, and the Brazilian stock market. In parallel, there are positive expectations regarding the expansion of regional strategies in Latin America by leveraging Vinci Compass’ broad reach to expand its investor base and diversify its growth sources.

AuM by geographic area



AuM by customer profile



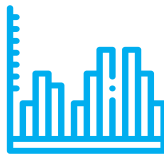
Corporate Advisory

The Corporate Advisory business is dedicated to providing strategic support in important corporate decisions, and accompanies mid-sized and large Brazilian companies during times of growth, transformation, reorganization, or capital transition. Its work focuses on conducting complex transactions, with an emphasis on tailored financial solutions aligned with the long-term strategic goals of clients.

The platform combines technical knowledge, in-depth understanding of the economic environment, and practical experience in different market cycles. Besides supporting transactional operations, it also offers independent analysis and specialized advice to boards of directors, contributing to more robust and well-informed decision-making processes.

The Corporate Advisory area functions autonomously, which gives it flexibility in structuring deals and greater alignment with the interests of clients. Projects are managed by senior professionals with direct involvement in all stages, ensuring personalized attention and deep technical expertise.

The combination of local experience, detailed knowledge of the Brazilian market, and the ability to structure tailor-made solutions positions the segment as a strategic partner for companies seeking to navigate complex operations safely and maximize their growth potential and value creation.



The segment offers

independent analyses and expert advice to boards of directors, contributing to more robust decision-making processes.

The Corporate Advisory

It stands out for its independent and conflict-free approach, which allows for flexibility in structuring solutions and aligning with clients' needs.



Main areas of activity



Mergers, acquisitions and strategic alliances

Advisory services in purchase, sale, business combination and joint venture processes, from the definition of strategy to negotiation and completion of deals.



Funding (equity and debt)

Structuring of appropriate financing solutions for the business profile, as well as support in defining the capital structure, preparing materials, interacting with investors, and conducting negotiations.



Capital markets and special situations

Independent advisory services in IPO and pre-IPO operations, block trades, debt issues, financial restructurings, and transactions requiring a differentiated technical approach and structured communication with the market.



Independent valuations and opinions

Preparation of valuation reports, external opinions, and financial analyses used in deals, corporate reorganizations, and governance processes.

Principles that guide action

- Alignment of values and strategic objectives
- Independence
- Long-term vision in building solutions
- Focus on sustainable growth and value creation
- Technical excellence and disciplined execution
- Close, transparent relations based on trust

Sectors served

- | | |
|--------------------------------|-----------------------------|
| • Consumer and retail | • Energy and mining |
| • Infrastructure and logistics | • Technology |
| • Agribusiness | • Real estate |
| • Education | • Financial services |
| • Health | • Oil, gas and distribution |

5

Internal Practices

People Management 80

Environmental Management.....92

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People Management

GRI 3-3 Material topic: Employee engagement, diversity, equity and inclusion, 2-7, 2-8, 2-29, 2-30

People management at Vinci Compass is guided by policies, practices, and indicators designed to support cultural integration after the business combination and to drive the Company’s growth in an ethical, inclusive, and meritocratic manner. This model aligns people, strategy, and culture in an

organization that brings together more than 630 employees across different countries in Latin America and in the USA.

This commitment takes shape, first and foremost, through corporate policies standardized at the global level to ensure

consistency in program rollouts, mitigate regulatory risks, and reduce cultural gaps among the countries where Vinci Compass operates.

The diversity and equity agenda is institutionally bolstered by the CEO’s formal declaration of support for the Women’s Empowerment Principles



External communication,

Through its presence at universities and summer job programs, the Company builds closer ties with young professionals.

The Company values

“In-house” training prioritizes internal recruitment and mobility across departments.

The diversity and equity agenda is reinforced by the CEO’s support for the Women’s Empowerment Principles (WEP), an initiative aimed at promoting gender equality in the corporate environment.



(WEP), a UN initiative aimed at promoting gender equality in the corporate environment, with technical guidance from the Inter-American Development Bank (IDB). In practice, the Company monitors indicators such as the proportion of women in the total workforce and in leadership positions, voluntary and involuntary turnover rates, and the distribution of employees by generation.

The performance management model is another central pillar of this structure. At Vinci Compass, at least two formal feedback cycles are conducted per year. The annual feedback is preceded by a 360° evaluation, which combines self-assessment, peer assessment, and leadership analysis, culminating in the submission of results to an evaluation committee that calibrates the grades. This structured process increases transparency, reduces subjectivity, and mitigates the risk of unexpected or misaligned negative evaluations.

Employee development and engagement are also fostered through recurring communication and training initiatives. Programs such as Vinci Compass Learning, internal campaigns such as #proudtobevincicompass and #vincicompassforwomen, as well as lectures on mental health, physical health, and business areas, contribute to a healthier, as well as a better informed and connected work environment. The Company also encourages employee development through reimbursement for certifications,

coaching for professionals in key positions, and continuous development programs.

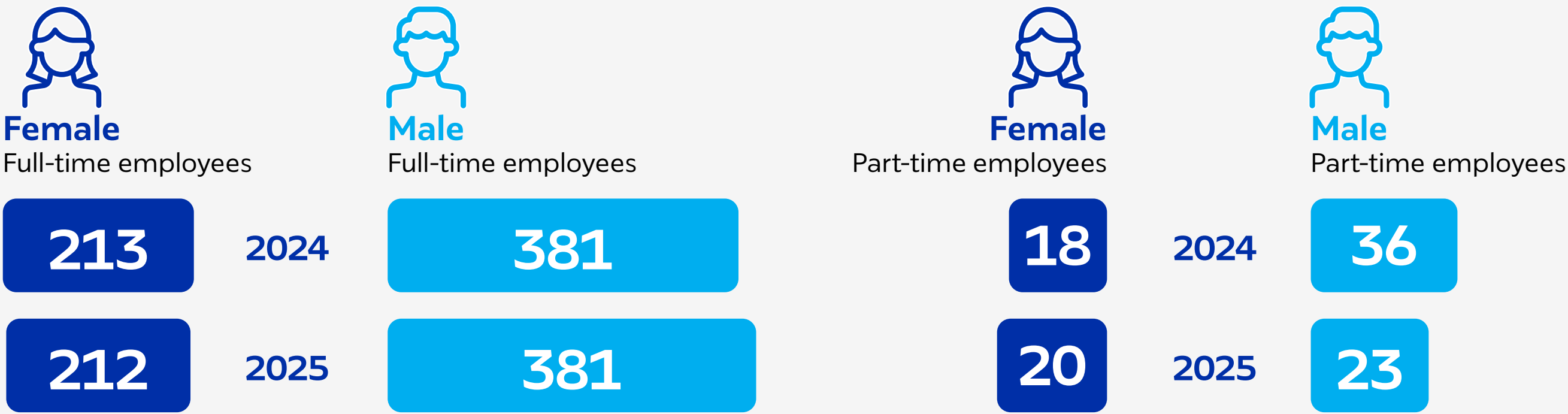
Talent attraction is treated as a long-term strategic agenda. External communication, especially presence at universities and summer job programs, is an important channel to connect the company with young professionals with a proactive profile and an interest in innovation. Internally, Vinci Compass values in-house development, prioritizing internal recruitment and mobility between areas, with career paths that take professionals from back office to front office.

At the heart of this strategy is a model based on meritocracy, partnership, and fairness, with the focus on talent, delivery, and individual impact.

Finally, the regional integration resulting from the combination brought natural challenges to people management, especially regarding the harmonization of organizational cultures. Leadership actively works to mitigate these differences by promoting cultural alignment through constant dialogue, interchange between teams, and frequent visits by executives to the regional offices.

People and Management Indicators

Employee information by job type and gender | GRI 2-7

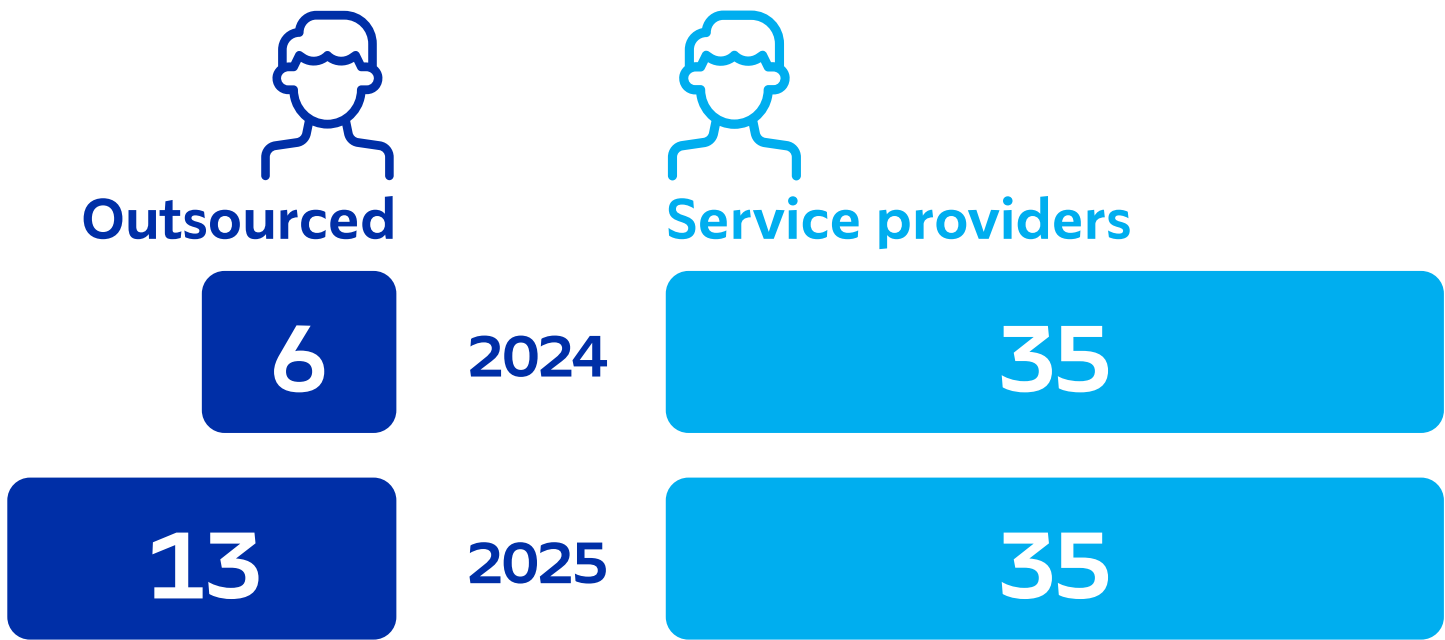


Employee information, by type of employment contract and region | [GRI 2-7](#)

Type of employment contract	Region	2024	2025
Permanent employees	Brazil	296	298
	Chile	130	133
	Argentina	18	20
	Colombia	16	17
	Peru	31	32
	Uruguay	22	19
	Mexico	51	49
	USA	29	24
	UK	1	1
	Total	594	593
Temporary employees	Brazil	27	26
	Chile	16	8
	Peru	6	7
	Mexico	5	2
	Total	54	43
Total	Brazil	323	324
	Chile	146	141
	Argentina	18	20
	Colombia	16	17
	Peru	37	39
	Uruguay	22	19
	Mexico	56	51
	USA	29	24
	UK	1	1
	Total	648	636

Note: offices in Argentina, Colombia, Uruguay, USA, and the UK do not employ temporary staff.

Information on workers who are not employees | [GRI 2-8](#)



Note: the São Paulo office has 13 contractors who provide services exclusively to Vinci Compass employees. At the Rio de Janeiro office, 35 service providers assist Vinci Compass and other condominium residents.



Attracting and Retaining Talent

GRI 401-1

Talent attraction and retention at Vinci Compass is supported by a culture of partnership and meritocracy, in which human capital is recognized as one of the central pillars of the business model, alongside financial capital and ideas.

The talent attraction strategy is proactive and focused on building a diverse and qualified team. The People & Governance area maintains close relations with universities, especially in Rio de Janeiro and São Paulo, and seeks professionals with analytical skills, initiative, and an interest in innovation, without restricting selection to academic prestige alone. This effort is complemented by entry programs, such as the Summer Job program in Brazil, targeted at both local students and Brazilians abroad, with plans to expand to other countries in the region, such as Chile. The diversity agenda is also integrated into this process, with initiatives such as “Vinci Compass for Women,” which helps to increase the presence of women in a historically male-dominated sector.

Employee retention is directly linked to alignment between individual performance and the Company’s results. Vinci Compass operates under a model that prioritizes meritocracy,

reinforcing the connection between each employee’s contribution and the success of the business. In this context, variable and long-term compensation is gaining increasing importance as a tool for aligning interests.

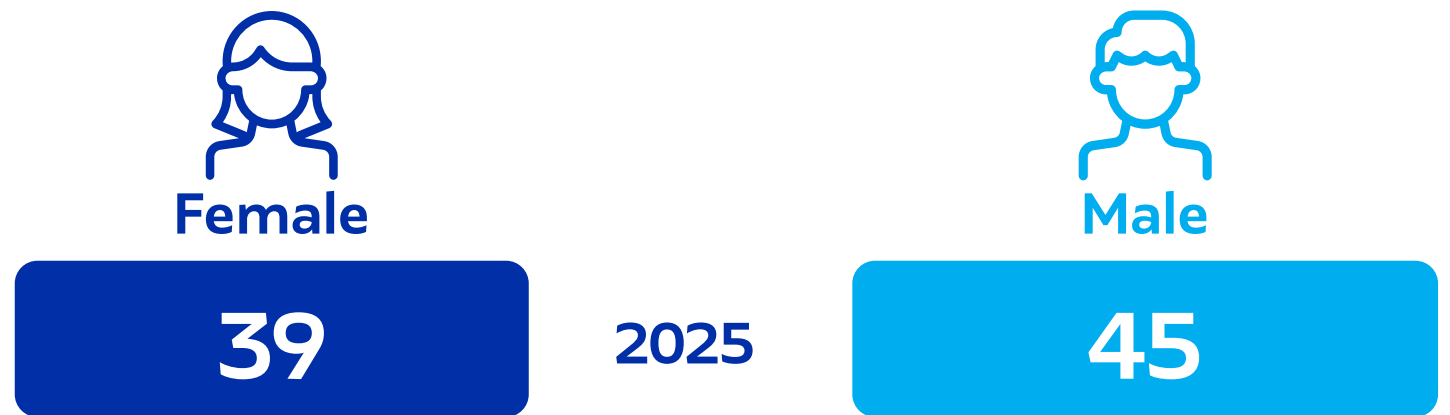
Turnover indicators

New hires by age group | GRI 401-1

Age group	2025	
	Number	%
Below 30	59	31.7
30 to 50	25	7.6
Over 50	0	-
Total	84	14.2

Note: the calculation of the new hire rate considered the total number of employees hired divided by the total number of employees.

New hires by gender | GRI 401-1



New hires by region | GRI 401-1



- 25.0%

Peru
- 20.0%

Argentina
- 17.6%

Colombia
- 15.8%

Chile
- 14.1%

Brazil
- 10.2%

Mexico
- 4.2%

EUA

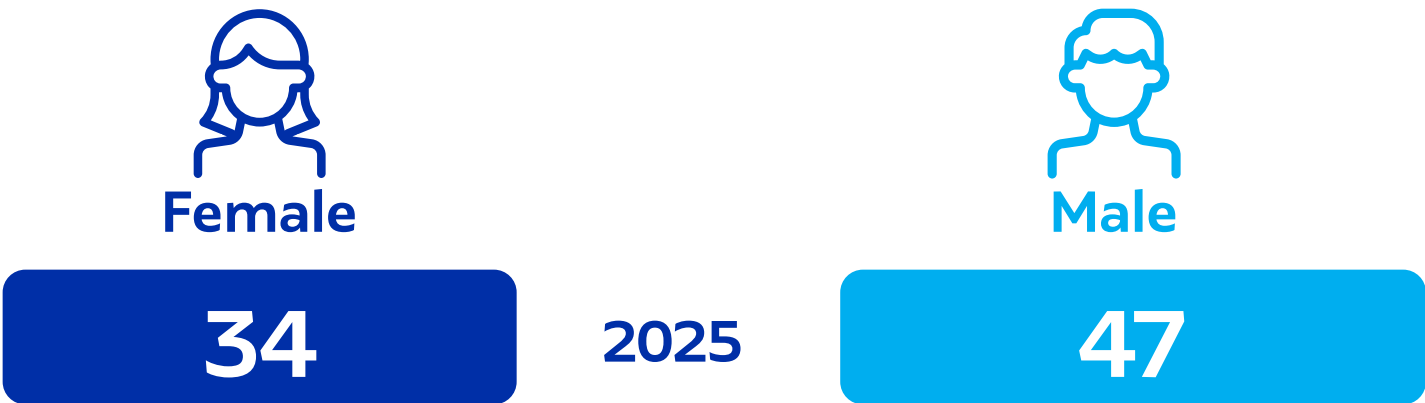
Note: the calculation of the new hire rate considered the total number of employees hired divided by the total number of employees.

Turnover by age group | GRI 401-1

Age group	2025	
	Number	%
Below 30	29	23.7
30 to 50	42	10.2
Over 50	10	6.5
Total	81	13.9

Note: the turnover rate uses the formula: (Total hires + Total terminations) / 2 / Total employees.

Turnover by gender | GRI 401-1



Note: the turnover rate calculation uses the formula: (Total hires + Total terminations) / 2 / Total employees.

Turnover by region | GRI 401-1

Gender	2025	
	Number	%
Argentina	2	15.0%
Brazil	41	13.9%
Chile	18	14.7%
Colombia	2	14.7%
Mexico	7	12.2%
Peru	5	20.3%
Uruguay	2	5.3%
USA	4	10.4%
Total	81	13.9%

Note: the turnover rate uses the formula: (Total hires + Total terminations) / 2 / Total employees.



Mentoring

Vinci Compass works with students and young professionals interested in the financial markets, dedicating time to guiding them and sharing with them technical knowledge, career experiences, and strategic insights about the sector.

In 2025, it created two mentoring and case study groups around the firm’s core strategies, such as sector and company research, in which partners Luiz Otavio Laydner and Roberto Knoepfelmacher participated. The dynamics of these groups focus on the practical

analysis of real investment situations to bring participants close to the Company’s decision-making logic.

Furthermore, in 2025, 26 lectures were held for university students in Rio de Janeiro and São Paulo, covering diverse topics, including business areas and the economic scenario. These events were held both on university campuses and at Vinci Compass offices, in which over 500 students participated.

Summer Program

The Summer Program is one of Vinci Compass’ flagship tools for training and attracting talent, playing a strategic role in building its professional pipeline. In Brazil, the program is a qualified entry point for youth with a genuine interest in the financial market.

For the 2025 cycle, the program received over 1,300 applications and maintained an intensive five-week internship format,

organized into two complementary streams: the first, in January, for Brazilian students pursuing undergraduate degrees at universities in the country, and the second, in the middle of the year, known as “Summer Abroad,” aimed at Brazilians studying abroad who take advantage of the summer break in the Northern Hemisphere to gain professional experience at the Company. This structure gives Vinci Compass access to different

academic profiles and widen the program’s reach without sacrificing in-depth training.

The program goes beyond evaluating technical performance,; it identifies youth with a proactive attitude, intellectual curiosity, and the willingness to innovate. The goal is to offer a real immersion in the day-to-day operations at Vinci Compass, enabling participants to get a practical understanding of the working of the business areas and the decision-making process, going beyond a merely observational internship.

Based on the lessons learned in 2025, the People & Governance area plans to go further in taking the program global. The Company is studying the possibility of launching the Summer Program, starting from 2026, in a Latin American country where it operates, in order to replicate the talent development culture already established in Brazil. Chile stands out for its operational significance, given that it has approximately 170 employees, which creates a favorable environment for testing and scaling the model.



Compensation | [GRI 2-19, 2-20](#)

Vinci Compass’ compensation policy is one of the pillars of its governance and reflects its culture of partnership and meritocracy. In 2025, the topic gained greater prominence in the context of integration, given the need to align historically distinct models.

The harmonization process was designed to ensure consistency among practices, preserve team engagement, and reinforce incentives for creating value. The greater emphasis on variable components seeks to strengthen the correlation between results and compensation, encouraging risk management, compliance with company policies, and, progressively, the integration of sustainable metrics. This approach strengthens the alignment between the interests of partners, employees, and investors.

Benefits

GRI 201-3, 401-2, 401-3

Vinci Compass’ benefits policy is aligned with its corporate model and meritocratic culture, and is designed to promote equality, transparency, and the focus on performance, regardless of position, seniority, or location. After the Vinci-Compass combination, this topic gained greater significance and went through a regional harmonization process to ensure greater consistency across Latin American offices.

In Brazil, benefits are standardized and apply equally to all permanent employees and interns, without distinction between areas or hierarchical levels. The benefits package includes health insurance, maternity and paternity leave, meal and food vouchers,

dental care, and bonuses, not applicable to temporary workers or contractors. At the regional level, Latin American countries offer similar benefits, such as health insurance, life insurance, and food vouchers, according to their local policies, respecting internal laws and practices, but preserving the principle of equity.

The review of maternity and parental leave policies was one of the priority topics addressed by the People & Governance

area in 2025. The focus was to transform policies that were previously essentially local into regional guidelines applicable throughout Latin America. This harmonization is part of a broader cultural assimilation effort aimed at ensuring consistent treatment across countries and reinforcing a culture that values performance, equity, and inclusion.



A benefits policy
aligned with the company’s model and culture of meritocracy, aimed at promoting equality, transparency, and a focus on results.

Benefits included:
health insurance, maternity and paternity leave, meal vouchers and food allowances, dental care, and bonuses.

Maternity/Paternity Leave | GRI 401-3

Total number of employees	2025	
	Men	Women
Entitled to maternity/paternity leave	383	212
Those who took maternity/paternity leave	7	4
Those who returned to work after maternity/paternity leave.	7	4
Those who returned to work after maternity/paternity leave and remained employed twelve months after that.	6	3
Rate of return	100.0%	100.0%
Retention rate	85.7%	75.0%

Training and Development

GRI 404-2

Employee training and development at Vinci Compass has evolved significantly since the combination, migrating from a predominantly local practice to an integrated, region-wise strategy. The core objective of this model is to ensure that all teams, both in Brazil and other Latin American countries, are aligned with the Company’s culture, investment strategies, and product portfolio, while also promoting continuous development and meritocracy.

Technical training is one of the pillars of this model. The Company actively encourages its employees to obtain certifications recognized in the financial and sustainability markets, such as the CFA, CFA Sustainable Investing and the CAIA. In accordance with the Educational Incentive Policy, Vinci Compass fully reimburses these certifications for eligible employees, considering criteria such as time on the job and performance. By make this investment, especially in case of costly certifications

often charged in foreign currency, the Company underscores its commitment to technical excellence and the long-term development of its talent.

In parallel, Vinci Compass invests in leadership development through coaching programs to hone behavioral and strategic skills, especially for professionals in key positions, as well as initiatives aimed at strengthening female leadership, which helps to accelerate career paths in a sector historically marked by low gender diversity in leadership positions.

Internal knowledge sharing also plays a central role in the development strategy. Through the Vinci Compass Learning program, training programs are conducted by the Company’s departments on topics such as the macroeconomic scenario, private credit, investment strategies, and market trends. These initiatives are complemented by an Internal Training and Development

policy that encompasses all seniority levels and can be directed to both broad audiences and specific groups, always focusing on developing skills, encouraging self-development, and fostering integration between the areas.

Furthermore, in 2025 the first webinar on AI was held for the entire Vinci Compass team, with internal indicators showing that more than 80% of employees already use these tools in their routines to increase efficiency and productivity.

Literacy in sustainability completes this development agenda. The Company organizes forums and speeches featuring external experts to deepen knowledge on topics such as climate change, the carbon market, and the outcomes of global conferences such as COP30. The corporate sustainability area operates across all areas, supporting investment teams on consistently incorporating environmental, social, and governance criteria throughout the entire decision-making cycle.



Lectures

- **Webinar on Artificial Intelligence (AI)**
Targeted at the entire company, the webinar focused on the adoption and impacts of AI on internal processes.
- **Presentation on High-Grade Private Credit in Brazil**
Presentation by Gustavo Cortes to Vinci staff, providing an overview of the Brazilian credit market.
- **Sustainability Forum – Lectures by experts**
Presentations by Professors Guarany Osório and Annelise Vendramini on the carbon market. Open session led by Sonia Consiglio on expectations surrounding COP30.
- **Show and Tell on Innovation and Productivity**
Monthly lectures and presentations by teams from Brazil, Argentina, Colombia, and Chile, on technological solutions, Python, and AI.
- **Showcase on Alternative Investments**
Lecture and presentation on opportunities in alternative assets, held in New York for Chilean clients.
- **Global Training Lectures**
Unified sessions to align teams on products and strategies for areas in the funding phase.
- **Educational Webinars for Clients**
Lectures aimed at family offices and institutional investors on different asset classes.



Vinci Compass maintained its schedule of lectures and webinars, which covered a range of relevant topics, such as the impacts and applications of artificial intelligence. This strengthened the company’s internal alignment, knowledge sharing, and institutional positioning.

Incentive Certifications

Vinci Compass encourages its employees to obtain industry-recognized certifications, such as the CFA, CAIA, and CFP, as a way to promote continuous development. As an additional incentive, the Company fully reimburses the exam costs for professionals obtain said certifications.

External Courses

Vinci Compass also supports employee participation in external courses tailored to specific needs, in order to develop technical and behavioral skills, broaden the market vision, and gain experiences and lessons not available internally.

Vinci Compass Learning

The Vinci Compass Learning program is an internal program conducted periodically during the year by senior professionals from the organization. Open to all areas, the program disseminates technical knowledge, promotes the exchange of experiences, and enhances the skillsets of participants in an integrated manner.

Inside Vinci Compass

Inside Vinci Compass is a program designed to promote integration among different areas of Vinci Compass. Senior professionals from these areas are invited to share relevant analyses and factors from their areas. In 2025, the initiative covered the areas of Credit, MAV, and Opportunistic Capital Solutions, and IP&S, continuing the project started the previous year.

Diversity, equity and inclusion

GRI 405-1, 405-2 | SASB FN-AC-330a.1

The Vinci Compass’ Diversity, Equity, and Inclusion agenda is a cross-cutting axis of its people and governance strategy, especially in the context of the post-combination integration between Vinci and Compass. In an organization with a regional footprint and distinct cultural realities, the Company has prioritized the creation of a common framework of policies, practices, and criteria that ensure equal opportunities, clear decisions, and cohesive talent management.

Management of this agenda is centralized at the People & Governance area, which constantly monitors the workforce in terms of gender, country, and seniority level. This systematic monitoring enables it to identify trends, evaluate progress, and guide strategic decisions on attracting, developing, and retaining talent. Although the Latin American financial market presents significant structural challenges, the integration of the two organizations has resulted in noticeable progress, especially in increasing women in leadership positions and in corporate structures. Since the Vinci-Compass combination, the Company has maintained a solid gender diversity profile, with women representing 36% of the workforce, more than 40% of junior to mid-level positions and 25% of leadership roles.

Women’s Empowerment Principles

The Women’s Empowerment Principles guide the Company’s actions in promoting gender equality and strengthening female leadership in a sector historically characterized by low female presence. After the combination with Compass, these principles have acquired greater prominence, serving as the reference for reviewing policies, management practices, and strategic decisions related to people development.

The development of female leadership is one of the pillars of this agenda. Vinci Compass consistently invests in external coaching programs targeted at women in key positions, with the focus on bolstering strategic skills, increasing confidence, and preparing them for highly complex and demanding environments. This approach recognizes the additional barriers faced by women in the Latin American financial markets and seeks to act practically in mitigating these imbalances.

The Company invests in coaching programs for women in key positions, focused on strengthening strategic skills and preparing them for complex situations.



Diversity indicators

Percentage of employees by job category, by gender | [GRI 405-1](#)

Functional category	Gender	2024		2025	
		Total	%	Total	%
Monthly, permanent, and full-time employees	Male	381	64.1%	381	64%
	Female	213	35.9%	212	36%
	Total	594	100.0%	593	100.0%
Directors	Male	2	100.0%	2	100.0%
	Female	0	0.0%	0	0.0%
	Total	2	100.0%	2	100.0%
Interns	Male	32	64.0%	21	51%
	Female	18	36.0%	20	49%
	Total	50	100.0%	40	100.0%
Apprentices	Male	2	100.0%	-	-
	Female	0	0.0%	-	-
	Total	2	100.0%	-	-
Total	Male	417	64.4%	404	64%
	Female	231	35.6%	232	36%
		648	100.0%	636	100.0%

Vinci Compass for Women

The Vinci Compass for Women program was created based on the understanding that gender equality and increased presence of women in the investment market require structured and planned mechanisms. The program establishes guidelines and initiatives designed to promote greater female representation, especially in processes related to people management and career development.

With the business combination between Vinci and Compass, and its expansion to new countries, Vinci Compass for Women is being redesigned to adapt it to the regulatory, cultural, and market aspects of each region, while preserving its founding principles and ensuring consistency in promoting gender equality throughout the Company.



Health and Safety

GRI 403-3, 403-6

Management of health, safety, and wellness at Vinci Compass is aimed at creating a healthy, welcoming and coherent work environment that is aligned with the Company’s corporate culture, and focused on the holistic wellness of people and psychological safety.

In Brazil, occupational medical examinations cover all stages stipulated by law, including pre-employment, periodic, termination, return-to-work after prolonged absence, as well as examinations resulting from changes in occupational risk, and supplementary examinations. All procedures strictly follow the guidelines of the Occupational Health Medical Control Program (PCMSO) and result in the issuance of the Occupational Health Certificate (ASO). Whenever possible, examinations are conducted at the workplace itself, but are also done at accredited clinics in accordance with the needs and preferences of employees. In other Latin American countries, medical examinations follow the local laws and regulatory standards, ensuring compliance and respect for the specific requirements of each jurisdiction.

Care for physical health is complemented by the corporate health plan, with nationwide coverage in Brazil, which covers all permanent employees and interns. The plan offers outpatient and hospital coverage, including consultations, exams, surgeries

and hospitalizations, as well as accommodation in a private room, a nationwide medical network, urgent and emergency care, and reimbursement of medical and hospital expenses according to established rules.

In addition to traditional healthcare, Vinci Compass invests in initiatives focused on promoting the holistic wellness of the individual. In Brazil, employees have access to an integrated platform that brings together gyms, studios, and apps focused on physical activity, mental health, nutrition, mindfulness, and stress management practices. Membership is voluntary and available on a copay basis, respecting different profiles, routines, and fitness levels, with the goal of encouraging healthy habits and contributing to physical, emotional, and social balance.

Care for mental health also plays a significant role in this strategy and is sustained by educational initiatives and lectures by experts on topics such as mental health at work and awareness about breast cancer.

In the area of prevention, the Company conducts free annual influenza vaccination campaigns during working hours, which facilitate access and help reduce absenteeism. Other support spaces for comprehensive healthcare including breastfeeding rooms designed to ensure comfort, privacy, and safe storage of breast milk.



Environmental Management

Vinci Compass’ environmental practices focus on operational efficiency, responsible use of resources, and reducing the direct impacts of its operations. The Company adopts a pragmatic approach that incorporates sustainability into daily decisions without losing sight of perpetuity and value creation.

In 2025, an important development on this agenda was the migration to the new office in Salma Tower, a LEED Platinum

certified building in São Paulo, reflecting the commitment to high environmental performance standards. The infrastructure prioritizes water and energy efficiency by using reused water, components with sensors to rationalize consumption, and LED lighting. Complementary initiatives, such as the use of renewable energy in Rio de Janeiro, management of emissions, recycling of waste, and internal awareness campaigns, underscore this strategy at Vinci Compass offices.



Waste Management and Recycling

GRI 306-3, 306-4, 306-5

Waste management and recycling play an important role in Vinci Compass’ environmental agenda and are considered in the design of new facilities. The Company believes the value of recycling in creating a positive impact and hence incorporates these practices consistently into the organizational culture.

This position was crucial in the move to the new office in São Paulo: more than a purely real estate decision, the choice of the building considered the existence of adequate infrastructure. The new space enables the monitoring of these processes, which strengthens environmental management based on more precise information.

In other countries, Vinci Compass has expanded and standardized these practices at its offices while respecting the unique local aspects. After administrative visits, offices in countries such as Argentina have started installing recycling bins.

With regard to electronic waste, the Company’s approach combines environmental responsibility and social impact. Vinci Compass organizes specific campaigns to ensure the proper disposal of technology equipment, especially cell phones and laptops.

Energy management

GRI 302-1

Energy management at Vinci Compass is integrated into the corporate strategy and driven by the pursuit of operational efficiency, responsible use of resources, and reduction of environmental impact, by combining investments in modern infrastructure and, whenever possible, the adoption of renewable sources.

In Rio de Janeiro, the strategy takes on an additional dimension with the operation of an own solar power plant since 2020. This initiative enables the building to be entirely powered by renewable energy and is a concrete sign of the Company’s commitment to energy transition, internally reinforcing the consistency between discourse and practice.

Energy consumption within the Company in 2025 (in MWh)

Brazil	451.55
Rio de Janeiro	248.68
Recife	2.48
São Paulo	198
Ribeirão Preto	2.39
United States	52.24
Nova York	48.32
Miami	3.92
Chile	344.44
Uruguay	31.90
Peru	17.07
Mexico	89.27
Colombia	18.39
Argentina	6.43
Total	1,011.29

Note: in 2025, the company purchased 162.65 MWh of solar power for its offices in Brazil.



In Rio de Janeiro, the Company has been operating its own solar power plant since 2020, enabling the building to be fully powered by renewable energy and serving as a symbol of the company’s commitment to the energy transition, thereby reinforcing the alignment between its words and actions.



Climate Change

GRI 3-3 Material topic: Climate change, 201-2

Vinci Compass adopts a pragmatic and consistent approach to the climate agenda, prioritizing the continuity and resilience of its actions. The Company’s actions are based on the principle that environmental sustainability and financial performance are not opposing but complementary objectives, and it advocates for the vision that sustainable practices strengthen long-term value creation.

In this context, managing Greenhouse Gas emissions plays a significant role in the corporate agenda. Vinci has been conducting emissions inventories since 2020 and, following the combination with Compass, the Company began a new phase of this agenda: the Greenhouse Gas

Emissions Inventory presented in this Report fully covers operations in all the countries where the Company operates. Though this broader coverage temporarily compromises the historical comparability of data, it is an essential step towards establishing a single, more robust baseline for the coming years.

Furthermore, the Company’s investment strategy incorporates thematic funds and vehicles aligned with climate transition, such as Vinci Climate Change, Lacan’s forest funds (with their potential for carbon sequestration), and strategies in private equity, credit, infrastructure, and equities that integrate climate and environmental criteria into their policiess.

The Company’s investment strategy includes thematic funds and vehicles aligned with the climate transition, such as Vinci Climate Change and Lacan’s forestry funds.

Greenhouse Gas Emissions

GRI 305-1, 305-2, 305-3, 305-5

The management of Greenhouse Gas (GHG) emissions at Vinci Compass is based on systematic measurement and continuous improvement of the quality of environmental information.

The process of collecting data for preparing the inventory adopts a participatory model that involves employees at all hierarchical levels. Annually, a corporate survey is conducted to map the carbon footprint associated with the daily activities of the organization.

In addition to mobility, the inventory incorporates information related to the operational practices of the offices, including energy consumption, waste management, and disposal of obsolete electronic equipment.

The Company recognizes that initiatives such as recycling, especially of electronic waste, help reduce pressure on landfills and positively influence environmental indicators.

The diversity of energy sources in the countries where Vinci Compass operates is also considered while analyzing the results. The same volume of electricity consumption can generate different impacts in terms of emissions, depending on the predominance of renewable or fossil fuel sources in each location, which underlines the complexity of environmental management in a regionalized structure. Moreover, air travel is one of the Company’s main sources of emissions, in line with its multinational operations and its presence in different countries and cities.

Emissions by scope (tons of CO₂e)

Type of emissions	2025
Scope 1 (direct emissions)	1,433.06
Biogenic CO ₂ emissions (Scope 1)	0.69
Total Scope 1 (direct emissions)	1,433.75
Scope 2 (indirect emissions)	159.99
Total Scope 2 (indirect emissions)	159.99
Scope 3 (other indirect emissions)	1,307.87
Biogenic CO ₂ emissions (Scope 3)	106.09
Total Scope 3 (other indirect emissions)	1,413.96

Note: The merger between Vinci and Compass resulted in significant changes to the scope, affecting the comparability of GHG emissions indicators with previous periods. Gases included in the calculation: CO₂, CH₄, N₂O, and HFCs. This document was prepared based on internationally recognized best practices and methodologies, such as the Brazilian GHG Protocol Program and the guidelines published by the Intergovernmental Panel on Climate Change (IPCC) in the IPCC Guidelines for National Greenhouse Gas Inventories. The approach adopted for consolidating the Organization’s emissions is Operational Control.

Neutralizing GHG Emissions

Neutralizing greenhouse gas emissions at the Company is part of a broader environmental responsibility strategy that prioritizes reduction at the source whenever possible and reserves offsets for unavoidable emissions.

In this context, all GHG emissions related to the year 2025 were offset through Legado das Águas, the largest Atlantic Forest reserve in Brazil, which promotes forest protection in an integrated manner alongside the development of scientific research and the fostering of new economy activities.

Vinci Compass acquired 2,901 Carbon Plus (C+) units, as shown in the seal below. Detailed information about the carbon credits can be accessed via the QR code.



Private Social Investment

Private Social Investment at Vinci Compass is conducted in a strategic and structured manner, and in alignment with the Company’s long-term vision. Education was defined as the central theme of these actions in the Private Social Investment Policy, since it is perceived as the key transformative element that can create a profound and lasting impact, with the potential to change the course of families and communities over a single generation. Additionally, Vinci Compass supports projects through local tax incentive laws.

Projects supported by Vinci Compass go through a screening process that considers criteria such as institutional strength, governance, reputation, execution capacity, and alignment with global development agendas. Only initiatives that demonstrate an adequate degree of consistency and potential impact are selected, which ensures that resources are directed to solid organizations capable of bringing about real and sustainable transformations.

A key pillar of this strategy is the support provided to professionalize organizations in the tertiary sector. Through the Instituto Órizon, an initiative linked to the Private Equity area, senior partners at Vinci Compass dedicate time and technical expertise to strengthen the management of educational organizations. This institutional literacy action, inspired by practices in the financial markets, helps drive efficiency, sustainability, and the achievement of the initiatives supported, maximizing their impact over time.

In Brazil, the Company’s operations extend beyond the Rio-São Paulo axis. Support for the Instituto Ponte underscores its commitment to expanding access to educational opportunities for youth across 19 states in Brazil’s five regions, while the Instituto Smart receives support through scholarships for low-income students entering top-tier higher education institutions. These initiatives reflect the Company’s concern for promoting social upliftment, equal opportunities, and reducing regional inequalities by aligning social impact and human development.

Besides carefully selecting the projects, Vinci Compass adopts innovative social financing mechanisms. One example is the Vaga do Bem Program, launched about nine years ago, by which the Company started charging fees for the use of parking spaces and fully investing the proceeds in educational projects. This initiative transforms an everyday convenience into a continuous source of social impact, reinforcing the culture of shared responsibility between partners and employees.

In addition, Vinci Compass contributes to the maintenance of educational development centers, ensuring the financial sustainability of schools that serve youth in vulnerable situations. Responsible management of these resources enables these institutions to maintain their operations, broaden their reach, and improve their results. Part of this impact is recorded and



Through the Órizon Institute,
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Institutional literacy efforts

helps to enhance the efficiency, sustainability, and reach of the initiatives supported, thereby maximizing their impact.

shared through audiovisual materials and periodic reports, which document the stories of transformation and provide visibility to the results, reinforcing the Company’s commitment to transparency and long-term impact.

In Chile, Vinci Compass consistently makes social investments, reiterating its commitment to strengthening the local educational ecosystem. Initiatives in the country follow the same strategic rationale adopted globally, focusing on education, development of human capital, and generation of knowledge. Governance of these actions is supported by the Comité de Acción Social, which is responsible for coordinating initiatives, evaluating partnerships, and

promoting local engagement in projects aligned with the Company's values.

Notable investments in Chile include the support provided to the Universidad de los Andes to finance scholarships for students, thus expanding access to higher education, and to CLAPES UC, a study center linked to the Pontifical Catholic University of Chile, dedicated to research and the development of public policies aimed at economic growth, productivity, and reducing inequalities. The Company also supports Enseña Chile, an organization dedicated to training and mentoring teachers from schools in more vulnerable environments, directly contributing to improving the quality of basic education. Additionally, broader social initiatives, such support for the Fundación Ganémosle a la Calle reinforces the holistic development of children and youth through educational and sporting activities.



Apontar

In the context of Private Social Investment, the Instituto Apontar occupies a central position in Vinci Compass' operations. The initiative is targeted at gifted children in public schools of Rio de Janeiro and reflects the Company's conviction that education is a decisive instrument of social transformation and long-term development.

The partnership is structured around a strong alignment of purpose and values. Vinci Compass maintains a close relationship with the Instituto Apontar, associating its brand with the project and continuously monitoring the results. This model enables support to go beyond financial contributions and contributes to the success and effectiveness of the educational actions.

Currently, the collaboration operates four educational development centers. Vinci Compass provides financial support to these units, while the academic front remains the institute's responsibility. This separation

of roles ensures efficiency, focus, and sustainability for the partnership.

The initiatives supported include the Vinci-Compass-Apontar Chess Championship, which was conceived as a tool to stimulate logical reasoning, concentration, and the development of social and emotional skills in students.

The results of this collaboration are documented through institutional materials that demonstrate its impact on the lives of youth. Vinci Compass thus consolidates a social investment strategy based on focus, consistency, and monitoring, reaffirming education as the structuring pillar of its social actions.

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Summary of GRI and SASB Content

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Summary of GRI and SASB Content

Use statement	Vinci Compass reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025.				
GRI used	GRI 1: Foundation 2021				
GRI/SASB Standard	Disclosure	Page / Comments	Omissions		
			Requirement Omitted	Reasons	Answer
The organization and its reporting practices					
GRI 2: General Disclosures 2021	2-1	Organizational details	11		
	2-2	Entities included in the organization’s sustainability reporting	7		
	2-3	Reporting period, frequency and contact	7		
	2-4	Restatements of information	In 2025, there were no restatements of information or information that was restated.		
	2-5	External assurance	The report has not been externally verified.The report has not been externally verified.		
Activities and workers					
GRI 2: General Disclosures 2021	2-6	Workers who are not employexxxes	11, 13, 33	d)	Not applicable. There was no significant change from the previous year..
	2-7	Empployees	80, 81, 82		
	2-8	Workers who are not employees	80, 82		

GRI/SASB Standard		Disclosure	Page / Comments	Omissions		
				Requirements omitted	Reason	Answer
Governance						
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	21			
	2-10	Nomination and selection of the highest governance body	22			
	2-11	Chair of the highest governance body	22	2-11	Not applicable.	The chair of the highest governing body is not a senior executive of the organization.
	2-12	Role of the highest governance body in overseeing the management of impacts	22			
	2-13	Delegation of responsibility for managing impacts	30			
	2-14	Role of the highest governance body in sustainability reporting	7			
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	29			
	2-16	Communication of critical concerns	29			
			22			
	2-17	Collective knowledge of the highest governance body	At Board of Directors meetings, the chair of the Sustainability Committee provides specific updates on sustainability issues in addition to the quarterly reports. Furthermore, in November 2025, Sonia Consiglio gave a presentation on the topic, which was open not only to all Vinci Compass employees but also to all Board members.			
	2-18	Evaluation of the performance of the highest governance body	22	2-18	Not applicable.	There is no performance evaluation of the highest governing body.

GRI/SASB Standard		Disclosure	Page / Comments	Omissions		
				Requirements omitted	Reason	Answer
Governance						
GRI 2: General Disclosures 2021	2-19	Remuneration policies	85			
	2-20	Process to determine remuneration	85	a iii) b)	Not applicable.	We do not have compensation consultants. They are not involved.
	2-21	Annual total compensation ratio				
	Strategy, policies and practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	4, 5, 6			
	2-23	Policy commitments	29			
	2-24	Embedding policy commitments	29			
	2-25	Processes to remediate negative impacts	29			
	2-26	Mechanisms for seeking advice and raising concerns	29			
	2-27	Compliance with laws and regulations	29			
	2-28	Membership associations	18			
	Stakeholder engagement					
GRI 2: General Disclosures 2021	2-29	Collective bargaining agreements	80			
	2-30	Collective bargaining agreements	80			

GRI/SASB Standard		Disclosure	Page / Comments	Omissions		
				Requirements omitted	Reason	Answer
Material Topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	14			
	3-2	List of material topics	14	b)	Not applicable	
Material Topic: Risk to image and reputation						
GRI 3: Material Topics 2021	3-3	Management of material topics	30			
Material Topic: Ethics in business and anti-corruption practices						
GRI 3: Material Topics 2021	3-3	Management of material topics	29			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risksrelated to corruption	29			
	205-2	Communication and training aboutanti-corruption policies and procedures	29			
	205-3	Confirmed incidents of corruption andactions taken	29			
GRI 206: Anti-competitive Behavior 2016	206-1	Ações judiciais por concorrência desleal, práticas de truste e monopólio	29			
SASB Finnancials (FN)	FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedingsassociated with fraud, insider trading, antitrust, anti-competitive behaviour,market manipulation, malpractice, or other related financial industry laws orregulations		FN-AC-510a.1	Not applicable	There are no monetary losses resulting from legal proceedings.
	FN-AC-510a.2	Description of whistleblower policies and procedures	29			

GRI/SASB Standard		Disclosure	Page / Comments	Omissions		
				Requirements omitted	Reason	Answer
Material Topic: Corporate Governance						
GRI 3: Material Topics 2021	3-3	Management of material topics	21			
Material Topic: Sustainable Investments						
GRI 3: Material Topics 2021	3-3	Management of material topics	34			
SASB Finnancials (FN)	FN-AC-410a.1	Amount of assets under management, by asset class, that employ(1) integration of environmental, social, and governance (ESG) issues,(2) sustainability themed investing and (3) screening	34			
	FN-AC-410a.2	Description of approach to incorporation of environmental, socialand governance (ESG) factors in investment or wealth management processesand strategies	34			
	FN-AC-410a.3	Description of proxy voting and investee engagement policies andprocedures	34			
Material Topic: Technology and Innovation						
GRI 3: Material Topics 2021	3-3	Management of material topics	35			
Material Topic: Cybersecurity						
GRI 3: Material Topics 2021	3-3	Management of material topics	31			
Material Topic: Customer Privacy						
GRI 3: Material Topics 2021	3-3	Management of material topics	31			
GRI 418: Customer Privacy 2016	418-1	Queixas comprovadas relativas a violação da privacidade e perda de dados de clientes	31			
Material Topic: Fair Practices and Transparency of Information						
GRI 3: Material Topics 2021	3-3	Management of material topics	29			
SASB Finnancials (FN)	FN-AC-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-relatedinformation to new and returning customers	29			
	FN-AC-270a.3	Description of approach to informing customers about productsand services	29			

GRI/SASB Standard		Disclosure	Page / Comments	Omissions		
				Requirements omitted	Reason	Answer
Material Topic: Employee Engagement, Diversity, Equity, and Inclusion						
GRI 3: Material Topics 2021	3-3	Management of material topics	80			
	405-1	Diversity of governance bodies and employees	26, 89, 90			
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	89	405-2	Confidential information	Although salary figures are not disclosed, Vinci Compass follows a pay equity policy, ensuring that there is no pay disparity between men and women at the same level of seniority.
SASB Financials (FN)	FN-AC-330a.1	Percentage of (1) gender and (2) diversity group representation for(a) executive management, (b) non-executive management, (c) professionals, and(d) all other employees	89			
Material Topic: Climate Change						
GRI 3: Material Topics 2021	3-3	Management of material topics	94			
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	94			
	305-1	Direct (Scope 1) GHG emissions	95			
	305-2	Energy indirect (Scope 2) GHG emissions	95			
	305-3	Other indirect (Scope 3) GHG emissions	95			
	GRI 305: Emissions 2016	305-5	Reduction of GHG emissions	95	Not applicable	The merger of Vinci and Compass resulted in significant changes to the scope, compromising the comparability of GHG emissions metrics with previous periods.

GRI/SASB Standard	Disclosure		Page / Comments	Omissions		
				Requirements omitted	Reason	Answer
Additional disclosures - Non-material topics						
GRI 201: Economic Performance 2016	201-1	Direct economic value generated anddistributed	9			
GRI 203: Indirect Economic Impacts 2016	203-1	Investimentos em infraestrutura e apoio a serviços	60			
	203-2	Significant indirect economic impacts	60			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	93			
GRI 306: Waste 2020	306-3	Waste generated	92			
	306-4	Waste diverted from disposal	92			
	306-5	Waste directed to disposal	92			
SASB Finnancials (FN)	FN-AC-000.A	Total assets under management (AuM)	13, 33			
	FN-AC-000.B	Total assets under custody and supervision		FN-AC-000.B	Not applicable.	Vinci Compass does not have assets under custody and supervision.

Corporate Informations

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Credits

General Coordination
[Sustaintability area](#)

GRI Consulting
[blendON](#)

Content and editing
[blendON](#)

Graphic design
[blendON](#)

Images
[Dani Leite Photography](#)
[Lycas Kloppel](#)
[Portfolio companies Archives](#)
[Vinci Compass Archives](#)
[Fernanda Sá](#)
[Envato](#)