Valid

Sustainability Report

2025

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01 Presentation

Ilson Bressan
Chief Executive Officer - CEO

Message from Leadership

GRI 2-22

It is with pride and a sense of responsibility that we present Valid's 2025 Sustainability Report. This document reflects a year of disciplined execution and concrete progress on Expedition 2030, our strategic plan to double the Company's revenue by the end of the decade, underpinned by innovation, digitalization, operational excellence, integrity and responsible growth.

In 2025, we made consistent progress in securing our physical portfolio alongside a wide range of digital solutions. Execution of the integrated digital security platform strategy, combined with the consolidation of the single sign-on model, strengthened our ability to connect citizens, governments and businesses through safer, smoother and more efficient experiences. As a result, digital solutions came to represent 23% of the Company's revenue, growing 27% during the year and reflecting the scalability and recurrence of this new business model.

We are positioning Valid as critical infrastructure for an increasingly digital world, and this transformation is translating into real impact. One emblematic example is Ben+, a solution that modernizes the distribution of public benefits with security, traceability and inclusion. In Maranhão alone, the initiative provides for the distribution of R$90 million a year, directly impacting 432,000 people in 217 municipalities. More than technology, it is about promoting dignity, autonomy and efficiency in the management of public policy, strengthening trust between the State and society.

Another relevant example of the impact we generated in 2025 is the Neonatal Biometric Identification program. This solution integrates the capture of a newborn's biometric data with the electronic Live Birth Certificate (DNV-e), securely linking a child's identity to that of their guardian while still in the maternity ward. The initiative is already operating in states such as Ceará and Piauí, promoting citizenship, security and trust from the very first moments of life.

Our strategy is directly connected to our commitment to sustainability. We are signatories of the UN Global Compact, incorporating its principles into our policies, processes and decisions. For Valid, "ESG" is a management tool and a vector for long-term value creation. It is a cornerstone that reinforces business resilience, the trust of clients and investors, and the Company's institutional legitimacy.

We continue to combine the strength of our traditional businesses with the consistent acceleration of our digital fronts, an ambidexterity that allows us to generate cash, invest in innovation and expand our positive impact.

In 2025, even amid a challenging environment and pressure on results, we maintained a high cash-generation capacity and discipline in capital allocation. We closed the period with Net Revenue of R$2.06 billion and EBITDA of R$432 million, in addition to distributing R$202 million in shareholder returns.

We are building a more digital Valid, integrated and prepared to lead the evolution of secure identity and trusted transactions, promoting consistent growth for shareholders, clients, employees, governments and society as a whole.

Reinforcing our expansion and consolidation strategy in the identity ecosystem, we increased our stake, gaining control of VSoft and Via Soft in a deal carried out at a premium of more than 50%. This move strengthens our presence in the public sector and expands our offering of civil identification and digital services solutions.

The integration of these operations is also accelerating the execution of Expedition 2030, contributing R$83.9 million in net revenue and R$11.4 million in net profit, in addition to boosting relevant commercial and operational synergies.

We are confident that the consistent execution of our strategy is putting us on the right path to achieve our ambitions through 2030, strengthening our position as one of the leading global platforms for secure identity and reliable connectivity.

Ilson Bressan
Chief Executive Officer - CEO

Maria Isabel Tavares
General Counsel and Chief Corporate Governance Officer

2025 marked a milestone of consolidation and maturation for Valid's ESG agenda and Integrity Program. Rather than simply expanding initiatives, we made progress in effectively integrating sustainability, integrity, corporate strategy, governance and risk management, reaffirming that the Company's continuity is directly tied to the quality of the decisions we make today, especially in a context of accelerating digital transformation and growing regulatory demands.

The review of our double-materiality matrix was decisive in this process. By structurally incorporating environmental, social and financial perspectives, we strengthened ESG as a management and strategic-direction tool, ensuring greater alignment with stakeholder expectations and greater consistency in resource allocation and risk/opportunity prioritization.

On the environmental pillar, we made concrete, measurable progress. Our Sorocaba industrial hub operates on 100% renewable energy, supported by the use of I-RECs, and maintained its zero-landfill status, reinforcing our commitment to resource efficiency and the circular economy. We also maintained our climate transparency through participation in CDP (Carbon Disclosure Project), strengthening the management and disclosure of environmental information based on internationally recognized standards.

On the social axis, we continued to advance the customer experience and people development. We recorded an average score of 9 in employee-satisfaction perception, replacing the NPS indicator previously used, and closed the period with 3,633 employees across 14 countries. We invested 5,880 hours in training, strengthening technical and behavioral competencies, and maintained professional-development initiatives such as Projeto Horizontes, run in partnership with the SENAI "Luiz Pagliato" school and the LuAR – Associação Lugar de Amor e Restauração organization.

The Sorocaba plant obtained a declaration of compliance with Responsible Business Alliance (RBA) requirements, reinforcing our commitment to international standards of human rights and responsible labor practices. Internally, we strengthened the NÓS Diversity Program, fostering an increasingly plural, respectful and inclusive environment.

On governance, 2025 was a year of institutional strengthening.

Our Integrity Program grew in maturity, reach and scope, with improvements to third-party due-diligence processes, risk management and mitigation, and greater efficiency in the Whistleblowing Channel, reducing investigation completion times. We expanded training, including 100% of Senior Management, implemented additional controls for interactions with public officials, and improved indicators for continuous program monitoring.

Under the active oversight of the Board of Directors and its committees, we kept our management system aligned with industry best practices and in compliance with a broad set of nationally and internationally recognized certifications. These include ISO 9001, ISO 14001, ISO 14021, ISO 14298, ISO 27001, ISO 27701, NBR 15540, PCI, NCC, CQM, FSC®, RoHS and ARSENAL, attesting to the robustness of our quality, information-security, environmental-management and security-printing models.

We also made significant progress in maturing processes tied to PCI (Payment Card Industry) certification, essential for sustaining excellence in security while driving forward customers' digital journeys. This strengthening lays the groundwork for enabling new avenues of growth and expanding opportunities, building on capabilities the Company has already consolidated.

As a representative of the Company's governance, I reaffirm that leadership plays an active and ongoing role in this agenda. Senior Management's direct involvement in updating policies, conducting training and driving institutional communication demonstrates that integrity, sustainability and long-term value creation are pillars of our organizational culture. This report reflects a structured journey, grounded in solid governance, effective controls and a long-term vision. We remain committed to continuously strengthening our management and integrity mechanisms, ensuring that the Company's growth is consistent, resilient and aligned with market and societal expectations.

Maria Isabel Tavares
General Counsel
and Chief Corporate
Governance Officer

For Valid, sustainability transcends discourse. It is embodied in data protection, in the security of our solutions, in the dematerialization and digitalization of processes, and in the socio-environmental responsibility and ethical, transparent conduct with which we run our business.

About the Report

Global Reporting Initiative

In 2025, Valid consolidated important advances in its sustainable-growth trajectory, strengthening its position in strategic markets and deepening the integration of financial performance, innovation, integrity and socio-environmental responsibility.

The consistent evolution of results and the maturing of the ESG agenda reflect management driven by operational efficiency, structured governance and long-term results.

This is Valid's third Annual Sustainability Report. The document presents, in an integrated manner, the Company's economic, operational, environmental, social and governance results, showing how these elements connect to corporate strategy, the execution of Expedition 2030, and value creation for clients, shareholders, employees and society.

The report was developed based on the guidelines of the Global Reporting Initiative (GRI) and structured in light of the Integrated Reporting framework, allowing value creation to be contextualized across the different capitals:

Financial;
Manufactured;
Intellectual;
Human;
Social,
Natural.

The report and the information presented are organized by Valid's material topics and refer to the period from January 1 to December 31, 2025, aligned with the annual financial-reporting cycle. The document was approved by the Executive Board and covers Valid's consolidated operations.

Over the following pages, the initiatives, indicators and results that demonstrate how Valid integrates innovation, security, integrity, operational efficiency and socio-environmental responsibility into its business model are detailed, consolidating its position as trusted infrastructure in the identity, payment-means and secure-connectivity ecosystems.

About Valid

GRI 2-1 • 2-2 • 2-3 • 2-4 • 2-5 • 2-6

Valid Soluções S.A., commercially known as Valid, is a for-profit company operating in the security-technology services sector, specializing in secure-identification, authentication and data-protection solutions.

With more than 67 years of history, Valid has built a track record based on institutional trust, operational excellence and technological command of high-criticality environments that demand rigorous standards of security, availability, regulatory compliance and sensitive-data protection. The Company develops and operates technologies that authenticate people, protect digital journeys and secure transactions, underpinning essential infrastructure for governments, banks, businesses, telecommunications companies and public services.

Its operations are organized into three integrated ecosystems:

ID & Digital Government

Strengthens citizenship, public integrity and the modernization of state services;

Banking & Means of Payment

Focused on the security, reliability and scalability of financial transactions;

Secure Connectivity

Protects critical digital infrastructure and ensures continuity of operations in connected environments.

Although organized into three ecosystems, these capabilities share a common technology infrastructure based on identity, authentication, data protection, secure connectivity and digital intelligence. This integration allows Valid to operate as an Integrated Digital Security Platform, accelerating innovation, expanding commercial synergies and offering increasingly complete journeys for governments, businesses and consumer citizens.

Valid operates in 14 countries, serving clients in more than 100 countries. Its global footprint covers:

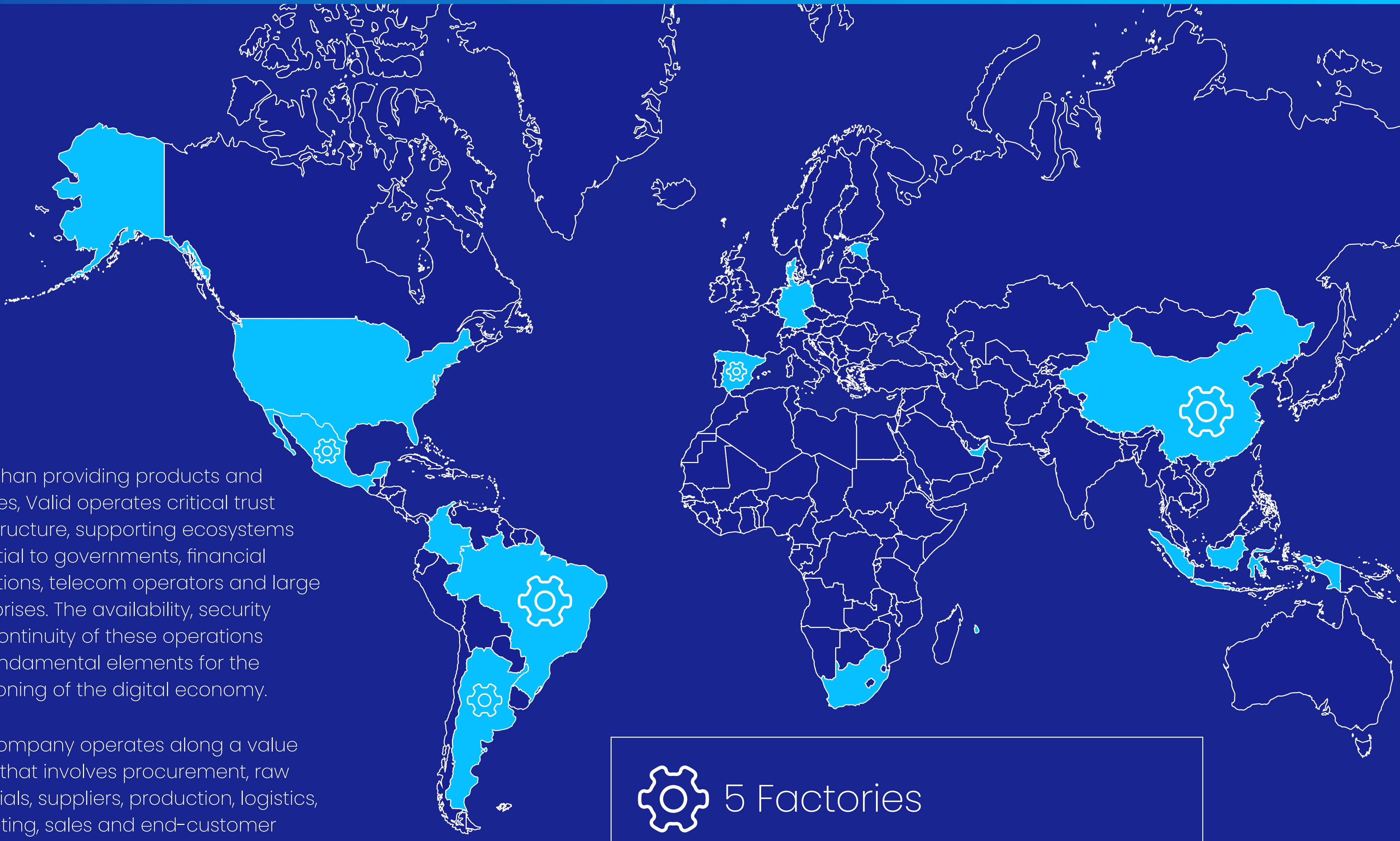
- **Americas**: Argentina, Brazil, Colombia, the United States and Mexico;
- **Europe:** Spain, Germany and Denmark;
- **Middle East and Africa** (MEA): South Africa, the United Arab Emirates and Mauritius;
- **Asia-Pacific** (APAC): China, Indonesia and Singapore.

This international reach allows the Company to combine global scale with local adaptation, respecting regulatory requirements, data-protection standards and each market's operating characteristics.

In Brazil, Valid is the largest issuer of driver's licenses (CNH) and ID cards (RG), while globally it ranks among the top five producers of SIM cards and among the ten largest manufacturers of credit and debit cards in the world. These results reflect its ability to integrate high-security industrial processes with advanced digital platforms, handling large volumes of critical data with precision, traceability and reliability.

More than providing products and services, Valid operates critical trust infrastructure, supporting ecosystems essential to governments, financial institutions, telecom operators and large enterprises. The availability, security and continuity of these operations are fundamental elements for the functioning of the digital economy.

The Company operates along a value chain that involves procurement, raw materials, suppliers, production, logistics, marketing, sales and end-customer service, with governments and financial institutions as its main business partners.



5 Factories

Argentina, Brazil, China, Spain and Mexico.

(world map highlighting the countries where Valid operates).

Business Models

In 2025, its supply chain comprised approximately 7,000 active suppliers, of which 2,585 maintained business relationships throughout the year, spanning local, national and international partners of varying sizes and types. Estimated payment volume reached about R$650 million, underscoring the economic and social relevance of its operations.

The information in the report covers the entities consolidated in both financial and sustainability reporting, as defined in the Reference Form (as of 12/30/2025), available on the Investor Relations website.

By integrating technology, security and innovation, Valid positions itself as a global trust platform that connects people, businesses and governments, reducing barriers between the physical and digital worlds and contributing to a safer, more efficient society..

Physical Solutions

What does the customer need?
Banks
Telecom operators
Governments
Large retailers

Technical Specifications
In-house solution or via partners

01 Pre-press
Handling of sensitive data, committed to best security-management practices.

02 Printing
We are committed to managing the socio-environmental impacts of our production process.

03 Personalization
Handling of sensitive data using best practices for security management.

04 Quality Management
Ecommitted to managing the socio-environmental impacts of our production process.

05 Finishing

06 Logistics/Shipping
The Sorocaba (SP) plant and the Billing factory have an in-house postal unit to speed distribution and minimize our CO2 emissions.

Cards (ID cards, driver's licenses, etc.), Traceability Seal, RFID Antennas, SIM Cards, Invoices, Statements, etc.

Digital Solutions

01 Solution
Ain-house or via partners; digital identity, digital services, connectivity providers, device manufacturing and IoT service providers.

02 Development
Assessment of positive and negative ESG impacts in product conception, "in production".

03 Testing and adjustments

04 Solution Launch
Replacing physical media with digital ones, mitigating socio-environmental impacts.

Digital solutions, Digital identity, Digital services, Connectivity providers, Device manufacturing and IoT (Internet of Things) service providers.

This integration between physical and digital solutions allows assets developed for one ecosystem to be reused in others, boosting operational efficiency, accelerating innovation and strengthening value creation through Valid's Integrated Platform.

We transform our resources, through innovative, customer-centered action, into value and results:

INPUTS

Financial Capital:
cash generation; market value; external fundraising; debt management.

Manufactured Capital:
production line; logistics structure; technology development; offices, factories and data centers; asset security; equipment and technologies.

Natural Capital:
free and captive-market energy; FSC®-certified paper and PVC.

Intellectual Capital:
data encryption and security; R&D in new technologies and solutions; brand value; cybersecurity; partnerships with companies and start-ups.

Human Capital:
3,633 direct employees.

Social and Relationship Capital:
presence in 14 countries; focus on customer service; partnerships with governments and companies.

OUTPUTS

Financial Capital:
R$2.06 billion in net revenue; R$269 million in net profit attributable to shareholders.

Manufactured Capital:
63 million cards issued in Brazil and Argentina; 271 million SIM cards produced; 31 million documents issued in Brazil.

Natural Capital:
efforts to reduce environmental impacts; production of cards with recycled PVC; proper waste disposal; use of certified paper.

Intellectual Capital:
development of innovative solutions.

Human Capital:
807 new hires; employee benefits; employee satisfaction; Diversity and Inclusion – NÓS Program; Our Values and Our Purpose.

Social and Relationship Capital:
six in every ten identification documents in Brazil issued by Valid.

Purpose and Values

We are driven by the customer

We know and listen to our clients and partners to understand their real needs and objectives.

We build relationships of trust in every interaction, seeking to delight and exceed expectations.

We treat clients and partners as a priority, always within agreed terms

We do not dismiss feedback and criticism, nor make decisions harmful to the business.

We do not put the Company's credibility at risk or promise more than we can deliver.

We do not act only in favor of short-term goals and results.

We never stop evolving and learning

We continually focus on improving what we already do or creating something never done before.

We are curious, flexible and adapt quickly to new scenarios.

We are non-conformist and always pursue sustainable business growth.

We do not pursue innovation without purpose or connection to our business.

We are not resistant to change nor do we settle for "it's always been this way."

We are not afraid to fail, nor do we discourage attempts to improve or create.

We make it happen and we do it right

We are results-oriented and committed to our deliverables, taking responsibility for our actions.

We act proactively and with critical thinking, analyzing risk in decision-making.

We pursue excellence, prioritizing safety and attention to detail.

We do not neglect any task, nor fail to fulfill our duties.

We do not make decisions that put people or the Company at risk.

We do not compromise the quality of our deliverables or act carelessly or impulsively.

We play together and we play fair

We practice collaboration, teamwork and clear, direct communication.

We are committed to collective results, sharing knowledge and honoring commitments.

Our actions are guided by ethics, transparency and respect for diversity of people, ideas and opinions.

We do not act for personal or single-group benefit, nor avoid difficult conversations.

We do not prioritize individual goals or make decisions that affect other teams without involving them.

We do not cross ethical boundaries or disrespect people or agreements inside or outside Valid.

Highlights and Results of the Year

Net Revenue

R$ 2,06 billion

Shareholder returns paid

R$ 202 million

Employees

3,633, in 14 countries

Net Profit

R$ 269 million

Documents issued in Brazil

31 million

Employee satisfaction in the climate survey

90%

EBITDA

R$ 432 million

New-business revenue

R$330 million, up 53% versus 2024

NPS

Score of 86, up +7 p.p. in customer satisfaction

Highlights and Results of the Year

5.880h

of training conducted during the year

Expansion of Neonatal Biometrics

in states such as Ceará and Piauí.

Maintenance and expansion of certifications

ISO 9001, ISO 14001, ISO 14298, NBR 15540, PCI, NCC, CQM e RoHS

Ben+ card

R$90 million/year projected in public benefits distributed through Ben+ in Maranhão, impacting 432,000 people in 217 municipalities

Operational efficiency

100% renewable energy at the Sorocaba industrial hub, using I-RECs, plant holds Zero-Landfill status

Acquisition of control

of VSoft and Via Soft, for a consideration of R$94.9 million, reinforcing the digital-identity strategy

Certifications and Associations

Valid's operations are guided by clear, verifiable and recognized external commitments that reinforce the trust of clients and partners, the Company's credibility and the solidity of its governance.

These commitments materialize through adherence to technical standards, certifications, independent audits, industry associations and international initiatives, especially relevant given critical operations, high volumes of sensitive data, and operation in regulated markets.

Quality, security and solution integrity

In the field of quality, security and solution integrity, Valid holds international certifications attesting to the excellence of its processes. Since 2002, the Company has been ISO 9001 certified, ensuring standardization and continuous improvement of its quality-management systems.

In the physical- and logical-security domain, operations follow standards such as ISO 14298 (Security printing and other value document management) and NBR 15540 (Graphic-technology security-management system), fundamental for sensitive industrial environments and aligned with best customer-protection practices.

In the Banking & Payment Means ecosystem, Valid meets rigorous standards required by the leading global card brands, including:
Card Quality Management (CQM), which ensures the accuracy and security of cards issued with the Mastercard brand;

PCI-CP (Payment Card Industry – Card Production), which certifies the security of sensitive data during transactions carried out with Mastercard, Visa and Elo cards;

Compliance with Net Connection Corporation (NCC), which validates the production of high-security cryptographic cards.

Environmental Certifications

On the environmental front, Valid adopts internationally recognized standards to ensure responsible management of its impacts. Since 2024, its operations have held ISO 14001 certification, attesting to the maturity of the Company's Environmental Management System, promoting identification, control and continuous improvement of environmental performance at its industrial and technology sites.

Added to this commitment is the maintenance, since 2013, of RoHS (Restriction of Hazardous Substances) certification, ensuring items such as seals and RFID antennas comply with international environmental requirements, as well as FSC® certification, which guarantees the responsible use of forest-origin raw materials.

In addition, Valid has participated for more than ten years in CDP (Carbon Disclosure Project), the leading global non-profit organization responsible for the world's principal independent environmental-disclosure system. Through the Climate Change questionnaire, the Company reports its climate-governance risks, opportunities, targets and practices in a structured way.

NDomestically, Valid also takes part in the Brazilian GHG Protocol Program via the Public Emissions Registry, a platform that gathers corporate greenhouse-gas (GHG) inventories. In 2025, the Company earned its second Gold Seal, the program's highest level of recognition, awarded to organizations that fully meet the protocol's technical specifications and submit their inventories for verification by an Inmetro-accredited body.

Global associations and initiatives

Beyond technical certifications, Valid actively participates in industry associations and global initiatives that reinforce its ethical, responsible conduct. In this context, the Company belongs to the Brazilian Association of Software Companies (ABES), a representative body for the technology sector, and the Brazilian Association of Publicly-Held Companies (Abrasca), which represents the interests of Brazil's publicly listed companies.

Valid is also a signatory of the UN Global Compact, aligning its operations and strategies with the ten universal principles on human rights, labor, the environment and anti-corruption, and contributing to the 2030 Agenda and the Sustainable Development Goals (SDGs).

On labor relations, Valid respects local laws, collective bargaining and workers' rights. In 2025, 99% of employees were covered by collective bargaining agreements. In Brazil, coverage reached 100% of employees, while at Valid Argentina the figure was 68.5%, reflecting each country's legal and union-specific characteristics.

These external commitments gain further relevance amid the growing convergence between GRI (Global Reporting Initiative) requirements and IFRS S1 and S2 standards, particularly regarding governance, risk management and potential financial impacts.

By consolidating and maintaining these external commitments, Valid reinforces its position as a global, trustworthy company prepared to operate in complex regulatory environments. Beyond meeting formal requirements, these memberships and participations are part of the Company's ESG strategy, supporting sustainable value creation, risk mitigation and transparency toward its stakeholders.

Environmental certifications

RoHS compliant

CDP DRIVING SUSTAINABLE ECONOMIES

Programa Brasileiro GHG Protocol OURO 2025 INVENTÁRIO VERIFICADO

Global initiatives

UN GLOBAL COMPACT Pacto Global Rede Brasil

ESG Strategy

GRI 2-12 • 2-13 • 2-14

Valid's ESG strategy is integrated into its corporate strategy and guides business, investment, innovation and risk-management decisions.

More than a set of initiatives, ESG is treated as a strategic management tool aimed at sustainable value creation, preserving institutional trust and business continuity amid growing digitalization, regulation and exposure to socio-environmental and reputational risks.

The Board of Directors exercises oversight of the sustainability agenda, monitoring the progress of initiatives and ensuring the ESG strategy remains aligned with business priorities, long-term value creation, and the expectations of key stakeholders. Strategic direction and the management of socio-environmental impacts are delegated to the Executive Board, within the Company's governance model.

The ESG agenda is operationalized through the ESG Committee, made up of senior Company executives. The Committee is responsible for tracking indicators, deliberating on initiatives, assessing risks and opportunities, and directing strategy implementation at the operational level.

This structure ensures that environmental, social and governance topics are integrated into executive decisions, investments and the evolution of Valid's portfolio.

ESG planning organizes this strategy over a medium- and long-term horizon, setting priorities, targets and structuring initiatives based on:

Material topics
identified through the double-materiality process, updated in 2025

Regulatory and market developments
in the sectors where the Company operates

Risks and opportunities
associated with its global operations

Valid's role
as a provider of critical identity, connectivity and payment-means solutions

This planning guides coordinated progress on fronts such as information security and privacy, public integrity, purpose-driven innovation, large-scale social impact, people development and governance strengthening, connecting the ESG agenda to the business's strategic priorities.

Implementation and performance of the ESG plan are monitored periodically by Senior Management, through the ESG Committee and executive forums, which track indicators, the progress of initiatives and their adherence to the Company's strategic objectives.

Materiality

GRI 3-1 • 3-2 • 3-3

In 2025, Valid carried out a full review of its material topics through a structured, participatory process aligned with international sustainability and corporate-reporting best practices.

The goal was to ensure that ESG strategy, investments and Company communications are focused on the topics that truly matter. To that end, the process adopted a double-materiality approach, simultaneously considering:

impact materiality, that is, how Valid's activities affect people, the environment and the economy;

financial materiality, assessing how these topics influence business performance, risk, reputation and continuity.

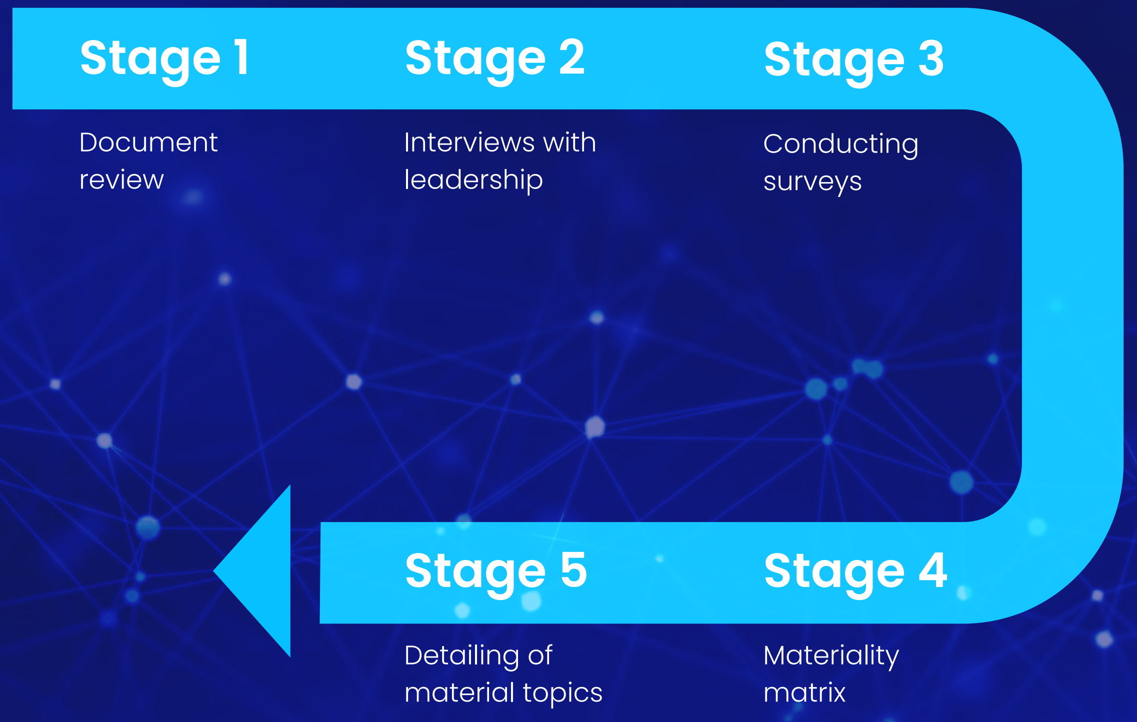
Identifying material topics resulted from a combination of methodologies and information sources, and prioritization was based on the probability and magnitude of financial impact, relevance to stakeholders, and the potential to generate risks and opportunities for the business.

To identify the topics, the following were used:

- **stakeholder mapping;**
- **analysis of internal and external documents;**
- **public and online consultations;**
- **media and social-media analysis;**
- **industry benchmarking;**
- **interviews;**
- **quantitative surveys.**

In total, 35 strategic, regulatory and sector documents were analyzed, including international references, competitor reports and Valid's own corporate documents.

Materiality process stages:



The main stakeholders consulted were: **shareholders and investors, clients, employees and suppliers.**

As a result of the 2025 process, which included a reassessment and updating of terminology, **seven corporate material topics** were defined, which are detailed as the report's chapters:

1 From Physical to Digital

Transition from physical to digital solutions with a focus on generating continuous value, reducing impacts and strengthening Valid's competitiveness in a rapidly changing market.

9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA | 12 CONSUMO E PRODUÇÃO RESPONSÁVEIS | 13 AÇÃO CONTRA A MUDANÇA GLOBAL DO CLIMA

2 Customer Centricity

Active listening, personalization and delivery excellence to ensure safe, relevant experiences, driving consistent results and lasting relationships with clients, government and society.

16 PAZ, JUSTIÇA E INSTITUIÇÕES EFICAZES | 17 PARCERIAS E MEIOS DE IMPLEMENTAÇÃO

3 Technology in Service of Society

Offering safe products and services that generate positive impact, inclusion and opportunities for people, organizations and governments.

10 REDUÇÃO DAS DESIGUALDADES | 17 PARCERIAS E MEIOS DE IMPLEMENTAÇÃO

4 Data Privacy and Security

Data protection with high governance standards, ensuring trust, preventing fraud and sustaining the growth of digital transactions safely and continuously.

16 PAZ, JUSTIÇA E INSTITUIÇÕES EFICAZES | 17 PARCERIAS E MEIOS DE IMPLEMENTAÇÃO

5 Continuous Innovation

Constant research and development to anticipate trends, create new business opportunities and ensure Valid's longevity.

9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA | 17 PARCERIAS E MEIOS DE IMPLEMENTAÇÃO

6 The Right Way of Doing Business

Ethics, transparency and responsibility guiding decisions and strengthening governance, ensuring relationships of trust and sustainable long-term results.

8 TRABALHO DECENTE E CRESCIMENTO ECONÔMICO | 16 PAZ, JUSTIÇA E INSTITUIÇÕES EFICAZES

7 People Who Connect

Diverse, engaged teams driving innovation, inclusion and a results-oriented collaborative culture, sustaining the Company's growth and evolution.

3 SAÚDE E BEM-ESTAR | 4 EDUCAÇÃO DE QUALIDADE | 5 IGUALDADE DE GÊNERO

02

From Physical to Digital

Evolution of the Physical-Digital Portfolio

Valid continues to consolidate its transformation of the portfolio from physical to digital, guided by strategic results, technology partnerships and the expansion of solutions that respond to the needs of an increasingly connected and secure world.

This movement focuses on expanding the value delivered to governments, businesses and citizens, combining a tradition of physical solutions with the cutting edge of the digital world. In 2025, the Company deepened its position as an integrator of digital solutions, with significant growth in revenue from new businesses reflecting this transition.

The Company's strategy is not merely to replace physical with digital solutions, but to intelligently integrate both environments. In many markets, physical documents, digital identities, biometric authentication, secure connectivity and digital services now form single journeys, offering greater convenience, security and efficiency.

In 2025, consolidated net revenue totaled R$2.06 billion, and New Businesses reached R$330 million, representing 16% of total revenue and generating EBITDA of R$115 million, equivalent to 26% of consolidated EBITDA of R$432 million, reinforcing the growing contribution of digital and higher-value-added solutions to Valid's consolidated result.

A milestone in this evolution was consolidating the equity stake, effective from January of the reporting year, in VSoft Tecnologia Participações S.A. ("VSoft") and Via Soft Soluções Tecnológicas S.A. ("Via Soft"), taking Valid's holding to 80% of these companies' shares.

In the Banking & Payment Means segment, Valid launched, in 2025, in partnership with the American fintech Ellipse, dynamic CVV technology for bank cards, an innovative solution that automatically changes the security code after each transaction, physical or online, aiming to mitigate card cloning and reduce fraud, an issue of growing relevance in a multichannel payments environment. This innovation reflects the integration between physical solutions and real-time digital security capabilities.

In the government and digital-solutions space, Valid has contributed to the transformation of public services through digital platforms that ease document issuance and identification-database integration. The Company's presence in initiatives such as the State Competitiveness Ranking, in partnership with the Center for Public Leadership (CLP), demonstrates the importance of Valid's digital solutions in advancing the digitalization of public services and improving competitiveness and administrative efficiency in the Brazilian public sector.

Key services include the new National Identity Card (CIN), the National Driver's License (CNH), the Secure Digital ID app, biometric-capture systems, security print items, traceable seals, Radio Frequency Identification (RFID) solutions, digital certificates such as e-CPF and e-CNPJ, smart-city management including issuance of ICP-BRASIL digital certificates, vehicle-sales automation, automated real-estate credit analysis, real-estate credit registration, Ben+, professional-council identification, SIM cards, eSIM, IoT connectivity and digital onboarding.

These advances reinforce the corporate strategy of expanding presence in digital markets, adding value through secure identification, data interoperability, digital onboarding, mobility and anti-fraud solutions.

Digital Solutions

The evolution of Valid's portfolio is directly tied to strengthening digital authentication and secure-identification solutions capable of operating at scale and serving increasingly complex, critical and regulated journeys.

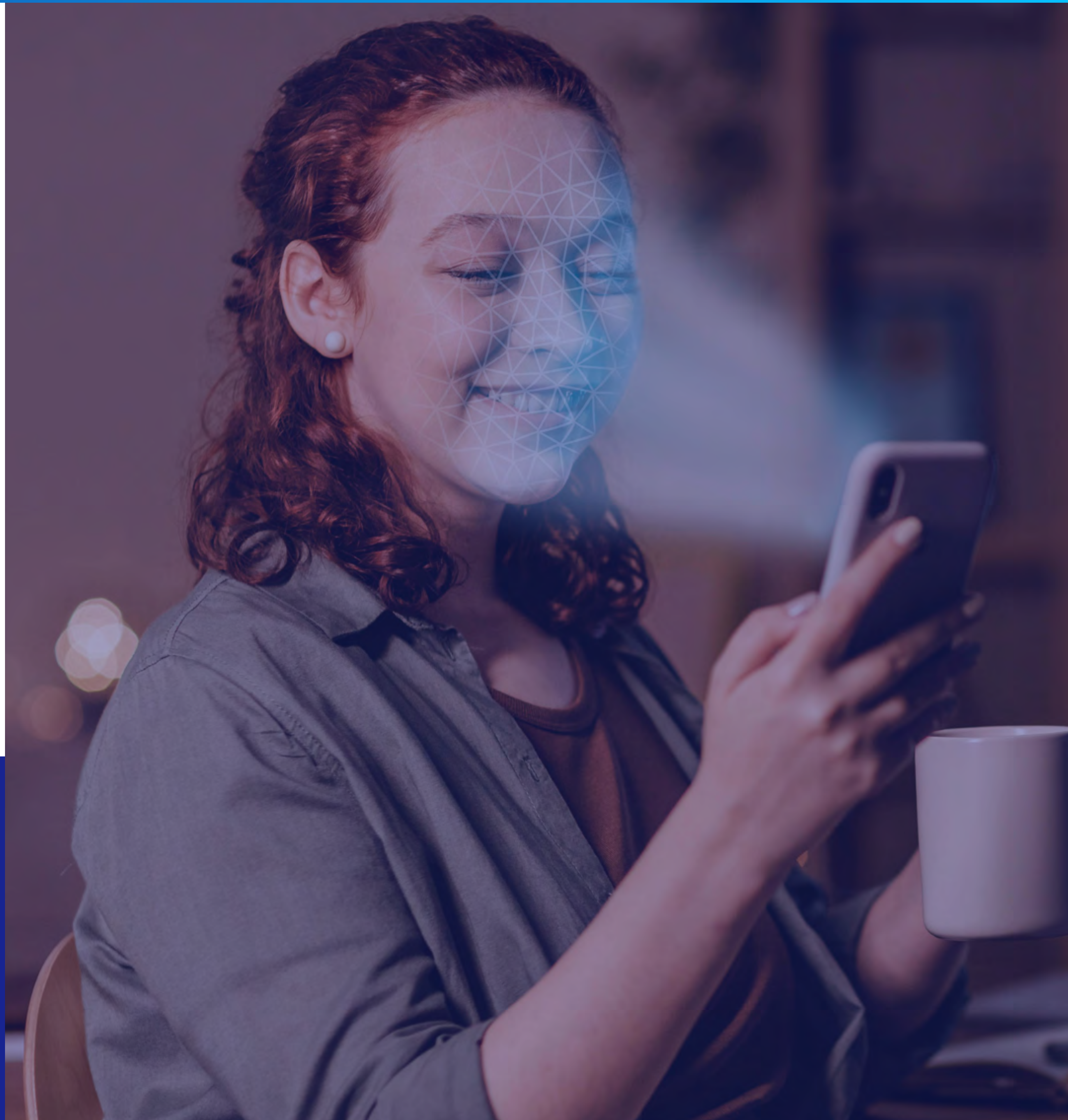
The Company acts as an integrated digital-security platform, connecting technologies and services that ensure security, reliability and efficiency in interactions between citizens, businesses and governments. Valid's platform brings together, in an integrated way, solutions such as:

- Biometrics;
- Digital onboarding;
- Consent management;
- Anti-fraud mechanisms;
- Interoperability between databases;
- Identity validation across multiple channels.

This architecture enables the creation of secure, smooth digital journeys, reducing points of friction, mitigating fraud risk and ensuring the protection of personal and sensitive data from the outset of each solution's design.

In critical-services contexts, user security is a central principle. Valid's digital solutions are developed to prevent failures, vulnerabilities and misuse, incorporating technical and operational controls throughout their entire life cycle.

Valid has been incorporating artificial-intelligence capabilities to increase operational efficiency, strengthen fraud-prevention mechanisms, support document validation, improve biometric authentication and raise the quality of digital journeys, always observing principles of security, privacy, transparency and human oversight.



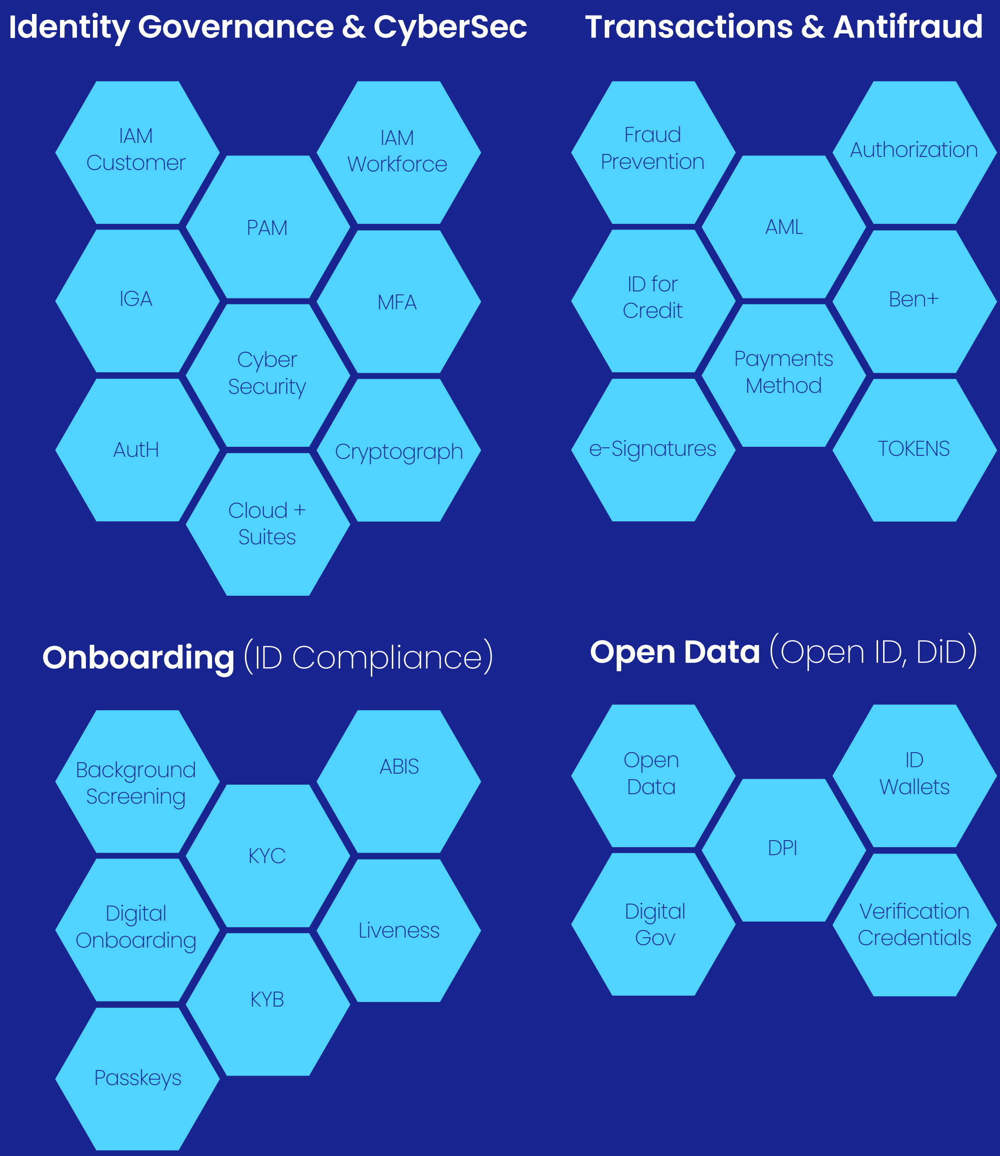
Valid is a company with almost 70 years of history, built on solid businesses in identification, payments and mobile connectivity. These businesses remain fundamental: they generate cash and trust and sustain the Company's ability to invest.

Today, identity is no longer just a document and has become the basis for practically every digital interaction. Before opening an account, receiving a benefit or completing a transaction, there is always a question: who is this person, and can I trust them? This is the space where Valid wants to lead.

This is not a new product but a reorganization of the portfolio, technology and growth priorities around identity as the central axis of strategy, with the challenge of accelerating this transformation without giving up what has always set the Company apart: execution, trust and the ability to deliver in critical markets.

Valid operates across the identity perimeter, protecting the entire digital journey: from onboarding, through identity and access management, transaction protection, and secure use of data and credentials. It is this vision that organizes the Integrated Digital Security Platform.

Integrated Digital Security Platform



Environment

GRI 301-1 • 301-2

Valid's strategy of transitioning from physical to digital is one of the business's key drivers of environmental efficiency.

Over the past year, Valid intensified its focus on environmental matters at its main sites, notably launching the Environmental Best Practices Manual. To ensure team engagement, the Company now runs weekly dialogues, internal communications and targeted training, with special attention to cleaning teams, plus interviews during inspections to clarify doubts and improve disposal methods.

Taking a broader view, by migrating identification, authentication, connectivity and user-relationship journeys to digital platforms, the Company has systematically reduced demand for physical materials, logistics, rework and natural-resource consumption, while expanding the reach, security and scalability of its solutions.

This effect is particularly relevant for a portfolio that has historically depended on raw-material-intensive inputs such as paper, PVC, chips, packaging and other print-related supplies.

Use of materials

In 2025, Valid's industrial operations consumed about 4,348.75 tonnes of materials, including paper, PVC, inks, chemicals, plastics and metals, spanning both renewable and non-renewable inputs.

Progressive digitalization of these services directly reduces the structural need for this volume of materials over time.

In this context, digitalizing the SIM card (eSIM) represents one of the most significant advances from an environmental standpoint. Replacing the physical SIM with digital profiles eliminates the production of plastic cards, packaging and distribution logistics, enabling fully remote activations, reconfigurations and portability.

Even in segments where physical support is still required, Valid has been achieving consistent environmental-efficiency gains: 71.18% of the paper used comes from FSC®-certified forests, reinforcing the traceability and socio-environmental responsibility of the supply chain.

Beyond the physical-to-digital transition, incorporating recycled materials into physical solutions also strengthens the Company's environmental efficiency. This substitution reduces demand for virgin raw material, lowers the environmental footprint of inputs, and strengthens circularity in the value chain, without compromising the security and durability standards required by the regulated markets in which the Company operates.

Environmental Management System and 100% Renewable Energy

Operationally, these gains are underpinned by the expansion of the Environmental Management System (EMS) at the Company's main ISO 14001-certified sites (the Sorocaba (SP) and Lagoa Santa (MG) plants, and the Brasília (DF), Niterói (RJ) and Pinhais (PR) sites), establishing standardized processes for monitoring, controlling and continuously improving energy consumption, use of natural resources, waste generation and legal compliance. This system ensures that the physical-to-digital transition is not only technological but also environmentally controlled, measurable and integrated into decision-making.

Since 2025, the unit has operated on the free energy market, with its entire supply sourced from renewable sources, structurally reducing emissions associated with industrial operations and the life cycle of portfolio solutions. By combining the digitalization of services such as eSIM, reduced material intensity in physical solutions, incorporation of recycled inputs, expansion of the EMS and use of renewable energy, Valid is consolidating a physical-to-digital transition model that seeks to decouple economic growth from natural-resource consumption, strengthening business resilience and generating long-term environmental, economic and social value.

One highlight of this agenda is the use of 100% renewable energy at the Sorocaba industrial hub, Valid's main physical-production center.

Sorocaba Environmental Liability

Valid has been managing the environmental liability identified at its Sorocaba industrial unit, related to changes in soil quality, soil vapor and groundwater identified by environmental studies carried out at the site over recent years.

In 2025, the Company hired the specialized consultancy BTX to review and complement the Preliminary Assessment carried out in 2020, including analysis of the property's historical use and occupation and on-site technical inspections. Valid has occupied the area since 2005 for card-manufacturing and printing services, although the site had been used by companies in the same sector since the 1980s.

Based on the studies conducted, an Environmental Intervention Plan was prepared and a remediation system was implemented using Soil Vapor Extraction (SVE), aimed at reducing contaminant concentrations in the soil vapor phase. Four extraction wells and two gas-monitoring wells were installed for this purpose.

The soil-remediation system began operating in December 2025, running continuously, with an initial operating period of approximately 24 months.

Initial measurements confirmed the system's efficiency, and periodic monitoring of soil vapor and groundwater will be carried out until remediation targets are met. In 2025, the Company invested R$728,000 in investigation, system implementation and environmental-monitoring activities.

Checkpoint EHS

To complement environmental management, the Company also relies on the Checkpoint EHS system, through which employees record risk situations, examples of safe work and environmental occurrences in real time, with immediate communication to the responsible area.

Management of this mechanism is set out in ISO 14001-certified quality and safety policies, particularly for environmental impacts and impacts on third parties. Stakeholders take part in improving these mechanisms through internal audits, meetings and, when necessary, external training. Effectiveness is monitored under quality policies, and formal feedback is given to complainants regarding the resolution reached and the impact addressed.

The organization also offers multiple channels for advice and internal support related to implementing responsible policies and practices, including training, manuals, e-learning platforms, internal forums, technical mentoring, hiring external consultants, and structured sharing of best practices.

Energy, Waste and Operational Efficiency

GRI 103-1 • 103-2 • 103-3 • 103-4 • 103-5

Valid's environmental efficiency is directly connected to how the Company plans, operates and modernizes its production and technology processes.

In 2024, the Company took an important step in this direction by expanding the use of renewable-source electricity in its operations, through the purchase of I-REC Standard renewable-energy certificates.

These certificates guarantee the traceability of the energy consumed and attest that the electricity used was generated from renewable sources such as wind, solar or hydro power. The initiative reinforces the Company's commitment to reducing greenhouse-gas emissions associated with energy consumption and to transitioning toward a lower climate-impact energy mix.

This approach integrates environmental criteria into decision-making, activity execution and the evolution of operating infrastructure, ensuring efficiency, innovation and sustainability move forward together.

In addition, Valid systematically monitors energy consumption at its industrial operations, emission sites and administrative facilities.

In 2025, this monitoring was concentrated at the Sorocaba (SP) plant, the Company's main production site, the Lagoa Santa (MG) plant, and the Brasília (DF), Niterói (RJ) and Pinhais (PR) sites, with gradual expansion to other sites expected from 2026.

Total energy consumption across the organization was 70,890.88 GJ, with 100% of the Sorocaba plant's electricity sourced from renewables purchased on the free energy market. This decision structurally reduces emissions associated with industrial operations and reinforces the Company's alignment with the transition toward a lower environmental-impact energy mix.

Regarding consumption, in 2025 the Company achieved a decrease of 2,684.63 GJ compared to the 2024 base year, resulting mainly from:

- Awareness and behavior-change programs for efficient energy use;
- Replacement of refrigeration equipment and other assets with more efficient models.

These reductions were verified through direct measurement, using the methodology of kWh consumed per unit produced.

Waste

GRI 306-1 • 306-2 • 306-3 • 306-4 • 306-5

Waste management is one of the pillars of Valid's environmental-efficiency strategy, especially given the industrial, print and technology nature of its operations.

The main environmental impacts associated with the Company's activities relate to the use of paper, plastics, chemical inputs and materials used in production processes, in addition to waste generated from maintenance, production rejects and raw-material packaging.

During the production process, some materials may be rejected on technical or quality grounds, requiring shredding and controlled disposal. Waste such as paper offcuts, PVC, chemical-input packaging, contaminated materials and recyclables are also generated.

Impact Management and Mitigation

The Company maintains a structured Selective Collection program, ensuring proper waste segregation by classification (Class I – hazardous and Class II – non-hazardous), aiming to maximize recycling and material recovery.

The mitigation strategy also includes:

• **development of more sustainable-design solutions, including expansion of digital products that reduce the use of physical inputs;**

• **ongoing environmental-education training and training on EMS – Environmental Management System tools for employees (SIPATMA, weekly dialogues, training and internal campaigns)**;

• **internal and external environmental audits under ISO 14001;**

• **systematic monitoring through documents such as MTRs (Waste Transport Manifests) and CDFs (Final Disposal Certificates)**.

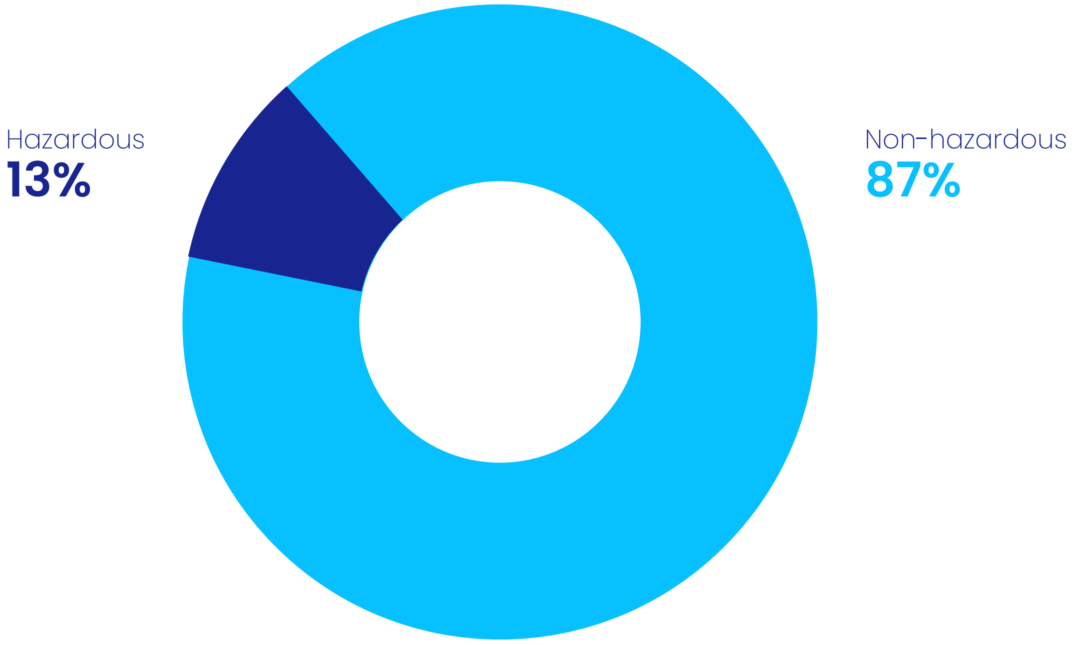
Generation data is collected monthly by the EHS team, based on weighing carried out by the contracted waste-management company. No stockpiling for future disposal occurs, and all waste generated is weighed and disposed of within the corresponding period.

In 2025, the group's total waste generation was 1,623.68 tonnes, an increase of approximately 10.2% compared to 2024 (1,473.22 tonnes), covering operations in Brazil, Argentina and Spain.

The breakdown was as follows:

Hazardous waste (Class I):
206.61 tonnes, representing 12.7% of the total generated.

Non-hazardous waste (Class II):
1,417.07 tonnes, representing 87.3% of the total generated.



Type of waste	Quantity generated (tonnes)
Hazardous waste	206,61
Non-hazardous waste	1.417,07
Total	**1.623,68**

Zero-Landfill Factory

All waste generated during the year was sent for treatment, recovery or environmentally appropriate final disposal, with no internal stockpiling for future disposal.

Management is carried out by approved third-party companies, under rigorous qualification criteria, legal and contractual requirements, documentary verification and continuous monitoring of volumes and destinations, ensuring traceability and environmental compliance.

The Sorocaba plant has held zero-landfill status since 2023, sending 100% of the waste it generates to reuse, recycling, energy-recovery or appropriate-treatment routes. All organic waste from the unit is composted, turned into fertilizer, contributing to reduced greenhouse-gas emissions associated with landfill disposal and strengthening the circular economy.

Water and Effluents

GRI 303-1 • 303-2 • 303-3 • 303-4 • 303-5

Water-resource management at Valid is guided by the prevention of environmental impacts, regulatory compliance and operational efficiency. The Company carries out environmental-impact assessments and legal-compliance monitoring to identify risks associated with water consumption and discharge in its industrial and administrative operations.

Water is used mainly in operational-support activities such as restrooms, cleaning, cafeterias, irrigation and fire-fighting systems, as well as specific industrial processes. Supply comes exclusively from third-party sources, via public network and water purchased by tanker truck, with no own water capture or operations located in areas classified as water-stressed.

Capture, consumption and effluents

In 2025, the group's total water consumption was 21.26 megaliters (ML). Total capture was 22.97 ML, and the volume discharged after industrial use was 1.71 ML. Brazil accounted for most of the water demand, with capture of 19.65 ML, discharge of 0.73 ML and consumption of 18.92 ML, all from third-party sources.

Argentina captured 0.99 ML and discharged 0.98 ML, resulting in consumption of only 0.01 ML. Spain, the only country with operations located in water-stressed areas, captured 2.33 ML, with no discharge recorded, consumption equal to capture. Measurement is carried out through on-site water-meter readings and cross-checking of volumes registered on supply bills, ensuring traceability and consistency of reported data.

Valid maintains formal guidelines and procedures for the proper disposal of contaminated liquids. Irregular disposal is expressly prohibited, and any occurrence must be reported in advance to the EHS area for appropriate treatment. Manufacturing processes use storage tanks for contaminated liquids, which are subsequently sent for external treatment or environmentally appropriate disposal.

At the Sorocaba plant, the Company operates its own Effluent Treatment Plant (ETP), responsible for treating industrial effluents before discharge. Release into the public sewer system only occurs after full compliance with the parameters set out in Decree No. 8,468/1976 – Article 19A.

The quality of treated effluent is monitored monthly as part of the environmental-risk-assessment and compliance-control process. In 2025, no non-conformities related to discharge were recorded.

Index	Total areas (GRI 303-5 a)	Water-stressed areas (GRI 303-5 b)
Total water capture	22,97	2,33
Total water discharge	1,71	0,00
Water consumption	**21,26**	**2,33**

Emissions Management

GRI 102-1 • 102-2 • 102-4 • 102-5 • 102-6 • 102•7 • 305-1 • 305-2 • 305-3 • 305-4 • 305-5

Managing greenhouse-gas (GHG) emissions is part of Valid's environmental strategy and is directly linked to the evolution of its business model, operational efficiency, and the progressive transition from physical to digital solutions. The Company monitors its emissions to understand its climate impacts, identify reduction opportunities and strengthen the transparency of reported information.

The emissions inventory was prepared using the Brazilian GHG Protocol Program Tool, aligned with the GHG Protocol Corporate Standard methodologies, ISO 14064-1:2018, and IPCC Guidelines, with emissions expressed in tonnes of carbon dioxide equivalent (tCO2e).

The emissions inventory considers direct and indirect sources associated with the Company's operations, classified under the GHG Protocol as Scopes 1, 2 and 3. This mapping identifies the main drivers of climate impact and guides mitigation actions in a structured way over time.

In 2025, Scope 1 and 2 emissions fell 50.22% versus 2024, mainly the result of 100% renewable energy use at the Sorocaba plant and the purchase of I-REC certificates. The increase observed in Scope 3 is mainly due to expanded and improved data collection, such as commuting emissions and upstream/downstream transportation.

Brazil GHG Inventory

tCO_2e

		2024		2025	
Scope 1	Stationary combustion	143,66	**941,24**	138,99	**1.081,9**
	Mobile combustion	251,04		286,97	
	Fugitive emissions	546,54		655,94	
Scope 2	Energy consumption	1.236,30	**1.236,3**	2,001*	**2,001**
Scope 3	Upstream transportation and distribution	697,25	**1.493,34**	1.427,66	**3.025,9**
	Waste generated in operations	260,26		57,96	
	Business travel	507,51		517,75	
	Commuting emissions			760,71	
	Upstream leased assets	4,23		9,87	
	Downstream transportation and distribution	24,09		251,946	
Total			**3.670,88**		**4.107,81**

* Reduction due to the purchase of I-REC certificates.

Argentina GHG Inventory

tCO_2e

		2024	2025
Scope 1	Stationary combustion	2,05	0,39
	Mobile combustion	8,02	9,09
	Fugitive emissions	52,34	26,16
Scope 2	Energy consumption	669,12	687,41
Scope 3	Upstream transportation and distribution		833,85
	Waste generated in operations	251,67	36,94
	Business travel		0,93
	Downstream transportation and distribution		15,59
Total CO_2e emissions		**983,20**	**1.610.36**

International GHG Inventory*

tCO_2e

	2024	2025
Scope 1	23,18	9,77
Scope 2	1.919,29	196,01
Scope 3	11.945,01	70.164,67
Total CO_2e emissions	**13.887,48**	**70.370,45**

* Includes emissions data from South Africa, Colombia, China, Denmark, the United Arab Emirates, Spain, the United States, Indonesia, Mauritius, Mexico and Singapore.

03
Customer Centricity

Customer Engagement

GRI 2-26 • 2-28 • 2-29

Putting customers and citizens at the center of decisions guides the development of solutions, commercial activity and contract management at Valid.

Operating in critical ecosystems such as civil identification, digital government, payment means and secure connectivity, the Company recognizes that the end-user experience is directly tied to the trust of clients and other stakeholders.

In this context, solutions are designed to ensure secure, reliable journeys, in both physical and digital environments, ensuring convenience, data protection and mitigation of operational and reputational risks. The focus on the end user strengthens the legitimacy of the services provided and sustains long-term relationships with public and private clients.

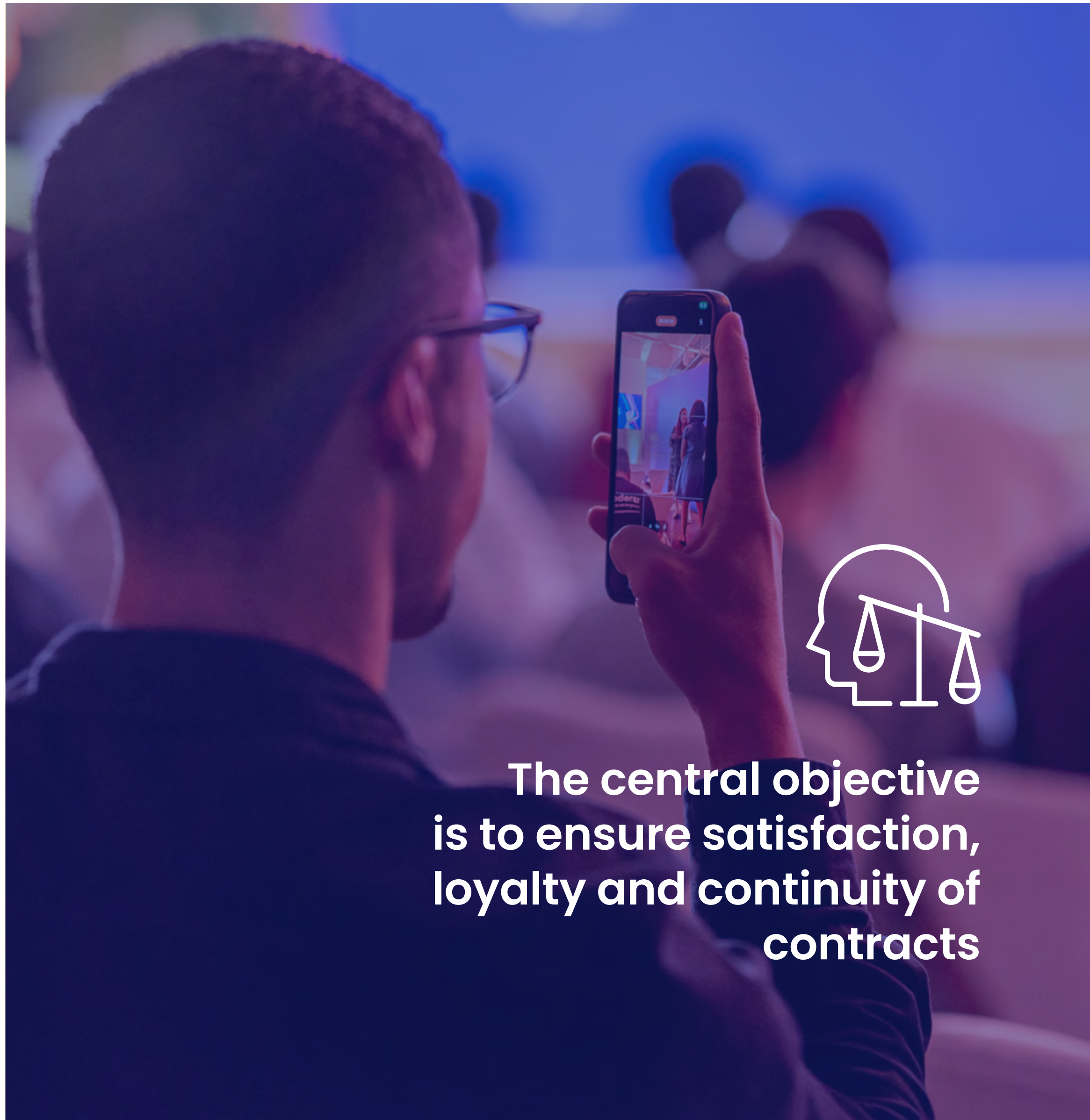
Relationship and engagement model with clients

Valid operates predominantly under B2G (Business to Government) and B2B (Business to Business) models, serving public bodies, financial institutions, telecommunications, utilities and retail.

This model demands considerable customization, regulatory compliance and operational reliability, which translates into lasting commercial relationships, with clients that have maintained a relationship with the Company for more than 30 years.

This relationship is structured through multiple channels and clear objectives:
• Compliance with legal, regulatory and industry requirements;
• Continuous innovation in processes, services and solutions;
• Building long-term relationships;
• Interaction through commercial channels, social media, events and trade fairs.

The central objective of this model is to ensure satisfaction, loyalty and continuity of contracts, in markets where service failures can generate systemic impacts for governments, businesses and citizens.



The central objective is to ensure satisfaction, loyalty and continuity of contracts

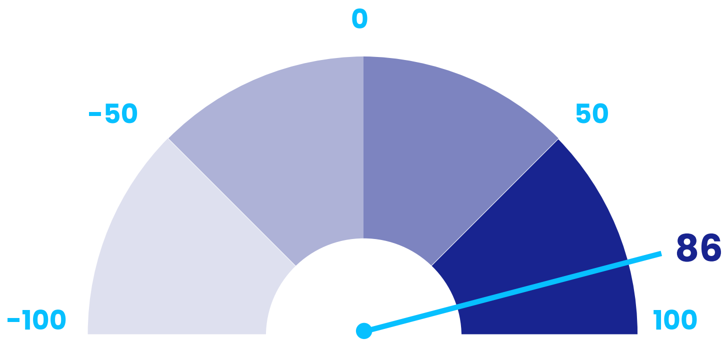
Listening and Engagement Structure

The customer experience is monitored through a structured engagement model, based on transparent communication, multiple relationship channels and continuous active listening.

Twice a year, Valid conducts a Net Promoter Score (NPS) survey among its clients, and in 2025 recorded a score of 86, up 7 percentage points from the 2024 result, achieving its highest-ever satisfaction and recommendation score.

These mechanisms allow needs and expectations to be identified early, mitigating operational, regulatory and reputational risks, as well as feeding lessons learned into solution improvement. As a reflection of this data- and performance-driven management, the Company exceeded its SLA (Service Level Agreement) target for document-delivery timeframes, in addition to meeting productivity targets.

NPS 2023 = **66** 2024 = **79** 2025 = **86**



Zone of Excellence

Beyond direct client channels, the Company also uses sustainability reports, training and awareness campaigns as tools for transparency and dialogue with its strategic audiences.

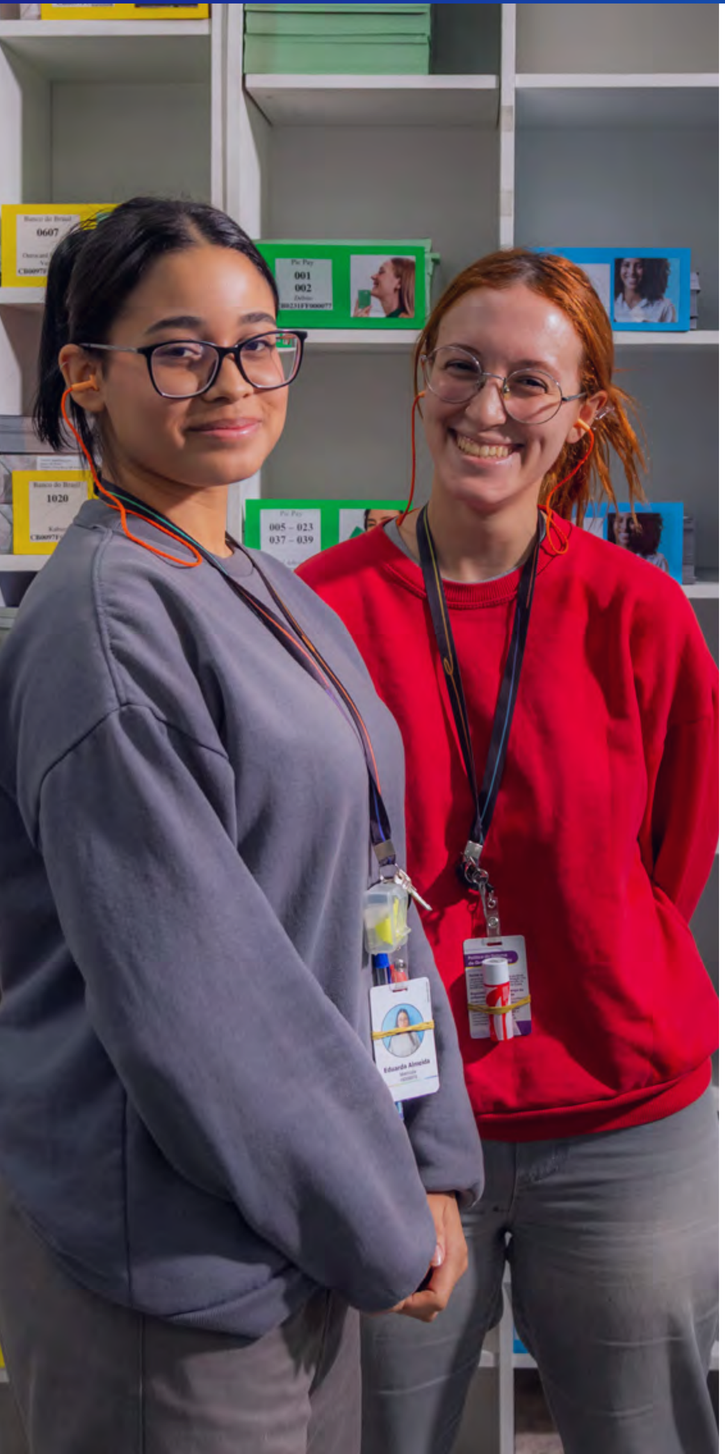
By integrating technology, security, ethics and active listening, Valid turns the customer experience into a strategic asset. In regulated, high-criticality markets, this approach reduces the risk of service disruption, protects the end user, strengthens institutional reputation and sustains long-term value creation.

The customer experience, in this context, is not merely a satisfaction indicator but a central element of governance, public trust and business-model resilience.

Multi-stakeholder engagement

Beyond clients, Valid maintains structured engagement with employees, suppliers, governments, local communities, NGOs, unions, shareholders and investors.

This engagement is operationalized through channels specific to each audience, such as procurement platforms for suppliers, internal communication and culture events for employees, periodic meetings with the LuAR NGO (Associação Lugar de Amor e Restauração), and results presentations for investors.



Value Generated Through Partnerships

GRI 2-6

Valid recognizes that well-structured strategic partnerships are essential to sustainable value creation, business competitiveness and the delivery of secure, reliable solutions to society. The Company maintains a broad network of suppliers and partners across critical and corporate areas.

In 2025, Valid maintained commercial relationships with 2,585 active suppliers, spread across different strategic categories that support the integrated operation of its ecosystems, including supply of raw materials, software development, security, energy, consultancy and employee benefits. This diversity contributes to value-chain resilience, operational continuity and the ability to scale solutions in complex, highly regulated environments.

To ensure efficiency, compliance and risk mitigation, the Company maintains a structured third-party management process.

As part of strengthening supply-chain governance, Valid uses a platform that includes Due Diligence to ensure transparency across all the Company's relationships, supported by KPMG Watch, a specialized technology tool.

The central objective of this model is to ensure satisfaction, loyalty and continuity of contracts, in markets where service failures can generate systemic impacts for governments, businesses and citizens. The tool supports the supplier-approval process through comprehensive integrity analyses, sending Privacy and Information Security questionnaires when necessary, in addition to structured assessments and data intelligence. This process contributes to more assertive decisions, reputational protection and risk mitigation.

Since it began in 2023, the due-diligence process has continuously evolved and, in 2025, advanced further, expanding transparency and security in the supply chain. All new third parties wishing to engage with Valid undergo a prior review before the relationship begins.

In 2025: 100% of new suppliers were evaluated through this process, reinforcing risk management and the integrity of operations.

04

Technology in service of society

Reliability and Quality

GRI 418-1

The reliability and quality of Valid's physical and digital solutions are central elements of the Company's value proposition and are directly tied to the protection of personal data, transaction integrity and client trust.

Operating in high-criticality environments such as civil identification, payment means, secure connectivity and digital authentication, Valid develops and operates solutions that demand rigorous standards of quality, information security and regulatory compliance across their entire life cycle.

These solutions go through structured processes of design, testing, validation and continuous monitoring, focused on mitigating risks to security, privacy and end-user rights. This care is reflected in the adoption of internationally recognized standards and certifications, as well as integration between the technology, information-security, privacy, quality and compliance areas, ensuring a systemic, consistent approach.

Regular system and application corrections and updates are carried out, reducing attack surfaces, in addition to adopting a password safe to strengthen the protection of credentials and privileged access.

Ongoing awareness and training

Security for physical and digital solutions is strengthened by an organizational culture oriented toward information protection. Valid runs recurring internal campaigns, with objective, accessible training such as email "info pills", short videos and content on the corporate channel "Tô Ligado."

Complementarily, monthly security talks, simulated phishing tests and targeted training for affected employees are carried out, along with awareness actions on proper information classification and protection.

Ongoing assessment and improvement

The Company conducts periodic security and vulnerability tests across its entire technology environment, totaling more than 130 regular assessments, contributing to the robustness and reliability of its solutions.

12 incident-response playbooks were developed and implemented, ensuring standardization and agility in responding to threats. Process maturity is continuously assessed against international references such as ISO 27001, ISO 27701, NIST (National Institute of Standards and Technology) and CIS (Center for Internet Security), reinforcing the commitment to constantly evolving security standards. Periodic cyber-risk assessments are also carried out, with mitigation plans tracked alongside business areas and integration of the digital-security agenda into corporate Governance, Risk and Compliance (GRC) forums.

Ben+ Multi-Benefit Card

Through its solutions, Valid promotes digital transformation, accessibility and expanded access to essential rights and services.

In 2025, the Company maintained initiatives that ease digital inclusion through secure identification, journey simplification and integration between physical and digital means.

This digital inclusion is embodied in social-impact solutions such as Ben+, a multi-benefit card developed in partnership with Visa, which modernizes the distribution of public benefits by combining a secure payment method with a financial-management app for the beneficiary, while also generating structured data to support public administration.

Benefits

Unified distribution

This innovative model generates benefits and results for everyone involved:

For government

• **Reduction of fraud and diversion;**
• **Simplified, indicator-based management;**
• **Efficient transparency and accountability.**

For the citizen

• **Autonomy and ease in accessing the benefit;**
• **Guarantee that all costs are covered;**
• **A secure, bureaucracy-free experience.**

For society

• **More people qualified and fit for the labor market;**
• **Social inclusion and urban mobility;**
• **Strengthening of the local economy through accredited providers.**

Ben+ in the Maranhão Livre da Fome Program

In the state of Maranhão, as part of the Maranhão Livre da Fome program, the solution provides:

• **More than R$90 million distributed annually;**
• **Approximately 90,000 families served;**
• **Direct impact on approximately 432,000 people;**
• **Coverage in 217 municipalities.**

Besides ensuring beneficiaries greater autonomy, Ben+ fosters local economies by allowing resources to be used at small businesses, reducing vulnerabilities in the management of social benefits and increasing transparency in the use of public funds.

By combining technology, operational scale and governance, Valid consolidates innovation as a driver of sustainable growth, strengthening institutions, expanding digital inclusion and promoting more efficient, secure and accessible services for society.

Ben + in Vinhedo

In the municipality of Vinhedo (SP), implementation of the Multi-Benefit Card modernized social-assistance public policy by replacing the distribution of basic food baskets with monthly financial credit, promoting greater autonomy, efficiency and transparency in the management of public resources. In 2025 the solution included:

• **A pilot phase serving 150 families;**
• **Gradual expansion to more family clusters;**
• **Monthly credits of between R$200 and R$300 per family;**
• **Potential for R$6 million a year injected into the local economy.**

Beyond expanding beneficiaries' dignity and freedom of choice, the model strengthens the local economy by directing resources to accredited establishments within the municipality itself. The monitoring and control structure ensures traceability, reduces risk of misuse and ensures funds are applied exclusively to the purposes set out by the program.

Integration with the CNH Social Program

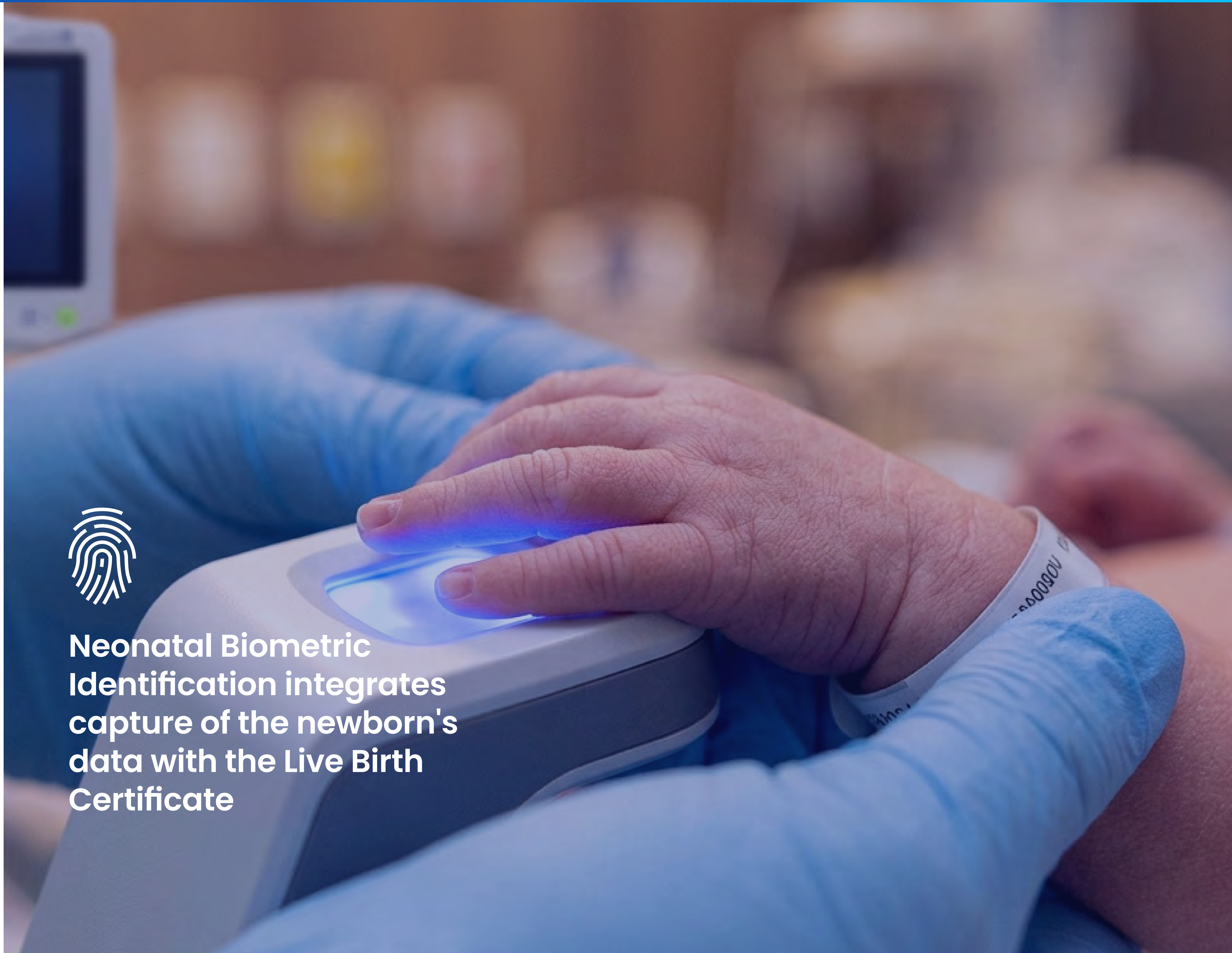
Ben+ Card with the CNH Social Program, which enables people in socioeconomically vulnerable situations to access, in a simplified and secure way, the National Driver's License.

The technology developed by Valid concentrates and releases funds gradually and traceably, ensuring the amounts are used exclusively at accredited providers (such as clinics, driving schools and training centers) with security, transparency and control at every step of the process.

Neonatal Identification

The Neonatal Biometric Identification solution promoted by Valid integrates capture of a newborn's biometric data with the electronic Live Birth Certificate (DNV-e), strengthening the civil-registration process from the very first moments of life.

This technology allows the child's identity to be securely and precisely linked to that of their legal guardian right after birth, reducing vulnerabilities in the traditional process and ensuring that no baby leaves the maternity ward without biometric authentication.



This Valid initiative is fully aligned with the National Pact for Neonatal and Infant Identification, officially launched during the Digital Citizenship Congress in 2025, and provides the following benefits:

Greater security in the hospital-discharge process, with immediate biometric authentication of mother and baby;

Reduced risk of newborn mix-ups or abductions, thanks to the unique biometric link;

Agility and interoperability of data, enabling secure sharing between public agencies;

Strengthened legal protection of children's rights, aligned with the requirements set out in the ECA (Child and Adolescent Statute);

Greater administrative efficiency for public services, with reduced rework and operating costs;

Contribution to meeting UN SDG target 16.9, which calls for legal identity for all by 2030.

The solution is already operating in some states and has the potential to sharply reduce risks of newborn abduction, promoting citizenship and protection from birth.

Examples in Ceará and Piauí

In Ceará, implementation of the neonatal and infant biometrics pilot project, in partnership with the State Forensic Institute of Ceará (Pefoce), marked the start of the practical application of identification from birth in a hospital setting. The initiative structured biometric collection while still in the maternity ward, incorporating the procedure into the neonatal-care routine and strengthening the integration between public safety and digital citizenship in the state.

In Piauí, the policy advanced to expand the Neonatal Identification Network across all maternity wards in the state network, which was the first in the country to begin issuing the National Identity Card (CIN) still in the maternity ward, with biometric linkage of the mother's and baby's fingerprints and storage of information in the State Government's database.

The setup includes rooms equipped with cameras, biometric scanners and mobile service carts, enabling identity issuance directly within health facilities and making it possible to track child development, with the potential to support more integrated, effective public policy from birth.

05

Data privacy and security

Data Privacy and Protection

In 2025, Valid maintained and improved its data-privacy and protection governance structure, consolidating a model that is independent yet integrated with the Legal department.

This structure reinforces strategic oversight of risks related to personal-data protection and ensures continuous alignment with Brazil's General Data Protection Law (LGPD) and international references such as ISO 27001 (Information Security Management System) and ISO 27701 (Privacy Information Management System – PIMS).

Privacy governance is underpinned by corporate policies, contract reviews with specific data-protection clauses, and ongoing maintenance and updating of the processing inventory (ROPA – Record of Processing Activities) across all business units in Brazil, in addition to applying the principle of privacy by design in the development of solutions and processes.

In 2025, the Personal Data Privacy Governance Program was maintained and expanded at Valid, strengthening compliance analysis and the integration of practices across controlled companies. This work is complemented by the role of the DPO (Data Protection Officer), with a public, direct channel for serving data subjects.

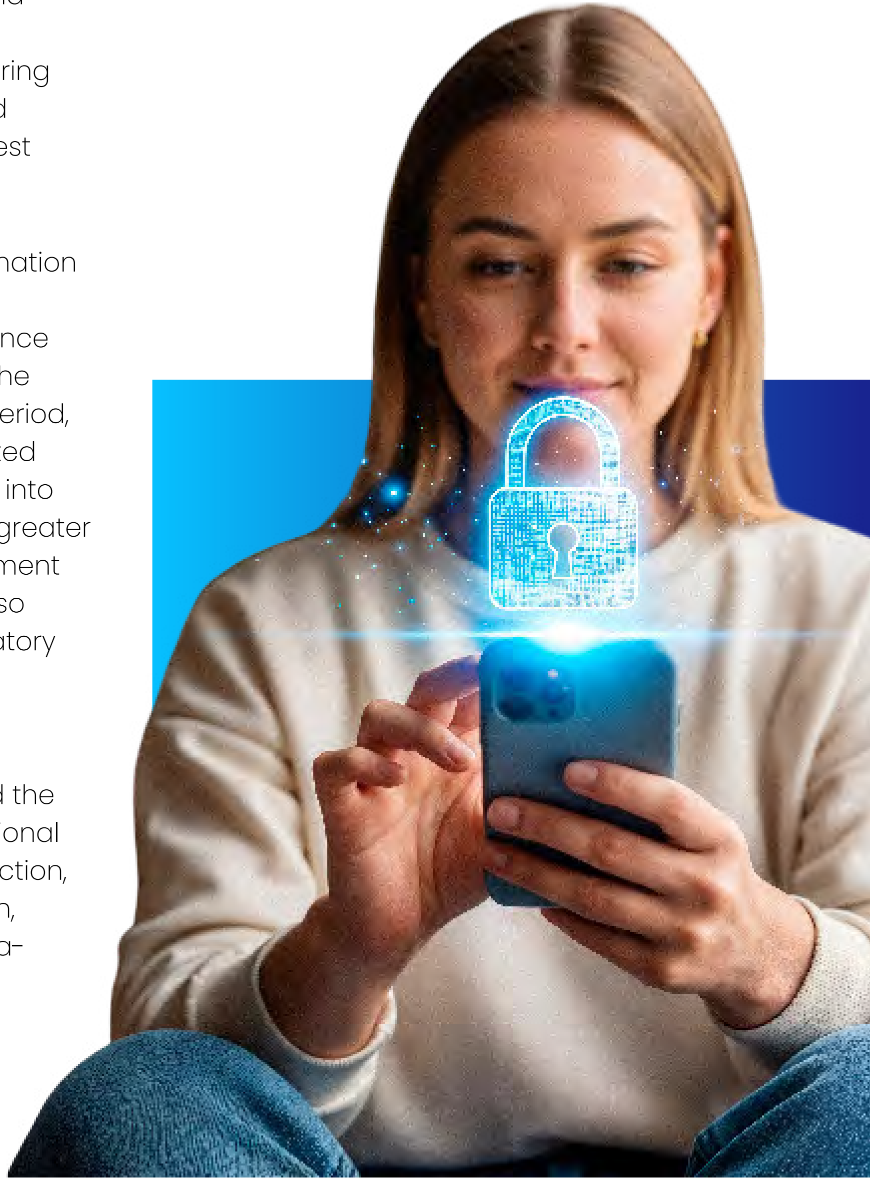
The Company also implemented a new privacy-management platform, with expanded functionality for managing the data inventory, tracking impact assessments and monitoring controls. The tool contributes to greater operational efficiency, traceability of processing activities, and stronger LGPD compliance and adherence to other applicable regulations.

During the period, the Privacy area also carried out follow-up on adequacy recommendations across all Valid companies, focused on mitigating privacy risks, remediating non-conformities and continuously improving data-protection controls.

In 2025, the main policies, standards and procedures related to data protection were also reviewed and updated, ensuring continuous adherence to the LGPD and to international privacy-governance best practices.

Valid also updated its Corporate Information Security Policy and internal incident-response procedures, ensuring adherence to international best practices and to the evolution of cyber threats. During the period, the organizational structure was adjusted with the integration of the Privacy area into the Private Contracts area, promoting greater alignment between contract management and personal-data protection, while also expanding synergies in handling regulatory and operational risks.

To strengthen the privacy program's governance, in 2025 the Company had the support of a specialized law firm, a national reference in digital law and data protection, contributing to regulatory interpretation, risk mitigation and the evolution of data-protection compliance practices.



Processing of Personal Data

Valid carries out the processing of personal data in compliance with the General Data Protection Law (Law No. 13,709/2018 – LGPD), adopting principles of purpose, necessity, security and transparency in all activities involving data belonging to clients, citizens, employees and partners.

Privacy governance is structured through the role of the Data Protection Officer (DPO), responsible for guiding, receiving and following up on requests related to personal-data protection, as well as ensuring proper communication between data subjects, internal areas and governance bodies.

The Company maintains formal mechanisms so that data subjects can exercise their rights under the law, through accessible channels and structured processes for receiving, analyzing, responding to and recording requests, ensuring traceability and proper handling of demands.

The processing of personal data is integrated into information-security and risk-management processes, ensuring that privacy aspects are considered across the board, including in incident-prevention and response scenarios.

Information Security

Throughout the period, Valid maintained and improved controls aligned with international best practices, notably ISO 27001 – Information Security Management System, and the requirements of PCI (Payment Card Industry), applicable to all processes involving card manufacturing, chip insertion, and chip and card personalization.

As part of strengthening internal controls, the Company evolved its monitoring and incident-response tools and processes, expanding coverage of SIEM (Security Information and Event Management) and SOC (Security Operations Center) solutions, focused on early threat detection and rapid response to security events. In parallel, access-management and multi-factor authentication (MFA) controls were expanded across critical corporate systems, reducing risks associated with unauthorized access and credential compromise.

In data protection, Valid advanced the deployment of new encryption tools and mechanisms to protect sensitive information, reinforcing the confidentiality, integrity and availability of the data under its responsibility.

Additionally, automated solutions for continuous vulnerability analysis were developed and implemented, enabling faster responses to identified weaknesses and contributing to reduced exposure to cyber risk.

Regarding relationships with regulatory authorities and compliance with competition rules, the Company entered into a Cessation Commitment Agreement (TCC) with Brazil's Administrative Council for Economic Defense (CADE), in the context of an administrative sanctioning proceeding related to the Brazilian security-printing market.

The commitment involved a total monetary contribution of approximately R$14.6 million, including amounts attributed to the legal entity and to individuals, with applicable discounts applied. The TCC aimed to preserve and protect competitive market conditions, reinforcing Valid's commitment to regulatory compliance and responsible conduct toward public authorities.

Controls and Incident Response

The privacy and security structure is supported by robust technical and operational mechanisms. In 2025, the Company maintained:

The privacy and security structure is supported by robust technical and operational mechanisms. In 2025, the Company maintained:

- **More than 130 periodic security and vulnerability tests across its environments;**
- **12 structured playbooks for incident response, including data leaks, ransomware and phishing;**
- **Monitoring of more than 1,000 assets through DLP (Data Loss Prevention) solutions, with about 60 active leak-prevention rules;**
- **Classification of sensitive information through solutions such as Microsoft Information Protection (MIP), combined with encryption and sensitive-data protection tools;**
- **Continuous threat monitoring with the support of specialized tools and a dedicated SOC (Security Operations Center).**

The model is underpinned by four pillars: processes, controls, awareness and continuous maturity assessment, aligned with references such as NIST (National Institute of Standards and Technology) and CIS (Center for Internet Security).

In 2025, the Company also advanced its vulnerability-identification mechanisms with the development of automated security-analysis tools, enabling greater agility in detecting weaknesses and implementing corrective measures.

06

Continuous Innovation

Innovation Structure

GRI 2-23 • 2-24

Valid's technology strategy is conceived as a central pillar of its business model, sustaining both the Company's growth and the trust of governments, financial institutions, telecom operators and citizens in more than 100 countries.

In a context where identity, data and transactions have become critical assets for the digital economy, Valid's innovation is driven not only by efficiency and scale, but above all by integrity, security, regulatory compliance and positive impact.

This approach connects directly to Expedition 2030, the Company's strategic expansion plan, which aims to double in size over a five-year horizon through the expansion of digital solutions, business internationalization and consolidation of its position as a global provider of trusted infrastructure for governments and regulated markets.

Innovation and technology, in this context, are not ends in themselves but a means to expand Valid's ability to enable services, financial inclusion, secure connectivity and reliable digital experiences at scale.

Foundations of governance for innovation

Governance of this strategy is underpinned by a robust set of corporate commitments, approved by the Board of Directors and formalized in Valid's Global Code of Ethics and Conduct and Anti-Corruption Policy. These instruments establish non-negotiable principles that guide the design, development and operation of the Company's technology solutions, including ethics and integrity, zero tolerance for corruption and harassment, data and privacy protection, fair competition, respect for human rights, sustainability and transparency.

These commitments are also aligned with internationally recognized intergovernmental instruments, such as the UN Convention against Corruption, the US Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, the OECD Guidelines, the ILO Conventions, and the OAS Inter-American Convention against Corruption.

Implementing Innovation

In practice, this means every new solution, platform or business model is developed within a structured system of due diligence, risk assessment, internal controls and the precautionary principle. Aspects such as personal-data protection, information security, fraud prevention, anti-corruption, respect for working conditions and socio-environmental impacts are considered from the earliest stages of conception through operation at scale.

This integration between technology, compliance and human rights is particularly critical in sectors such as civil identity, payment means, telecommunications and government services, where failures can generate significant impacts on people, institutions and entire societies.

Incorporating these commitments into technology strategy happens systematically and across the board. The Board of Directors oversees implementation of the responsible business-conduct principles, while Senior Management and operational areas are responsible for translating these commitments into targets, policies, procedures, training, controls and performance indicators. This ensures Valid's innovation does not depend on isolated initiatives but is sustained by a clear organizational infrastructure of accountability, reporting and continuous monitoring.

In business relationships and the value chain, the responsible technology strategy is extended to suppliers, partners and third parties through selection criteria, contract clauses, audits, training and periodic assessment processes.

This approach is particularly relevant in a global operation, with more than 2,585 suppliers and a presence in multiple jurisdictions, ensuring that business scalability does not compromise standards of integrity, security and respect for human rights.

Innovation for Security

GRI 205-2 • 205-3

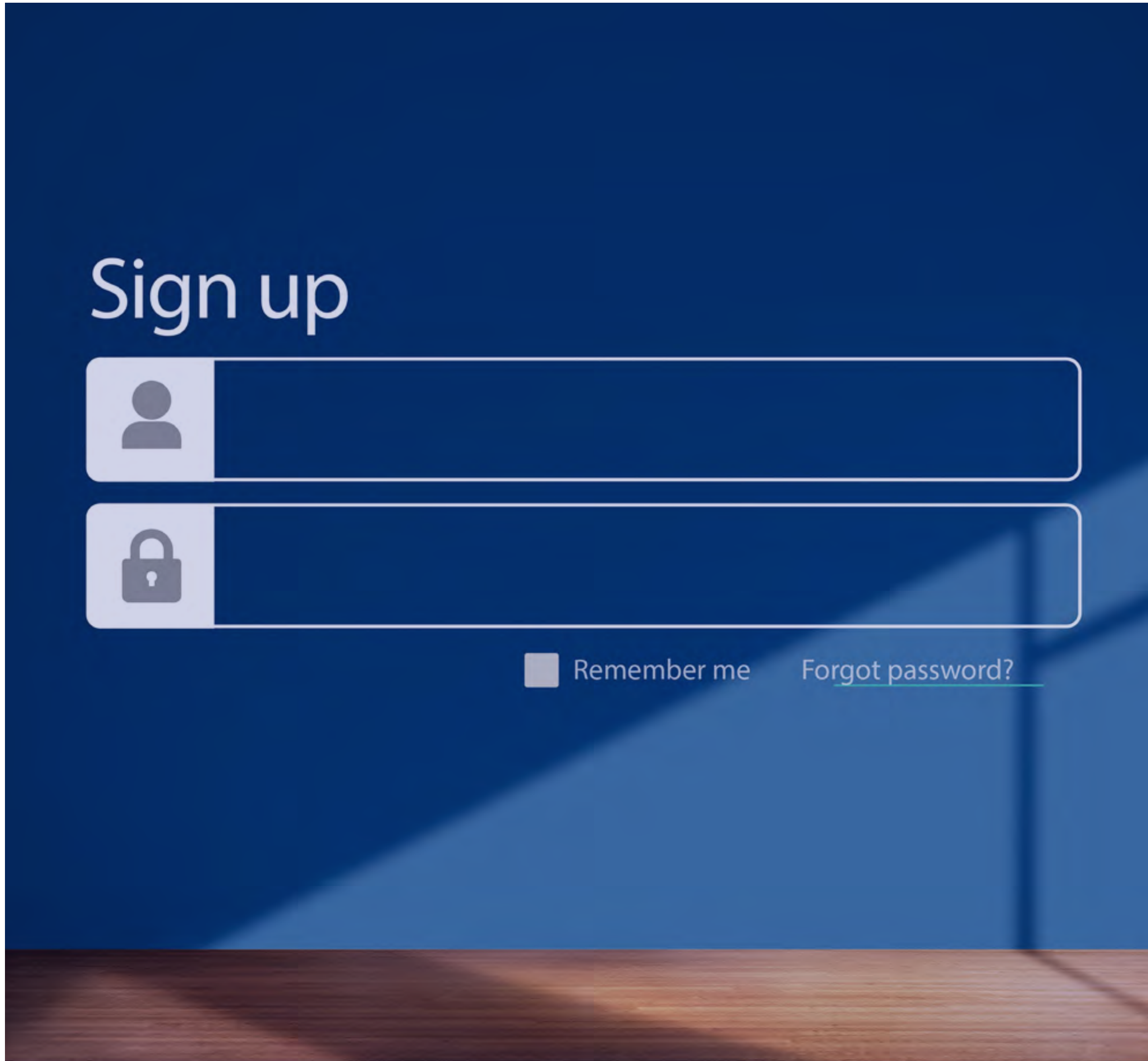
In 2025, the Company's solutions focused on modernizing public services and protecting identity continued to enable millions of secure interactions between citizens and the State, strengthening institutional trust, the integrity of administrative processes and the effectiveness of public policy.

The integrated digital-security platform structures this transformation by connecting physical and digital identity within a secure authentication and data-management architecture, enabling

- Integration between physical and digital environments;
- Interoperability between government databases;
- End-to-end auditable records and traceability;
- Secure validation of sensitive data;
- Reduction of document fraud, registry inconsistencies and unauthorized access.

In this context, the single-sign-on model acts as a central layer of authentication and access control, allowing citizens and public servants to use a single secure identifier to access different digital services. Besides simplifying the user journey and reducing the need for multiple registrations or in-person visits, the solution strengthens digital-governance mechanisms by increasing the traceability of interactions, access monitoring and the integrity of transactions carried out in public systems.

By combining strong identity, interoperability and auditable records, the solution helps prevent fraud and irregularities, promoting greater transparency, efficiency and reliability in the delivery of digital public services.



New Projects and Companies

In 2025, Valid consolidated its growth agenda with a focus on new projects and strategic acquisitions, aligned with its commitment to double the Company's revenue and size by 2030. The strategy combines organic growth, internal incubation and M&A (Mergers and Acquisitions), prioritizing assets that expand capabilities in digital identity, certification, authentication and fraud prevention.

The main move of the period was the acquisition of a 70% stake in VSoft Tecnologia Participações S.A. and Via Soft Soluções Tecnológicas S.A., raising Valid's economic stake to 80%, with an option to acquire the remaining 20%.

The deal totaled approximately R$94.9 million, generating goodwill of about R$51.2 million, mainly associated with the client portfolio and proprietary technologies of the acquired companies.

The acquired companies operate in technology applied to the traffic and digital-identity market, with solutions focused on:

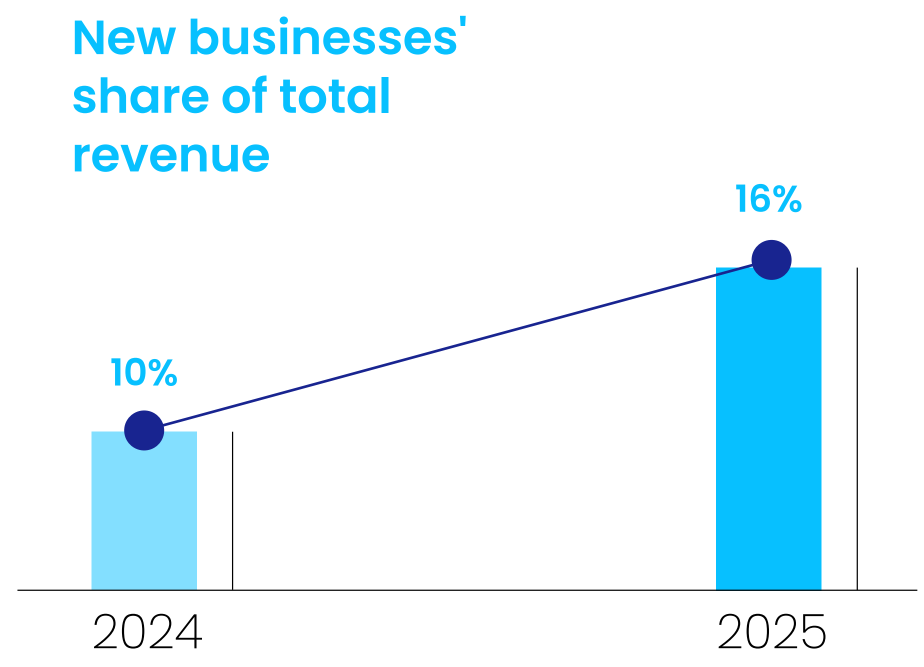
• certification of processes at DETRANs (state traffic departments);
• identification and biometrics;
• digital validation and authentication systems;
• digitalization of journeys at driver-training centers.

From the acquisition date through December 31, 2025, the companies contributed:

R$ 83,9 million
in net revenue

R$ 11,4 million
in net profit

These results demonstrate the soundness of the M&A-driven acceleration strategy, expanding Valid's presence in Digital Government and strengthening its position as an integrator of critical solutions in regulated environments.



Impact on Results

GRI 201-1

Valid's expansion strategy, through new projects, digital solutions and entry into new markets, is directly tied to its ability to generate economic value sustainably, while mitigating operational, regulatory and reputational risks in an increasingly digital, regulated environment.

In 2025, the direct economic value generated by Valid reached R$2.06 billion, reflecting global consolidated net revenue and the international scope of the Company's operations.

The year saw a 5% decline in revenue versus 2024, mainly impacted by a slowdown in the payment-means segment. At the same time, the consistent expansion of digital solutions and new businesses helped offset this variation, showcasing the resilience of the business model.

Ilson Bressan
Chief Executive Officer - CEO

Of this amount, the Company retained a significant share of value, supported by its high cash-generation capacity and capital-allocation discipline, strengthening its ability to invest, innovate, maintain financial soundness and pursue future expansion.

In 2025, R$1.36 billion of Net Revenue was directed to operating costs, ensuring the continuity, scale and efficiency of operations across different geographies and business lines.

Operational value generation resulted in EBITDA of R$432 million, with a margin close to 21%, reflecting the Company's ability to sustain profitability even in a more challenging scenario, supported by portfolio evolution and the growing contribution of digital businesses.

After financial expenses, non-operating effects and taxes, Valid posted net profit of R$269 million, a significant share of which was allocated to shareholder returns, with R$202 million distributed during the year, reinforcing the commitment to generating returns on invested capital.

Additionally, the Company maintained a significant contribution to public revenue, with a direct impact from its taxable operations and results, while also sustaining a global workforce of more than 3,600 employees, promoting income generation, professional development and talent retention across different markets.

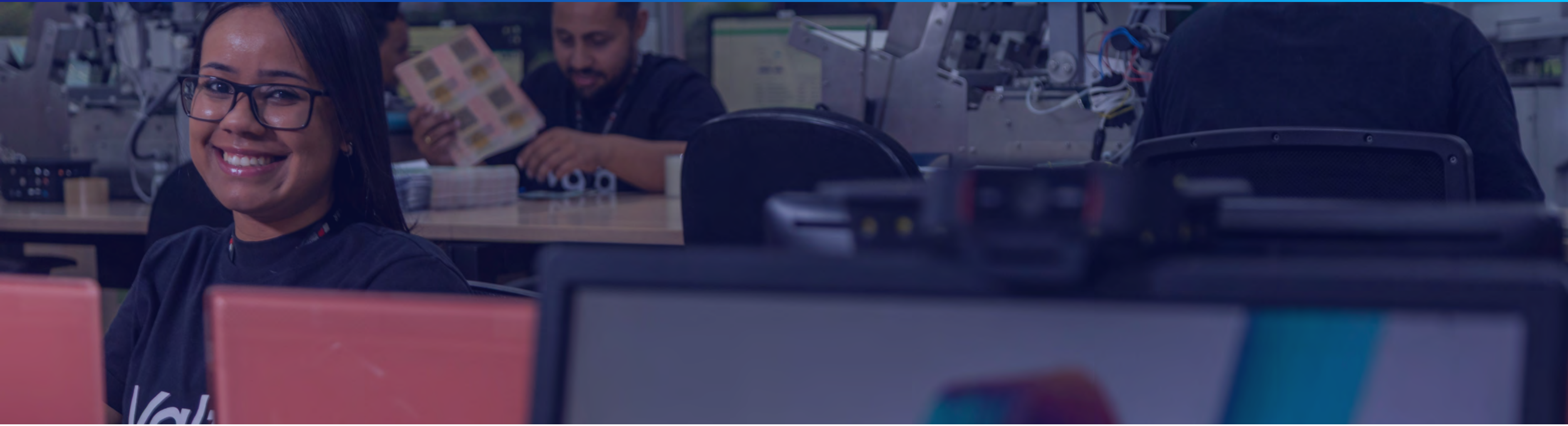
This distribution reflects a growth model based not only on revenue but on shared-value creation, increasingly supported by the expansion of the digital portfolio. In 2025, new businesses reached R$330 million in revenue, up 53% versus the prior year, representing a growing share of consolidated revenue and reinforcing the scalability and recurrence potential of these solutions.

In terms of indirect economic impact, the company's new projects generate significant positive effects, such as:

- **Development of local suppliers;**
- **Investment in education and training;**
- **Attraction of foreign investment;**
- **Strengthening of infrastructure and technological innovation;**
- **Economic dynamism in the regions where it operates.**

EThese effects extend the reach of the business beyond its own operations, reinforcing Valid's role as a driver of economic and technological development in strategic markets..

At the same time, the Company recognizes that expanding digital, industrial and infrastructure activities also requires careful management of indirect risks, such as environmental pressures, use of natural resources and impacts on the territory. Because of this, integrating growth strategy, technological innovation and ESG governance allows these risks to be monitored, mitigated and incorporated into the decision-making process.



07

The Right Way of Doing Business

Governance

GRI 2-9 • 2-10 • 2-11 • 2-12 • 2-13 • 2-14 • 2-15 • 2-16 • 2-19 • 2-20

Governance of ESG practices at Valid is structured to ensure the effective integration of environmental, social and governance topics into corporate strategy, risk management and long-term sustainable value creation.

This architecture reinforces ethical, transparent and responsible conduct of the business, aligned with value creation for shareholders and other stakeholders.

The Company's governance structure is made up of the General Shareholders' Meeting, the Board of Directors, its Advisory Committees, and the Executive Board, with responsibilities set out in the Bylaws and the Board of Directors' Internal Regulations.

The Board of Directors is composed of five members, with a unified two-year term, observing Novo Mercado requirements regarding the minimum presence of independent directors.

The process for nominating and electing members of the Board of Directors, its Committees and the Statutory Board is governed by a Nomination Policy approved on March 19, 2024. The policy sets out minimum qualification requirements, eligibility criteria and formal nomination procedures, available on the Company's Investor Relations website. Candidates' adherence to independence and technical-competence criteria is assessed as part of the nomination process and submitted to the General Meeting for deliberation.

Board of Directors

Sidney Levy
Chairman of the Board (non-independent, no executive role at the Company)

Henrique Bredda
Non-independent member and representative of Alaska Investimentos

Giuliano Silvio Dedini
Non-independent member and representative of 4UM Investimentos

Fiamma Zarife
Independent member

Carlos Miyadaira Ribeiro Jr.
Independent member

Executive Team

Ilson Bressan
CEO

Olavo Vaz
CFO & IRO

Maria Isabel Tavares
General Counsel and Chief Corporate Governance Officer

Leandro Castro
ID & Digital Government

Salvador Cabrera
COO-EMEAA & Latam

Rudy Tarasantchi
Chief Technology Officer

The Board's Internal Regulations set out duties related to preventing and managing conflicts of interest, including the obligation to declare conflicts in advance and to abstain from voting where applicable.

In 2025, there were no recorded conflict-of-interest findings involving Valid's Senior Management. Critical issues and material concerns are reported to the Board through periodic reports, formal presentations and ordinary/extraordinary meetings, ensuring that matters of greater strategic impact are analyzed at the highest level of governance.

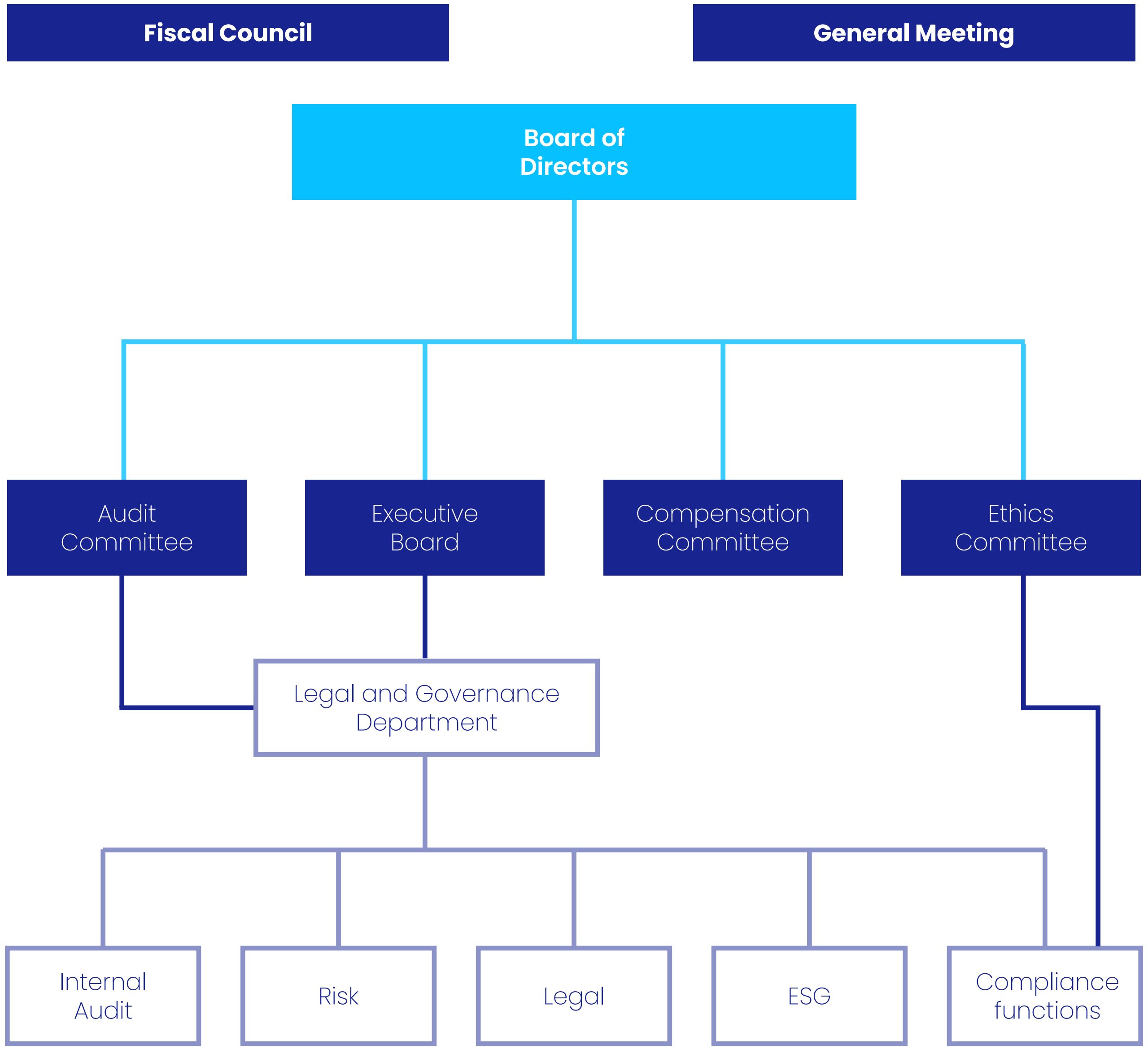
Senior Management's compensation policy combines fixed and variable components, aligned with business strategy, long-term sustainable value creation, and mitigation of reputational, operational and financial risks.

The Compensation Committee, a technical body linked to the Board, oversees the definition and monitoring of compensation for Board members and the Executive Board, considering market benchmarks, performance, role responsibilities and stakeholder expectations.

The incentive structure includes long-term, share-based programs and, starting in 2025, began incorporating clawback clauses, allowing for the reduction or repayment of benefits in cases of non-compliance with internal policies, breach of fiduciary duties or material restatement of results, reinforcing a culture of accountability and protecting corporate value.

By consolidating integrated governance, with clearly defined roles between strategic oversight and executive management, formal nomination mechanisms, risk monitoring, conflict management and incentive alignment, Valid strengthens its position as a provider of trusted infrastructure, combining sustainable growth, financial discipline and high standards of integrity.

In overseeing the ESG agenda, the Board of Directors does not participate directly in managing the processes but tracks their progress through structured reports, periodic presentations and formal meetings, ensuring consistent strategic oversight.



Risk Management

GRI 2-25 • 2-27 • 404-1 • 404-2

Valid takes a proactive approach to Risk Management at every level of its operations. The Company has a Corporate Policy whose main objective is to establish guidelines and responsibilities for identifying, assessing, responding to and monitoring risks, ensuring that uncertainties are anticipated and properly addressed and remediated.

Application of this policy is continuously monitored by the Board of Directors, responsible for evaluating and approving risks taken on by the Executive Board. The Internal Audit Committee (COAUD) complements this governance structure by issuing recommendations to the Board and overseeing risk-management activities through quarterly reports.

To reinforce the relevance of the topic, in 2025 the organizational structure was revised, resulting in the creation of an Executive Legal and Corporate Governance Department. This restructuring expanded integration among the risk-management, compliance, internal-audit and privacy areas, promoting greater synergy and strengthening the independence of management functions.

The adopted model contributes to more effective, structured and consistent risk management across the organization.

As part of the evolution of its approach, Valid incorporated environmental, social and governance (ESG) elements into its management pillars and, in 2025, began internal work to adapt to the IFRS S1 and S2 standards, aligned with international sustainability-disclosure standards related to the financial impacts of climate risk on the business.

Valid also conducts external audits that assess the compliance of its Integrated Management System with the requirements of ISO 9001 (Quality Management System), ISO 27001 (Information Security Management System – ISMS), ISO 27701 (Privacy Information Management System – PIMS), PCI-CP (Payment Card Industry – Card Production), FSC®, NBR 15540 (Graphic-Technology Security Management) and RoHS (Restriction of Hazardous Substances), including verification of legal compliance applicable to products and services, the environment, information security, privacy, and occupational health and safety. Any deviations identified are formally recorded, and corrective and preventive actions are defined, implemented and tracked.

Business Continuity

Based on in-depth diagnostics, Valid advanced the structuring of its Business Continuity Plan (BCP), with an initial focus on operations at the Sorocaba plant.

In 2025, a procedure and policy were established with guidelines and actions for potential shutdowns or disruptions, expanding the capacity to respond to disruptive events and strengthening the resilience of critical operations. Valid's risk management is carried out through an Integrated Corporate Risk Management System, based on the Three Lines model established by the Institute of Internal Auditors (IIA). In this model, each line plays a distinct, complementary role in the risk-management structure.

1st Line

Operational Management is made up of managers and directors responsible for the ownership and management of the risks within their respective processes. These leaders are responsible for implementing effective internal controls, defining mitigation actions and ensuring their proper execution.

2nd Line

Governance functions assist, guide and monitor the application of the practices defined by the 1st Line, helping identify the causes and impacts of risks. It comprises the Risk Management, Internal Controls, Compliance and Cybersecurity areas, which work in an integrated way to strengthen the control environment.

3rd Line

Internal Audit acts independently, assessing the effectiveness of the controls implemented by the 1st Line, with functional reporting to the Audit Committee, reinforcing the objectivity and reliability of the system.

Treatment is defined according to the criticality of each risk identified, with specific action plans and periodic tracking of deadlines and owners. Monitoring takes place annually, with structured reviews.

Management is continuous and integrated into Valid's activities, such that the risk matrix and dictionary are updated whenever there are relevant changes in the internal or external context. A detailing of the main risks to which Valid is exposed is presented annually in its Reference Form.

The corporate risk-management process follows the ISO 31000 framework and the COSO (Committee of Sponsoring Organizations of the Treadway Commission) guidelines, covering the following stages:

Communication and consultation: ensures information exchange among stakeholders throughout the process;

Strategic context: defines organizational objectives and considers internal and external factors that may affect the business;

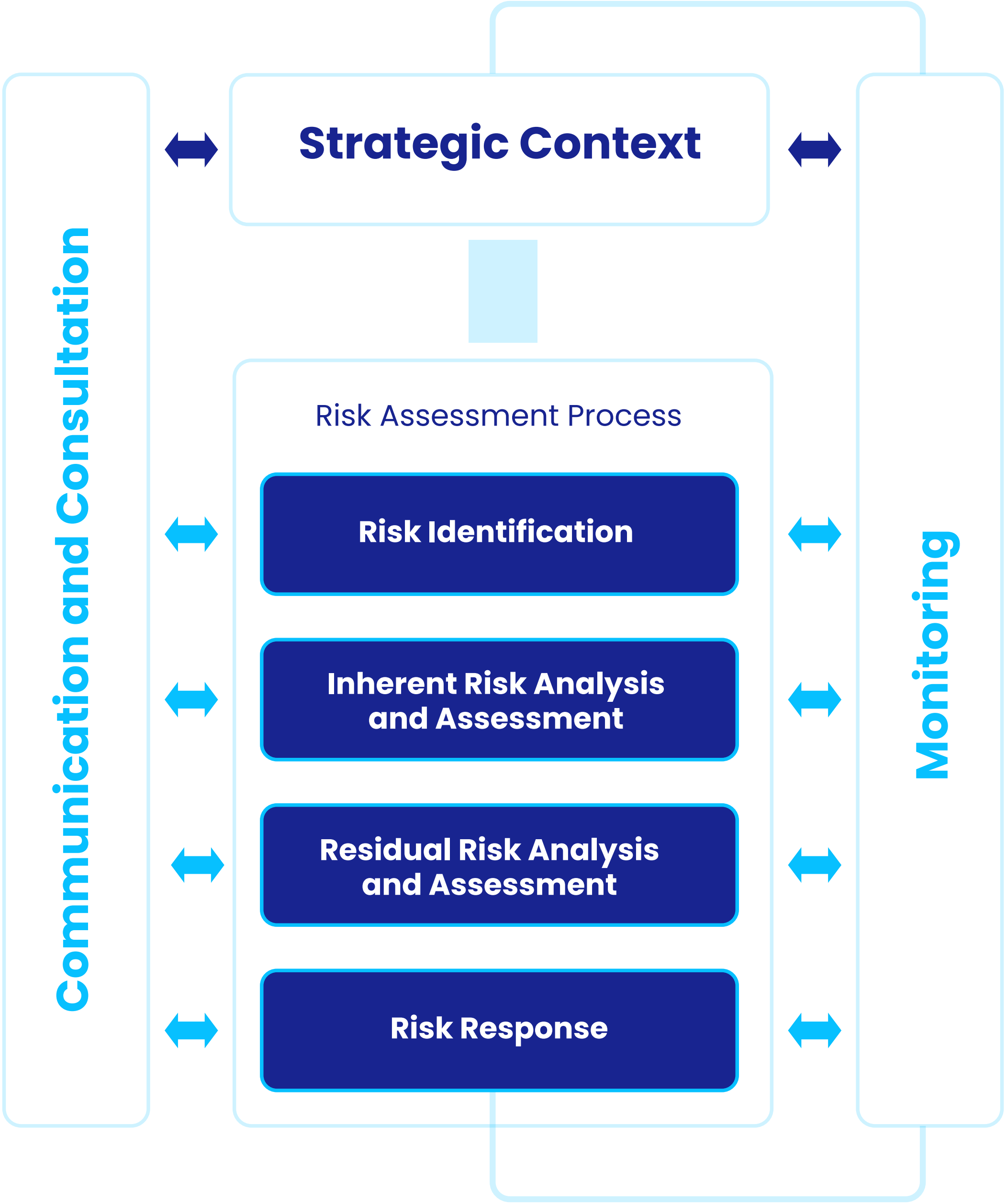
Risk identification: involves analysis of processes, interviews and policies to map risks and existing controls;

Risk analysis and assessment: inherent: assessment of risk in the absence of controls;

Residual: assessment of risk after implementing controls; risk response: definition of actions to eliminate, mitigate, transfer or accept risks, according to their criticality level;

Monitoring: tracking the execution of action plans and adjustments where needed.

This structured approach reinforces operational resilience, management discipline and Valid's ability to anticipate and address risks consistently and in line with its long-term strategy.



Internal Audit

Complementing the Company's governance and risk-management structure, Internal Audit plays a fundamental role in strengthening the control environment and promoting continuous process improvements.

Integrated into the Corporate Governance Department, its work seeks to contribute to improved operational efficiency, support Management in identifying evolution opportunities, and reinforce a control culture, aspects essential to the sustainability and continuity of operations.

As the third line of the governance model, Internal Audit acts independently in assessing the effectiveness of internal controls, risk management and corporate-governance practices. In this context, it carries out systematic assessments and presents recommendations aimed at mitigating relevant risks, as well as compliance with internal policies, applicable standards and regulatory requirements.

In 2025, audit work was carried out in relevant areas of the Company, including Procurement, Contracts and Compliance, focused on process analysis, identification of improvement opportunities and strengthening internal controls.

For 2026, an annual audit plan was drawn up based on the organization's risk profile, the strategic relevance of processes, the history of previous audits, leadership input and internal analyses. This plan was submitted for review and approval by the Audit Committee.

Audit results are reported periodically to governance bodies, ensuring transparency regarding conclusions, recommendations and action plans, in addition to tracking the implementation of improvements agreed with responsible areas.

Ethics and Integrity

GRI 205-1 • 205-2 • 205-3

Ethics and integrity guide Valid's conduct in all its relationships and decisions. As a company that operates critical solutions, with a high volume of sensitive data and a strong presence in regulated environments, the Company adopts rigorous standards of conduct and compliance, reinforcing the trust of clients, partners, regulators, governments and society. This approach directly contributes to mitigating reputational, operational, financial and regulatory risks, while reinforcing its role as a trust platform in the delivery of essential services.

Valid Integrity Program

Valid's Integrity Program is an essential component of corporate governance, structured around policies, processes and mechanisms that ensure ethical, responsible conduct aligned with national and international compliance best practices, including the Brazilian Anti-Corruption Law (Law No. 12,846/2013), recommendations of the Office of the Comptroller General (CGU), OECD guidelines, and applicable sector regulations.

Structure and Governance

The Compliance area, institutionalized in 2021 and strengthened in 2022 with a dedicated structure, is responsible for managing the Program. The team is made up of professionals dedicated full-time and reports directly to the Legal and Corporate Governance Department, ensuring technical autonomy and access to Senior Management.

The Program is overseen by the Ethics Committee, a permanent collegiate body directly linked to the Board of Directors, which guarantees independence, legitimacy, decision-making authority and adherence to the highest corporate-governance standards.

Program execution is carried out in an integrated way with Risk Management and Internal Audit, following the Three Lines of Defense model. The Program defines clear roles for all organizational bodies:

Senior Management: sponsors the Program, leads by example and ensures resources for its execution.

Compliance area: oversees adherence to the Code of Ethics, implements, monitors and improves the Program, assesses controls, conducts investigations and reports to Senior Management.

Internal Audit: independently assesses the effectiveness of controls and recommends improvements.

Employees and Third Parties: must follow the guidelines, take part in training and report irregularities.

Risk Management: carries out periodic integrity-risk assessments (fraud, corruption, conflict of interest, unethical conduct, among others).

Pillars of the Integrity Program

The Program is underpinned by pillars that work in an integrated way:

Senior Management commitment: Ongoing engagement of the Board and Executive Board, including active communication, sponsorship of the Program, and leading by example.

Valid Global Code of Ethics and Conduct and other normative documents: Central document guiding ethical behavior, anti-corruption action, prevention of conflicts of interest, information protection and respect for human rights throughout the value chain.

A robust set of complementary policies, including: Global Anti-Corruption Policy; Gifts and Hospitality Policy; Policy on Relationships with Public Officials; Conflicts of Interest Policy; Risk Management Policy; Consequence Management Policy; Internal Investigation Procedures; Third-Party Due Diligence Procedure, among others.

The Integrity Program's normative documents are available on the website:

Compliance Valid

CIndependent Whistleblowing Channel: Operated by an external company, available 24/7, in multiple languages and channels, with guaranteed anonymity, confidentiality and non-retaliation. All reports are analyzed by the Compliance area and overseen by the Ethics Committee.

Internal Investigations: Conducted with formal methodology, independence and technical autonomy, and may involve external advisory support for complex cases.

Integrity Risk Management: Valid conducts an annual integrity risk assessment, covering risks such as corruption, fraud, conflicts of interest, unethical conduct, anti-competitive practices, and socio-environmental and tax risks. Among the main corruption risks identified are interactions with public officials and third-party monitoring, considered sensitive points in the context of the Company's operations.

Third-Party Due Diligence: Objective analysis, supported by the KPMG Watch platform, to assess integrity risks, links to public officials, regulatory history, information security and privacy before any relationship. Also applied to candidates, Senior Management members, partners, M&A deals, sponsorships and donations.

Training and Communication: Annual training plans for employees, leaders, third parties and Senior Management, focused on prevention, detection and response to integrity risks. Continuous communication reinforces an ethical, transparent culture.

Continuous Monitoring and Audit: Ongoing analysis of indicators, sensitive policies (gifts, public officials, conflicts of interest, expenses), periodic reports to the Board of Directors, and internal and external audits to ensure the Program's effectiveness.

Communication and Training

Valid promotes an integrity culture through ongoing communication and training actions applicable to all levels of the organization. In 2025, 100% of Senior Management members completed training related to the Integrity Program's topics, reinforcing alignment at the Company's highest decision-making level.

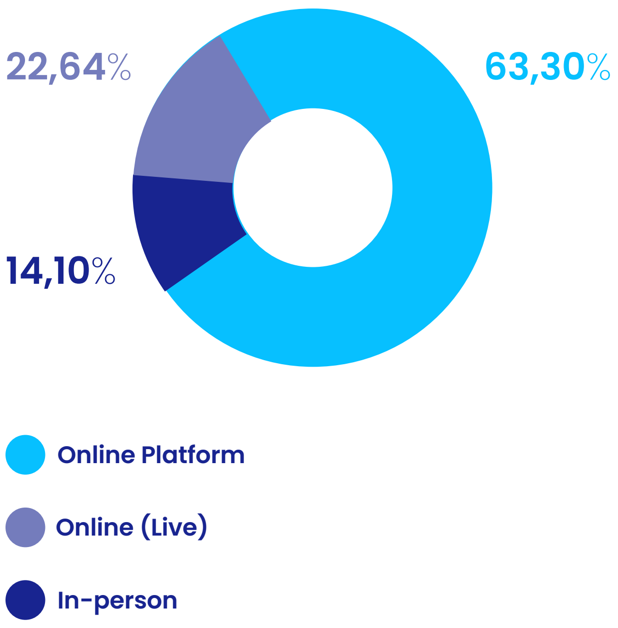
Among employees, 78% took part in at least one training session related to the Integrity Program. This result represents growth of more than 225% versus 2024, when the participation rate was 24%.

As reinforcement to these training efforts, 23 internal communications on the Integrity Program were sent, 8 of which were directed by leadership, demonstrating Senior Management's commitment to the topic and ensuring that 100% of employees received the related communications.

The 2025 training target of 60% of employees trained was exceeded during the period. For 2027, the Company has set a goal of reaching 100% of employees trained on Integrity Program topics, reaffirming its commitment to continuously spreading a culture of ethics, reinforcing the value "**We play together and we play fair.**"

Training took place in different formats, predominantly through online training via digital platform (63.3%), followed by live online training (22.6%) and in-person training (14.1%), showing the adoption of flexible learning models that expand access to knowledge and encourage the spread of good practices.

Format % of training:



Culture and Training in Ethics and Integrity

Continuous investment in Ethics and Integrity training is a structuring part of Valid's corporate strategy.

In 2025, training was carried out covering topics such as the Code of Ethics, combating forms of workplace violence, competition compliance, the Whistleblowing Channel, conflicts of interest and anti-corruption clauses.

This effort reinforces the understanding that people, processes and technology operate as a single system of secure innovation, in which the human factor plays a decisive role in protecting digital assets and preserving the Company's reputation.

By operating under this integrated model, Valid builds an innovation structure that combines growth, scalability and technological sophistication with high standards of governance, ethics and responsibility. This architecture strengthens the Company as a trust platform for governments, businesses and citizens, expanding access to essential digital services, supporting institutional soundness and contributing to a safer, more resilient digital ecosystem.

Whistleblowing Channel

GRI 2-25, 2-26

The safety of clients and citizens is directly linked to Valid's ability to prevent, identify and address misconduct, regulatory risks and potential negative impacts arising from its operations.

In 2025, the Company maintained formal, independent, structured mechanisms for recording and handling complaints and reports, ensuring confidentiality, impartiality and protection against retaliation.

The Company also provides an independent Whistleblowing Channel, run by the company Contato Seguro, guaranteeing secrecy, confidentiality and the possibility of anonymity.

The channel is available 24 hours a day, seven days a week, 365 days a year, in Portuguese, English and Spanish, and can be accessed by employees, third parties, clients and other stakeholders by phone, app or website:

contatoseguro.com.br/pt/valid

Telephone whistleblowing lines by country:

Brazil
0800 601 6890

United States
1 (800) 741-8516

South Africa
080 098 0477

Colombia
01800-710-2142

India
000 800 9190 269

Argentina
0800-666-0449

Denmark
80 82 60 18

Indonesia
001-803-015-202-5463

Mexico
01-800-681-5366

Singapore
800 492 2631

Spain
900-808581

Taiwan
00801-13-6871

Mauritius
802-049-0001

China
400 120 0168

United Arab Emirates
800 0321198

Nigeria
0708 060 1097

The Channel can be used by anyone, including employees, third parties, clients, suppliers, service providers and partners, to report suspected or actual violations of **Valid's Global Code of Ethics and Conduct** and other normative documents, including but not limited to:

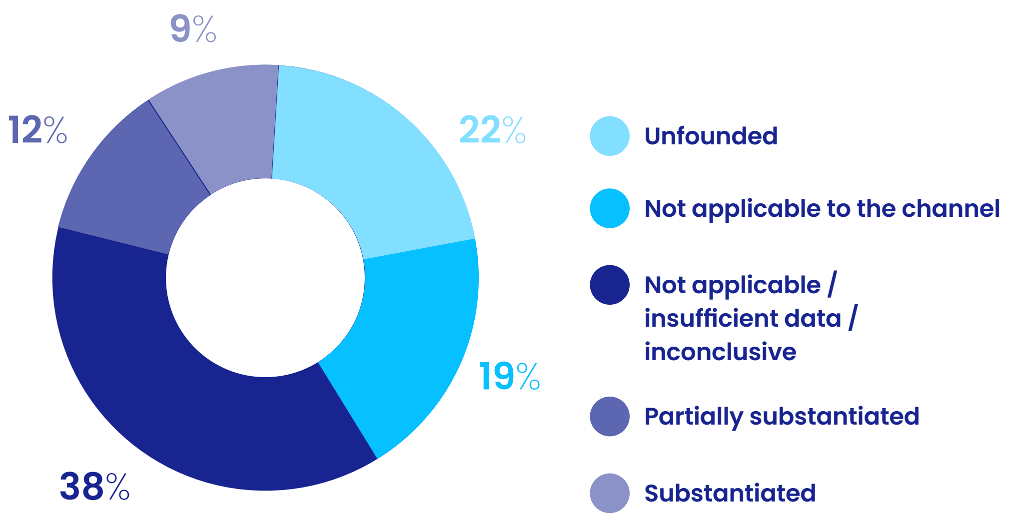
Corruption and fraud (Law No. 12,846/2013 and the Penal Code);
Moral or sexual harassment;
Discrimination;
Conflicts of interest;
Illegal or unethical practices;
Leaking or misuse of confidential information;
Misconduct by partners and third parties;
Human-rights violations;
Environmental damage or degradation.

As a rule, all reports are forwarded exclusively to the Compliance team, responsible for managing the Integrity Program and conducting internal investigations, except in cases of potential conflict of interest.

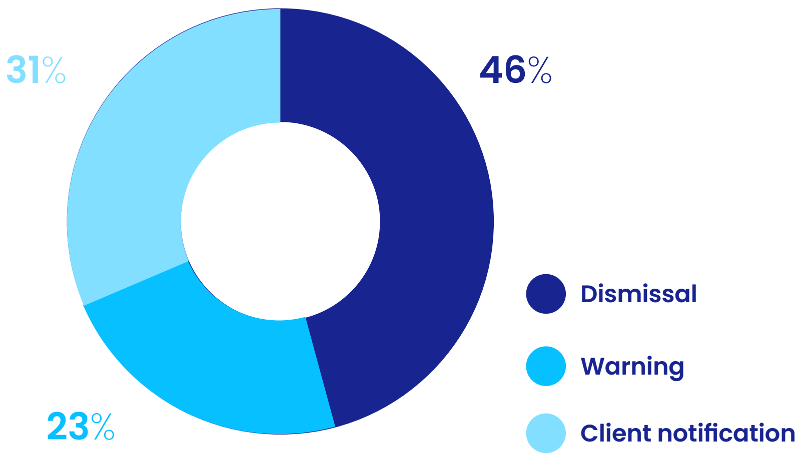
The Compliance area is responsible for managing the Integrity Program and conducting internal investigations, with technical autonomy, access to necessary information and authority to recommend corrective measures.

Follow-up and monitoring of the Whistleblowing Channel are carried out by the Ethics Committee, directly linked to the Board of Directors, the body responsible for deciding on high-severity disciplinary measures. Importantly, operational areas and leadership outside the Compliance structure do not have access to the Channel, reinforcing confidentiality, independence and whistleblower protection at every stage of the process.

In 2025, 144 reports were logged through the Whistleblowing Channel. All were addressed and closed.



Disciplinary measures were applied to all reports classified as substantiated or partially substantiated, representing 23% of total reports received.



Status	Description
Not Applicable	The topic reported is not within the Channel's remit, so no investigation is opened, or the case is low-severity and resolved immediately without formal investigation.
Insufficient Data	The report was closed because there was not enough information to open an investigation.
Unfounded	The investigation confirmed the reported facts did not occur or did not violate internal rules.
Inconclusive	The investigation did not find sufficient elements to confirm or rule out the report.
Partially Substantiated	The investigation found elements confirming part of the allegations.
Substantiated	The report was confirmed and disciplinary or corrective measures may be adopted.
Not Applicable to the Channel	The topic reported is not within the Whistleblowing Channel's remit and relates to queries for other Company areas.

08

People Who Connect

Human Capital

GRI 2-7 • 2-8 • 401-1 • 401-2 • 401-3

Human capital is one of Valid's main strategic assets for enabling its digital transition, the execution of Expedition 2030, and the business's sustainable growth.

The Company understands that attracting, developing and retaining talent in an environment of technological innovation, information security and critical services requires stable employment relationships, fair practices and people policies aligned with its long-term vision.

In 2025, Valid maintained a workforce of 3,633 employees, counted directly from the official payroll system, considering data at the end of the reporting period.

Brazil

Total number of employees

Permanent and temporary

3.180

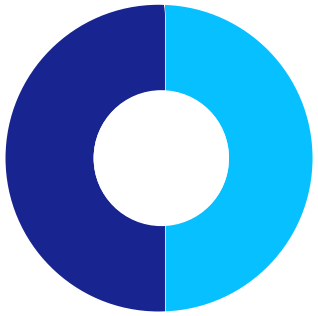
New hires

756

Employees by gender

50,03% Men

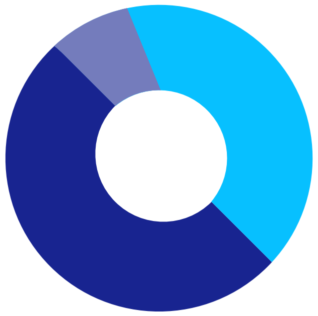
49,97% Woman



Employees by age bracket

8,90%

33,02%



58,08%

- Under 30 years old
- Between 30 and 50 years old
- More than 50 years

International*

Total number of employees

Permanent and temporary

453

New hires

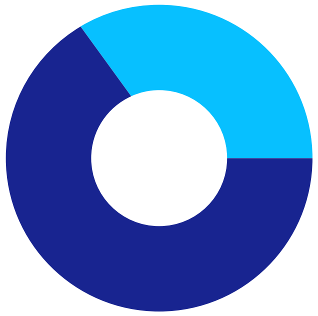
51

* Covers units in Argentina, China, Denmark, Indonesia, Mauritius, Mexico, Nigeria, Singapore, South Africa and Spain

Employees by gender

62,25% Men

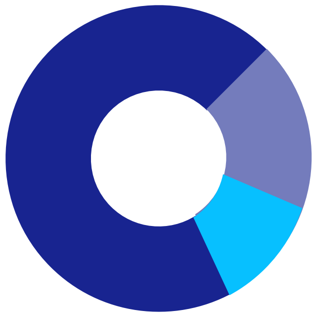
37,75% Woman



Employees by age bracket

62,25%

22,96%



14,79%

- Under 30 years old
- Between 30 and 50 years old
- More than 50 years

The workforce is distributed across different regions, with a significant presence in Brazil (3,180 employees), Spain (141) and Argentina (127), reflecting both operational reach and the Company's expansion and efficiency strategy.

Country	Women	Men	Total
South Africa	4	3	7
Argentina	55	72	127
Brazil	1.589	1.591	3.180
Canada	1	0	1
China	6	11	17
Colombia	10	13	23
Denmark	2	15	17
Dubai	0	3	3
Spain	42	99	141
United States	1	6	7
France	0	1	1
Mauritius	22	38	60
Indonesia	2	1	3
Mexico	9	10	19
Singapore	17	10	27
Total	**1.760**	**1.873**	**3.633**

The structure of employment relationships at Valid in Brazil favors formal employment: of the total, 3,048 employees (96%) hold open-ended contracts, while only 132 are on fixed-term contracts, mostly linked to apprenticeship programs. In addition, 92% of the workforce works full-time, reinforcing operational continuity, the development of critical competencies, and the building of long-term organizational knowledge.

There are no employees without guaranteed working hours in any of the Company's units, evidencing a commitment to income predictability, social protection and decent working conditions, in line with international best practices and SDG 8 (Decent Work and Economic Growth).

Besides direct employees, Valid also has professionals who have no employment relationship with the Company but provide services on a continuous basis in certain operations. In 2025, this contingent totaled 175 workers, mainly under service-provision contracts with specialized suppliers. The figure was counted directly, including full-time and part-time workers, based on data recorded at the end of the reporting period. These professionals carry out operational and technical support functions, contributing to the continuity of activities in production and administrative environments.

International Standard for Responsible Labor and Supply Chain

Since 2021, the Sorocaba plant has held a declaration of compliance with Responsible Business Alliance (RBA) requirements, reinforcing Valid's commitment to international standards of social responsibility, business ethics and sustainability in the production chain.

The RBA sets rigorous guidelines related to working conditions, occupational health and safety, human rights, environmental practices and ethical conduct, particularly in global technology and manufacturing supply chains.

By aligning its operations with globally recognized benchmarks, Valid consolidates its position as a trusted partner in critical value chains, sustaining the continuity and expansion of contracts in environments with high regulatory and social demands.

Workforce Dynamics and Management Indicators

People dynamics in 2025 reflected the Company's transformation and adaptation to its new strategic cycle. Over the year, Valid made 807 hires and 945 terminations, resulting in a turnover rate of 24.11%. Most hires were among professionals under 30, reflecting the incorporation of new talent to sustain the innovation, digitalization and growth agenda. Even so, the Company maintains a substantial base of professionals aged 30-50 (2,129 employees), ensuring a balance between experience, technical knowledge and renewal of capabilities.

The benefits policy is applied across all operating units, ensuring equal treatment and social protection. Among the main benefits offered to full-time employees are:

- **Medical and dental care:** full health plan, entirely paid for by the Company, and an optional dental plan with payroll discount;
- **Maternity and paternity leave:** Valid extended paternity leave to 40 days, allowing fathers to be more present in caring for and bonding with their families, with more time and quality;
- **Cafeteria at the Sorocaba (SP) plant:** outsourced service offering food options adapted to specific needs, such as pregnant employees and people with diabetes or heart conditions;
- **Meal and food vouchers:** benefit granted to employees without access to the cafeteria and to those working hybrid or remote schedules, as set out in the collective agreement;
- **Daycare assistance:** partial subsidy for employees' children's daycare, according to the local collective agreement;
- **Retirement plans:** private pension available to all employees, with additional contributions for roles from manager level up;
- **Flexible hours:** applicable to administrative areas;
- **Agreements and partnerships:** discounts at higher-education institutions, universities and language courses, encouraging professional development;
- **Quality of life:** access to Wellhub, workplace exercise programs, common areas, snacks for pregnant employees and maternity support programs;
- **"Me Ajuda Gente – employee support":** WhatsApp support channel;
- **Mobility:** provision of smartphones, laptops and fuel vouchers for employees who need to travel;
- **Funeral assistance:** full coverage of funeral expenses, including administrative procedures, in the event of the death of employees, children or spouses;
- **Fife insurance:** full coverage for natural death, accidental death and disability, extended to employees and their spouses.

On parental leave, the Company reported a return rate of 96.8% for men and 69.0% for women.

Through mostly stable employment relationships, comprehensive benefits policies, and mechanisms for tracking turnover, parental leave and retention, Valid reinforces that its growth, innovation and sustainability strategy is built on a solid foundation of people.

This human capital is an essential pillar for the execution of Expedition 2030, for consolidating the digital transition, and for generating sustainable value for clients, shareholders and society.

Diversity and Inclusion

GRI 405-1 • 405-2 • 406-1

Recognizing and valuing diversity is an integral part of Valid's strategy to sustain growth, innovation and risk management in regulated, high-criticality environments.

The Diversity, Equity and Inclusion agenda is led by the NÓS Program, launched in 2023, and supported by a working group made up of representatives from the People and Culture, People Analytics, ESG and Compliance areas. This group is responsible for guiding initiatives, promoting awareness actions and strengthening the building of a more inclusive, respectful work environment.

In 2025, four talks open to the entire organization were held, led by guest specialists, addressing topics related to diversity, equity and women's empowerment in society, such as gender, LGBTQIAPN+, people with disabilities and Black awareness.

In addition, the CEO promoted conversation circles with minoritized groups, including two sessions with women leaders and one with Black employees, gathering around 15 participants in each session. The initiatives aimed to broaden dialogue, understand internal perceptions and identify opportunities to advance the diversity agenda.

Valid also promoted Brazilian Sign Language (Libras) courses at the Sorocaba and São Paulo units, aimed at leaders, corporate teams and administrative areas. The initiative involved 80 employees, of whom 45 received completion diplomas, furthering the integration of deaf employees at the Company and improving communication between areas and teams. Complementing this effort, all talks and training sessions run by the organization now include Libras interpreters, expanding access to content and strengthening the building of a more inclusive, welcoming environment.

The commitment to a respectful environment is also reflected in structured complaint management. During the period, six discrimination-related incidents were recorded, all handled according to internal procedures, with monitoring and action plans defined where necessary.

Development and Training

GRI 404-1 • 404-2

People development is one of the pillars of Valid's sustainable-growth strategy, directly connected to Expedition 2030, which guides cultural transformation, business digitalization and the goal of doubling revenue over the next 5 years.

The organization understands that executing this ambition fundamentally depends on the ability to train, update and mobilize its talent at every level.

In 2025, the Company maintained a structured approach to training, with continuous investment in technical training, leadership development, organizational culture, ethics, innovation and operational excellence.

Competency development programs

Valid maintains structured professional-development programs aimed at strengthening technical, behavioral and leadership competencies, aligned with business needs and the evolution of organizational culture. Key initiatives include:

BETA Development Journey — Track aimed at mid-level leadership (coordinators and leaders), focused on people and process management, communication, strategy, conflict mediation and high performance.

Apprentice Tutor Program — Trains employees to act as mentors for apprentices, promoting knowledge transfer and integration into organizational culture.

Managers Offsite — Strategic immersion event focused on aligning vision, developing soft skills and strengthening connections between leaders.

Directors Offsite — Strategic leadership forum for discussing business direction, institutional alignment and strengthening executive governance.

BETA on the Move — Periodic sessions with coordinators and supervisors for continuous reinforcement of behavioral competencies and leadership development.

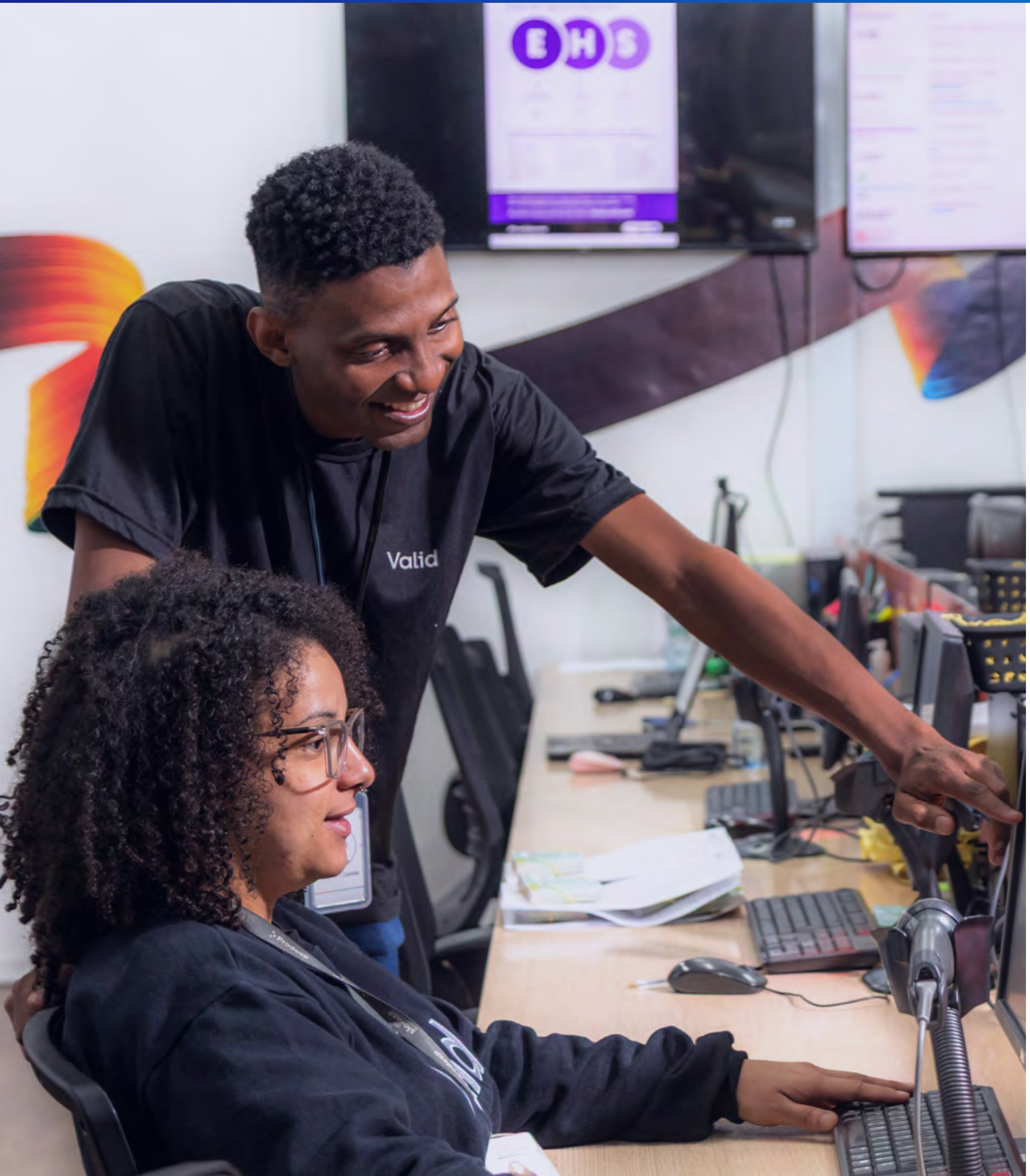
BETA Commercial — Training track for sales teams, covering negotiation, product portfolio, customer communication and high commercial performance.

Educational Partnerships — Agreements with educational institutions offering preferential terms for undergraduate, graduate and extension courses for employees.

Partnership with the Alura platform — Access to a technology-training platform for technology and product professionals, focused on updating languages and tools.

Organizational Culture Training — Immersion initiatives in corporate values, purpose and rituals, strengthening cultural alignment across teams.

In 2025 alone, more than 80 training initiatives were carried out, designed by seniority level to ensure greater effectiveness and practical applicability.



Training

Throughout 2025, the Company maintained its commitment to the continuous development of its employees through training and professional-updating initiatives.

During the period, 269 employees took part in structured training, totaling 5,880 hours of training, averaging 21.8 hours per employee among the trained population.

Development actions prioritized leaders and professionals in strategic positions, covering roles from leadership down to coordination and specialist level, focused on strengthening management competencies, organizational performance and alignment with Company strategy.

Of the total hours delivered, 3,886 were directed to male employees and 1,994 to female employees, covering 177 men and 92 women, with averages of 21.9 hours and 21.6 hours of training per employee, respectively.

Career and Mobility Management

The organization has structured practices for career management and professional transition, supported by:

- Competency assessments;
- Individual Development Plans (IDPs);
- Career conversations led by leaders and HRBPs (Human Resources Business Partners);
- Encouragement of internal mobility, prioritizing internal talent for new opportunities.

These mechanisms strengthen talent retention, reskilling and workforce readiness for the challenges of digital transformation and business expansion. In addition to initiatives aimed at professional development, the Company also runs mandatory corporate training, conducted mainly by the Health, Safety and Environment (EHS), Cybersecurity and Compliance areas, reinforcing a culture of responsibility, integrity and risk management in operations.

Health, Safety and Well-Being

GRI 403-1 • 403-2 • 403-3 • 403-4 • 403-5 • 403-6 • 403-7 • 403-8 • 403-9 • 403-10

Protecting life, health and well-being is a founding principle at Valid and is integrated into its Integrated Management System (IMS), which covers health and safety, environment and quality.

Occupational Health and Safety (OHS) management operates systematically, based on applicable legislation, technical standards, International Labour Organization (ILO) conventions, collective agreements and corporate guidelines. The system covers all workers under the Company's direct control, in both operational and administrative activities.

Executive directors regularly track performance through Management Review, ensuring that risks, indicators, audits, improvement opportunities and action plans are incorporated into strategic decisions.

In 2025, the Company also advanced the digitalization and control of occupational routines with the deployment of SOC (Integrated Occupational Management Software), strengthening the traceability of exams, documents and indicators, managing legal safety and labor controls, and reducing paper use.

Hazard identification and risk assessment

Valid adopts a preventive, structured approach to hazard identification and risk assessment, covering both routine and non-routine employee activities. Routine activities are mapped in operational safety instructions, while non-routine activities go through a formal risk-work authorization process, with: prior hazard analysis; verification of workers' fitness; definition of technical and administrative controls; blocking of the activity until the risk is eliminated or adequately mitigated.

Risk matrices are reviewed whenever there are changes to processes, machinery or layout, ensuring continuous updating of controls. All workers have the right to refuse work in the face of serious or imminent risk, and may halt the activity until the condition is technically assessed.

The Company maintains reporting mechanisms protected against retaliation, managed by the Compliance area and through an independent channel.

App MovMed

In 2025, Valid implemented the MovMed app, developed internally with the aim of making the control of medicine stock used in operations' medical clinics more agile and reliable.

Previously carried out through spreadsheets, the process was prone to errors and outdated records. With the new tool, it became possible to record movements in real time, track inflows and outflows in a more structured way, and ensure greater organization and traceability of information.

The app went through testing stages before deployment and received positive recognition during an internal ISO 14001 audit carried out in June 2025.

Change Management - GMUD

Valid manages every change need in its process by assessing legal, operational and systemic requirements according to established, documented procedures, ensuring compliance across its operations.

Occupational health and well-being promotion

The occupational-health structure includes periodic monitoring according to identified risks, emergency care and clinical follow-up, carried out by an in-house team or specialized contracted services, depending on location.

At the Brazilian industrial unit, the Company maintains its own medical clinic. Service quality is monitored through indicators and satisfaction surveys. In 2025, an internal survey recorded 1,242 respondents with an average rating of 4.89 out of a maximum score of 5 for the health and support services offered by the Company.

Beyond meeting legal requirements, Valid promotes initiatives aimed at holistic health:

Valid Viver Bem Program;

Partnership with Pipo Saúde (Pipo Cuida), including telemedicine, online training and appointment-scheduling support;

Monitoring of pregnant employees and check-ups;

Hosting of themed webinars throughout the year (healthy habits, mental health, suicide prevention, women's and men's health);

Annual application of the My Health Questionnaire (QMS), which supports the planning of preventive actions.

In 2025, a Corporate Mental Health Census was conducted, with a structured diagnosis of psychosocial risks, allowing priorities and actions to be defined for the most critical areas. The Census had 2,108 respondents and produced a score of 81 on a scale of 1 to 100.

Health data is protected by medical confidentiality, professional-ethics standards and the General Data Protection Law (LGPD).

Satisfaction survey on health resources and support offered to employees:

How do you rate the service?

4.89
Average rating

Level 5	1127
Level 4	103
Level 3	08
Level 2	03
Level 1	01

Olimpipo

With the aim of encouraging healthy habits and improving employees' quality of life, Valid held OlimPipo in 2025, an initiative promoting regular physical activity.

The competition encouraged participants to log exercises completed during the campaign period via the Pipo WhatsApp channel. The action drove employee engagement and reinforced the Company's commitment to health, well-being and quality of life in the workplace.

Worker Participation

Active worker participation is a central element of Occupational Health and Safety (OHS) governance. Engagement takes place through:

• The Internal Accident Prevention Committee (CIPA);
• Emergency brigades; safety dialogues;
• Checkpoint (a direct communication channel with all employees on potential risk situations, accidents and questions);
• SIPAT (Internal Week for the Prevention of Workplace Accidents) and themed campaigns;
• Formal communication and reporting channels.

Workers take part in risk mapping, incident investigations, defining operational improvements and adjustments to machinery and equipment. CIPA meets monthly and may recommend preventive shutdowns and influence investments aimed at risk mitigation.

Training and prevention culture

The Company maintains an Annual EHS (Safety, Health and Environment) Training Plan, aligned with the IMS, covering topics such as:

• Electrical-risk prevention;
• Lockout/tagout (LOTO);
• Flammables and fire prevention;
• Work at height;
• Safe equipment operation;
• Correct use of PPE (personal protective equipment);
• Prevention of psychosocial risks and mental-health promotion.

Ongoing training reinforces the culture of prevention and shared responsibility for safety.

Health and safety performance

The main types of incidents involved same-level falls, chemical spills, and impact on lower limbs. The critical risk identified was cuts from guillotine machines, addressed through technical adjustments in line with NR-12 (Machinery and Equipment Safety Standard), installation of additional safety devices and mandatory annual refresher training for operators.

Risk management covers exclusively workers under Valid's direct control. Contracted companies must maintain their own occupational health-and-safety management systems, as required by contract.

Indicators	Employees	Third parties
Hours worked	1.992.853	472.624,9
Fatalities	0	0
Serious accidents	3	0
Serious accident rate	1,51	0
Reportable accidents	5	0

In 2025, Valid maintained a mature, preventive health, safety and well-being model, in which risks are systematically identified, monitored and addressed with active worker participation, reinforcing the integration of the health and safety agenda into the Company's ESG strategy.

Social Impact GRI 203-2

Generating positive impact in the communities where Valid operates is a commitment that goes beyond the business, through an active pursuit of social, economic and human development in the territories where it operates.

Currently, in Brazil, Valid monitors and runs social initiatives aimed at promoting inclusion, employability and youth development, especially in the regions where it maintains industrial operations.

Projeto Horizontes

Since 2011, the Company has run Projeto Horizontes, in partnership with the SENAI "Luiz Pagliato" school and the non-governmental organization LuAR – Associação Lugar de Amor e Restauração.

The project offers administrative-assistant and technician-in-administration courses for teenagers and young people from Jardim Novo Mundo and other neighborhoods of Sorocaba (SP) and Votorantim (SP), the region where the Company's main manufacturing unit is located.

The initiative focuses on expanding access to professional training, reducing barriers to entering the job market, and strengthening participants' technical and behavioral competencies, promoting greater social and economic inclusion.

Empodera Program

To amplify this impact, Valid also maintains the Empodera Program, which strengthens the Company's connection with young talent from communities near its operations.

The program operates through training, structured meetings and monthly follow-up with tutors, encouraging participants' personal, professional and behavioral development and preparing them for the challenges of the world of work.

In the most recent cycle of the project, 150 young people benefited and were hired as apprentices, of whom 26 were made permanent employees at the Company. Accumulated investment in social programs focused on youth training and employability totaled R$3.6 million in 2025. The positive impacts of these actions include:

Expanded access to professional education;

Generation of employment and income opportunities;

Development of technical and socio-emotional competencies;

Strengthening of the bond between the Company and surrounding communities.

By continuously investing in the training of young people and strengthening local human capital, Valid reaffirms its role as an agent of social transformation, contributing to the building of more promising life paths, while also creating a talent base aligned with its long-term growth, innovation and sustainability strategy.

09

Appendices

GRI Content Index

Statement of use	Valid has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025.
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	2-18 Evaluation of the performance of the highest governance body	Information unavailable/incomplete
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Magnific IA

Sustainability Report 2025

Published in July 2026

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