

# Sustainability Report

Instituto de Pesquisas ELDORADO

2026 EDITION (REPORTING YEAR 2025)



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# 01

## Introduction

Campinas facilities

### 1.1

### About ELDORADO

Instituto de Pesquisas ELDORADO is a private, non-profit organization dedicated to applied research and technological development. Since 1999, our purpose has been to drive responsible innovation by delivering solutions that generate positive impacts for companies, institutions, and Brazil’s science and technology ecosystem.

**Our activities encompass software, hardware, microelectronics, certifications, testing and validation services, education, and consulting.**

With approximately 2,000 employees across four locations - Brasília, Campinas, Manaus, and Porto Alegre - we act as catalysts for digital transformation, fostering Open Innovation initiatives and contributing to the strengthening of Brazil’s competitiveness across multiple sectors.

We develop projects focused on cutting-edge technology and innovation, serving strategic industries such as Information Technology and Telecommunications (IT & Telecom), Energy, Agribusiness, Oil and Gas, Healthcare, Automotive, among others.

Over the course of our journey, we have built a strong track record of success in emerging technologies, particularly in the following areas:



### Computer Vision

Advanced solutions for automated inspection, medical image analysis, intelligent monitoring, and industrial applications.



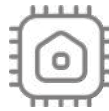
### Artificial Intelligence

Development of predictive models, recommendation systems, natural language processing solutions, and intelligent automation technologies.



### Embedded Systems

Robust solutions for connected devices, industrial process control, and automotive applications.



### Microelectronics

Expertise in integrated circuit projects, reliability testing, and the development of components for mission-critical applications.



### Testing, Validation, and Certifications

Comprehensive laboratory infrastructure for product validation, regulatory compliance, and quality assurance across a wide range of industries. Our certifications include ISO 9001, ISO 27001, ISO/IEC 17025, ISO 13485, and TISAX, reinforcing our commitment to excellence and security.



### Digital Applications (Mobile, Web, and Cloud)

Development of digital applications across mobile, web, and cloud-native platforms, supported by robust and scalable architectures and a mature software engineering practice that ensures security, quality, and on-time delivery in complex and integrated environments.





Our operating model is supported by a strong network of clients and partners — **including leading national and international companies** — as well as strategic collaborations with Brazil's top universities and renowned research centers across the European Union.

These partnerships expand our innovation capabilities, promote knowledge exchange, and accelerate the development of high-impact technological solutions.

ELDORADO is recognized for its culture grounded in strong values, excellence, creativity, and innovation. The Institute is consistently ranked among the best companies to work for in Brazil. We remain committed to ethical conduct, social and environmental responsibility, and alignment with ESG best practices and the United Nations Sustainable Development Goals (SDGs), inspiring other organizations to adopt responsible practices and contribute to a more sustainable future.



# 02

## Opening Message

### 2.1

#### Opening Message

Dear Employees, Partners, and Society,

We are pleased to present the 2026 edition of the **ELDORADO Institute Sustainability Report**, reaffirming our commitment to responsible innovation, ethical governance, and environmental and social sustainability. In a global landscape marked by profound transformations, we continue to embrace our role as a catalyst for solutions that combine technology, positive impact, and human development.

Our purpose remains steadfast: **to improve the quality of life of the Brazilian population through education, employment, and technology**, while aligning our practices with the United Nations Sustainable Development Goals (SDGs) and internationally recognized ESG best practices.

To ensure that our actions remain aligned with stakeholder expectations and global challenges, we

reviewed and validated our **materiality matrix** together with our stakeholders:

- Employee development and engagement
- Health and quality of life
- Equity, diversity, and inclusion
- Investment in Research, Development and Innovation (R&D&I)
- Sustainable projects
- Corporate governance and ethics

We remain committed to investing in strategic partnerships, innovation, and responsible practices, driven by the conviction that **sustainability is not merely a commitment – it is a pathway to generating value, competitiveness, and a lasting legacy**. We invite you to learn more about our achievements, challenges, and goals for the coming years, and to join us in building a more equitable, inclusive, and sustainable future.



## Mission and Ethical Commitment

The ELDORADO Institute's mission is to research and develop innovative, comprehensive, and competitive solutions capable of generating positive impacts across multiple sectors of society. More than simply understanding this mission, we recognize that its execution must be guided by ethics, integrity, transparency, and sustainability at every level of the organization.

We are living in a time when technological innovation plays a fundamental role in human development and societal transformation, reshaping the way we interact, work, and live. In 2025, this evolution continued to be driven by disruptive advances in areas such as **Generative Artificial Intelligence, Quantum Computing, and High-Performance Computing (HPC)**, expanding the boundaries of research, automation, and data-driven decision-making.

**ELDORADO strategically follows these trends**, investing in projects that combine technology and responsibility, ensuring that innovation is guided by ethical principles, security, and positive societal impact.

As technological change accelerates, it becomes increasingly important to strengthen the ethical and socio-environmental dimensions associated with innovation. ELDORADO recognizes the importance of guiding all professionals involved in the negotiation, development, and deployment of new technologies, ensuring responsible decision-making that considers impacts on both society and the environment.

As a Civil Society Organization of Public Interest (OSCIP), ELDORADO represents a strategic component of the sustainable investment initiatives of its partner organizations. Through partnerships aligned with shared values and causes of public interest, we promote projects that generate social impact and contribute to improving quality of life in Brazil.

Our work strengthens science and technology, develops talent for the national innovation ecosystem, and reinforces our role as an agent of transformation toward a more equitable, inclusive, and sustainable future.



## 2.3

### Strategic Sustainability Vision at the Instituto ELDORADO

Guided by the continuous pursuit of excellence, innovation, and corporate responsibility, ELDORADO aligns its practices with global governance and sustainability principles, reinforcing its commitment to quality, ethics, and industry leadership.

Our strategic vision aims to actively contribute to a more equitable, sustainable, and inclusive future, in alignment with the **United Nations Sustainable Development Goals (SDGs)** and the **UN Global Compact**, which establishes Ten Universal Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption. In addition, we align our processes with international frameworks such as the G20/OECD Principles of Corporate Governance, which promote transparency, fair-

ness, accountability, and socio-environmental responsibility.

Within the Brazilian context, we follow the guidelines of the **Brazilian Corporate Governance Code and the Brazilian Institute of Corporate Governance (IBGC)**, which establish integrity, transparency, fairness, accountability, and sustainability as the foundations of sound governance practices.

We also recognize the importance of international treaties and International Labour Organization (ILO) conventions ratified by Brazil, including Agenda 21, the Rio Declaration on Environment and Development, and the Paris Agreement, which reinforce commitments to sustainable development, respect for human rights, and responsible governance.

We recognize that equity, diversity, and inclusion are essential pillars of an innovative and resilient organizational culture. Our internal policies ensure an environment where every individual is valued for their unique competencies and contributions, promoting equal opportunities and respect for diversity.

Rather than simply meeting expectations, we strive to exceed them by leading through example. This vision is reflected in sustainable prac-

tices integrated with responsible technological innovation, including strategic areas such as Generative Artificial Intelligence, Quantum Computing, and High-Performance Computing (HPC), guided by global standards such as ISO/IEC 42001, which establishes requirements for the ethical and secure governance of AI systems. In doing so, we reaffirm our commitment to building a more equitable and sustainable world for present and future generations.

## 2.4

### Values

The ELDORADO Institute is recognized for its excellence and innovation, driven by a culture founded on strong values. We value creativity and encourage innovative solutions to our partners' challenges while fostering an environment of learning and experimentation.

ELDORADO defines its values through its **Organizational Culture**:

- **Our work drives transformation**, because we believe in the power of innovation to create positive change.

- **People are at the core of who we are.** We value and encourage the authenticity of every employee, recognizing diversity as a source of strength and value. When our purposes are aligned, everything gains meaning.
- **We foster professional development and growth.** by continuously expanding our technical expertise and strengthening our personal and professional relationships.
- **We broaden our responsibilities** by committing to sustainable value creation and promoting social and environmental responsibility.



- **We believe in collaborative work.** We build strong relationships and deliver value.
- **We value proactivity and adaptability,** continually striving to exceed expectations and respond effectively to changing market needs.
- **We uphold transparency and ethical conduct** in all our actions, fostering trust and mutual respect.

- **Creativity and innovation** are the foundation of our work. We continuously support and develop our ability to learn, teach, and think outside the box. Our future-oriented mindset guides us toward leadership in a challenging and dynamic marketplace.

The quality of ELDORADO Institute's work is frequently recognized through awards and industry distinctions.

## Key Awards and Recognitions in 2025



Recipient of the “**Lugares Incríveis para Trabalhar 2025**”, award, presented by FIA, UOL, and Estadão, with distinction in the Innovation and Autonomy category. ELDORADO has been consistently recognized among the country's top workplac-

es for six consecutive years. **Recognition at the Innovation Awards da EARTO**, for the project “**Nanoparticle-Based Biosensor for Glucose Detection.**”

ELDORADO's values, recognition, and achievements contribute to talent attraction and retention, employee motivation and engagement, and the strengthening of its outstanding reputation.

## Material Topics

Our Strategic Sustainability Priorities:



### Develop and Empower Our People

We continuously invest in the development of our employees, recognizing talent and fostering opportunities for professional growth and career advancement.



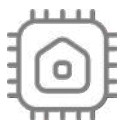
### Promote Health and Well-Being

We support the physical and mental well-being of our employees by encouraging a healthy balance between professional and personal life.



### Ensure Equity, Diversity, and Inclusion

We strengthen an inclusive organizational culture built on respect, belonging, and equal opportunities for growth and development for all.



### Invest in Research, Development, and Innovation (R&D&I)

We drive innovation and allocate resources to research and development, delivering cutting-edge technological solutions to our clients and partners.



### Developing Sustainable Projects

We integrate ESG principles into our projects, helping address the environmental and social challenges faced by our clients and partners.



### Strengthen Corporate Governance and Ethics

We ensure transparency, security, confidentiality, and ethical conduct across all our relationships and operations, maintaining the highest standards of integrity and compliance with applicable laws and regulations.



## Sustainability Value Proposition for Our Clients and Partners

Committed to sustainability and environmental responsibility, ELDORADO Institute delivers **innovative and sustainable solutions**. Our services support organizations seeking

to manage the social and environmental impacts of their products and services through techniques and methodologies aligned with ESG principles.

### 2.6.1

#### Social Responsibility

As a Civil Society Organization of Public Interest (OSCIP), every investment made in projects at ELDORADO Institute is, by nature, a social investment aligned with ESG principles.

- **Develop and Empower Our People:** we promote quality employment, professional training, and talent development throughout Brazil, with special attention to the North, Northeast, and Midwest regions.
- **Promote Health and Well-Being:** our business practices respect human and labor rights, both within our organization and throughout our supplier network.



- **Ensure Equity, Diversity, and Inclusion:** we implement principles of social responsibility in technology, including the mitigation of bias in Artificial Intelligence, data privacy protection in compliance with the Brazilian General Data Protection Law (LGPD), and cybersecurity practices, fostering inclusive and ethical environments.



## 2.6.2

### Energy Efficiency

#### **Developing Sustainable Projects:**

We adopt strategies to minimize the energy consumption of equipment and systems, promoting operation-

al sustainability and contributing to the reduction of our clients' and partners' environmental footprint.

## 2.6.3

### Accessibility

**Ensure equity, diversity, and inclusion:** Our projects are designed with consideration for sensory diversity and accessibility standards,

incorporating visual, auditory, and functional features that ensure the full and inclusive participation of all individuals.

## 2.6.4

### Transparency, Ethics, and Regulatory Compliance

**Strengthen corporate governance and ethics:** We value intellectual property protection and information confidentiality, ensuring compliance with regulatory and funding require-

ments, including ANEEL, ANP, EMBRAPPII, FAPESP, FINEP, Lei do Bem, Information Technology Law (Lei de Informática), Rota 2030, SOFTEX, and SUFRAMA.

## 2.6.5

### Developing Sustainable Projects

Our certification services strictly comply with INMETRO and ANATEL requirements, ensuring adherence to applicable regulations. Our testing and validation services provide

clients with valuable insights into the environmental impacts of their products, supporting the advancement of Brazilian industry.



# 03

## Social Responsibility

ELDORADO Institute plays a fundamental role in advancing social responsibility in Brazil. Through a range of innovative and impactful

initiatives, we seek to promote sustainable development and social inclusion, particularly in the fields of education and technology.



*cunhantã digital*

### 3.1

ELDORADO is committed to the social and economic development of the communities in which it operates. Through partnerships, educational programs, and infrastructure investments, we foster inclusion, well-being, and sustainable growth.

Our efforts focus on **education, innovation, technology, and job and income generation**, reflecting our people-centered culture and commitment to social innovation.

In 2025, we achieved significant results:

### Cunhantã Digital Project

In 2025, we strengthened our partnership with the Cunhantã Digital Project, an initiative led by the Institute of Computing at the Federal University of Amazonas (ICOMP/UFAM). For more than a decade, the project has worked to inspire girls and women to pursue careers in computing and related fields throughout Northern Brazil.

This collaboration aims to increase female participation in technology, reduce gender inequalities, and create tangible opportunities for workforce inclusion.



## Throughout the year, we carried out several high-impact initiatives:

- **Women in Science Workshop (February)**

Held in Manaus, the event featured panel discussions, technical workshops, and lectures connecting students from UFAM, UEA, and IFAM with professionals from ELDORADO and the academic community.

- **International Women's Day Celebration (March)**

ELDORADO and UFAM signed a memorandum of understanding to support affirmative action initiatives and joint programs focused on advancing gender equity in technology.

- **PyLadies Experience (March)**

ELDORADO participated with a presentation on affirmative programs and inclusive culture during an event that brought together approximately 70 women for technical workshops.

- **II Cunhantã Digital Forum (April)**

ELDORADO provided institutional support and participated in lectures, mentoring activities, and a technology challenge focused on digital solutions for girls and women in the Amazon region. The winning participants received internship opportunities through the ELAS no ELD affirmative internship program.

- **Participation in WIT + FMD at the 45th SBC Congress (July)**

ELDORADO sponsored and participat-

ed in the event through technical presentations and papers authored by our employees, reinforcing our national leadership in diversity and innovation.

- **3rd Cunhantã Digital Workshop – 10th Anniversary (September)**

As a Diamond Sponsor, ELDORADO actively participated through presentations, discussion panels, and a recruitment booth, further establishing our brand as a reference in inclusion and technology in the Amazon region.

These initiatives resulted in mentoring programs, technical training, and hands-on challenges that strengthened technical skills and enhanced women's employability.

They also reinforced our commitment to the **United Nations Sustainable Development Goals** (SDGs), particularly those related to Quality Education, Gender Equality, and Reduced Inequalities.

The ELDORADO & Cunhantã Digital partnership exemplifies how technology, diversity, and innovation can be combined to transform lives and communities.

By promoting inclusion and female leadership in the Amazon region, we contribute to a more equitable and sustainable ecosystem aligned with ESG best practices and our long-term vision.



## Solidarity Campaigns

ELDORADO regularly promotes solidarity campaigns associated with awareness months, such as Breast Cancer Awareness Month (Pink October) and Men's Health Awareness Month (Blue November).

### 2025 Campaigns

- **Pink October Solidarity Campaign**

The initiative took place across all four ELDORADO locations in partnership with regional organizations, including Grupo Rosa e Amor and the Campinas Oncology Center (Campinas), the Women's Cancer Support Network of

Brasília, IMAMA – Breast Health Institute of Rio Grande do Sul (Porto Alegre), and the Women's Cancer Support Network of Amazonas (Manaus).

### Winter Clothing Donation Campaign – Conducted in Campinas and Porto Alegre

- **Christmas Solidarity Campaign**

Implemented across all four locations in partnership with regional organizations, including PROGEN NGO (Campinas/SP), Planeta Mágico School (Porto Alegre/RS), Instituto Pipoquinha (Brasília/DF), and Casa Vhida Association (Manaus/AM).

## Community Engagement Initiatives:

- More than **250 interns** participated in the “**ELDORADO Júnior**” program.
- **Forty participants** completed the **Summer Internship Program**, with more than 50% subsequently hired into regular internship positions, demonstrating the program's effectiveness and inclusiveness.
- Approximately **40 women** participated in the “**ELAS no ELD**”, Affirmative Internship Program, with nearly 60% selected for regular internship positions, reinforcing our commitment to the development of women in technology. Additional information on the Summer Internship Pro-

gram and ELAS no ELD is available in Sections 3.1.1 and 3.1.2.

- **Universities:** ELDORADO collaborates with leading educational institutions, including UNICAMP, the Federal University of São Carlos (UFSCar), INATEL, the University of Brasília (UnB), UFAM, UEA, PUC-RS, and UFRGS, among others, through temporary and regular **internship programs** as well as the “**ConectaEld**” initiative. ConectaEld aims to inspire students to pursue careers in technology through visits to ELDORADO facilities and partner academic institutions.



- **Scholarships** Programs with more than **200 scholarship recipients** across various ELDORADO initiatives, particularly in Hardware programs (Innovative CI – SOFTEX) and Education programs (Developer Academies and Technology Residency Programs).

ELDORADO plays a key role in developing society's technological **capabilities** through educational programs, internships, lectures, and workshops focused on technology and R&D&I.

Through these initiatives, we raise awareness of innovation opportunities and inspire the next generation of technology professionals.

The following sections present some of the projects and initiatives that generate positive impacts on education and community development, reinforcing our commitment to inclusion, talent development, and social transformation.

### 3.1.1

## Summer Internship Program

The Summer Internship Program at ELDORADO provides students with an immersive experience of approximately two months, during which they participate in challenging, collaborative, and hands-on projects that allow them to apply knowledge acquired in academia.

In addition to receiving **specialized training and mentoring**, participants contribute to technological advancements with the potential to positively impact society while strengthening collaboration between academia and industry.



## 3.1.2

### ELAS no ELD – Affirmative Internship Program for Women

This women-exclusive internship program aims to promote gender equality and create targeted opportunities within professional environments.

In addition to empowering women

and helping reduce gender disparities, the program provides a supportive environment, personalized mentoring, and opportunities that inspire future generations, challenge stereotypes, and foster innovation.

## 3.1.3

### HackaTruck

HackaTruck MakerSpace is a mobile technology laboratory that brings digital knowledge and opportunities to students at higher education institutions.

Designed to **stimulate creativity and support the development of application prototypes and innovative solutions**, the initiative leverages cutting-edge technologies such as the Swift programming language, the Internet of Things (IoT), and cloud-based cognitive services, continuing to transform lives and shape the future of technology in Brazil.

In 2025, the program traveled across five Brazilian states (Ceará, Minas Gerais, Paraná, São Paulo, and the Federal Dis-

trict) and partnered with eight universities, delivering training through both online and in-person formats.

A complete description of the HackaTruck MakerSpace initiative can be found in Section 8.1 (Partnership Projects).





## 3.1.4

### HackaELD at WIT 2025 – Scientific Dissemination and the Advancement of Diversity

HackaELD, an affirmative hackathon exclusively designed for women and organized by ELDORADO Institute in partnership with the Cunhantã Digital Project, further strengthened its impact by extending beyond educational activities and generating meaningful academic outcomes.

As a result of the initiative, a paper describing the methodology and outcomes of HackaELD was submitted to and **accepted for presentation at the 19th edition of the Women in Information Technology (WIT) 2025 conference**, one of Brazil's leading events dedicated to promoting diversity and inclusion in Computing.

The paper highlighted the practical learning experience provided to participants, the integration of

technical mentoring activities, and the initiative's contribution to increasing women's participation in the technology workforce.

The initiative was also presented at WIT+FMD 2025 during the Digital Girls Partner Projects Poster Session, fostering knowledge exchange with institutions from across the country and increasing the visibility of initiatives developed in Northern Brazil.

Participation in WIT reinforced ELDORADO Institute's commitment to gender equity, talent development, and the dissemination of practices that contribute to expanding women's representation in Computing, connecting local initiatives to national forums for discussion, research, and innovation.

## 3.1.5

### Developer Academy

Developer Academy is a global software **development training** program with a strong emphasis on innovation, design, entrepreneurship, and mobile application development. In 2025, 30 students from the Manaus cohort successfully completed the two-year program. Additionally, 100 students – 50 from Campinas and 50 from Porto Alegre – completed their first year of

training and will continue into the second year in 2026.

Special feature in ESG at the Academy: The 2025 graduation ceremony was attended by global leadership from one of the main strategic partners and government representatives.

See the full description of Developer Academy, in section 8.2 (Partnership Projects).

## 3.1.6

### TIC em Trilhas

This program consists of an innovative, large-scale, nationwide professional training model with pathways based on active learning methodologies and practical activities, aiming to reduce the recognized shortage of qualified professionals in information and communication technologies (ICTs) in Brazil. One of its distinguishing features is its connection to the market, meeting the demands for professionals based on market research and skills assessments conducted with partner companies in its network, thus improving the employability of graduates.

This initiative is supported by the **Ministry of Science, Technology and Innovation (MCTI)**, funded through the ICT Law (Law No. 8.248/1991) and co-

ordinated by SOFTEX, in which ELDO-RADO acts as one of the implementing partners. The project seeks to promote the learning of new professional skills integrated with the demands of the ICT market, offering training in face-to-face, remote, and hybrid formats. Its target audience includes higher education and technical students and professionals seeking new training or career transition (reskilling) and/or technology professionals seeking accelerated seniority or in-depth knowledge of technologies (upskilling).

See the complete description of TIC em Trilhas in section 8.4 (Partnership Projects).



## 3.1.7

### CI Inovador

A microelectronics training initiative that expands access to **advanced technology training**, contributing to talent development and the strengthening of the national innovation ecosystem.

In 2025, more than 30 students completed Phase II of the program, with each participant successful-

ly finishing practical development activities on Integrated Circuit projects-working in either analog or digital design, depending on their training track.

See the full description of CI Inovador in section 8.5 (Partnership Projects).



## 3.1.8

### PwD Workshop

Over the years, the **PwD Workshop** has become a strategic institutional program at ELDORADO Institute dedicated to professional develop-

ment, Diversity and Inclusion, and career advancement for persons with disabilities (PwDs).



In 2025, the Institute employed more than 80 persons with disabilities across its operations, representing 100% compliance with the applicable legal quota requirements. Of this total, approximately 40 employees hired under Brazil's labor legislation (CLT) began their careers at ELDORADO through the PwD Workshop, demonstrating the program's ef-

fectiveness as a driver of structured and sustainable inclusion.

By combining technical training, mentoring, and ongoing support, the PwD Workshop strengthens ELDORADO's organizational culture and contributes to building a more diverse, accessible, and innovative workplace.

### 3.1.9

## Young Apprentices Program

ELDORADO also supports the development of young talent through its Young Apprentices Program, promoting social inclusion, professional training, and workforce readiness. The program provides participants with **structured development pathways** and employability-focused training, equipping them with essential skills for entering the labor market.

In 2025, approximately 15 young apprentices participated in the program across ELDORADO's four locations.

Beyond generating positive impacts within local communities, the program has proven to be an important entry point for professional development and career opportunities.

During the same year, ELDORADO continued to integrate selected program participants into internship and full-time employment positions, reinforcing the program's role in preparing young talent for the workforce.





## 3.2

# R&D&I Projects Across Brazil

## 3.2.1

### ELDORADO Manaus/Amazônia

- In 2025, **ELDORADO Manaus** expanded its research, development, and innovation activities, strengthening initiatives focused on talent development, the dissemination of technological knowledge throughout the region, and the advancement of the Amazon bioeconomy.

These initiatives generated measurable social, educational, and regional development impacts.

- **Game Development Residency Program**, Implemented in Manaus through a partnership between ELDORADO Institute and **SEDECTI-AM**, the Game Development Residency Program trained professionals in digital game development and 3D modeling. The program combined a distance-learning phase featuring six self-paced learning tracks with an on-site practical phase at ELDORADO Manaus. In 2025, **68 participants** enrolled and **18 successfully completed the program**, receiving scholarships and contributing to real-world projects using agile methodologies.



The initiative directly and indirectly impacted more than **3,000 people**, strengthening technical training and employability in digital technologies throughout the State of Amazonas. For a complete description of the Game Development Residency Program, see Section 8.6 (Partnership Projects).

- In August 2025, ELDORADO expanded innovation and technology education activities to the municipality of Maués through the **TIC em Trilhas** program, offering training in game development, 3D modeling, and educational workshops at IFAM-Maués. These activities impacted **more than 100 young people**, increasing access to technology education in the interior of Amazonas.

ELDORADO also participated in **Jungle Tech Maués – Innovation Week**, where it received the “Amazon Education Star” recognition in acknowledgment of the positive impact of its initiatives on education and digital inclusion in the region. For a complete description of the Game Development Training Program and Capacity-Building Activities in Maués (State of Amazonas), see Section 8.7 (Partnership Projects).

- Among ELDORADO’s sustainability-focused technology initiatives, the **Ybyrá – Public Data Platform for Amazonian Value Chains**, de-

veloped in partnership with the Amazonian Biobusiness Center (CBA). Ybyrá, a word of Tupi-Guarani origin meaning “that which sprouts from the ground,” aims to structure a secure, georeferenced, and collaborative web platform for the integration, analysis, and curation of public data on Amazonian production chains.

The solution utilizes artificial intelligence technologies, geospatial databases, and language models, allowing the transformation of fragmented data into strategic information for public managers, researchers, producers, and community organizations.

As an expected impact, the project contributes to strengthening market intelligence, greater informational transparency, improved public policies, and increased competitiveness of Amazonian bioeconomy products, promoting sustainable territorial development.



## 3.2.2

### ELDORADO Institute & Cunhantã Digital Project Partnership – 2025

The partnership between ELDORADO Institute and the Cunhantã Digital Project has become a long-term strategic initiative focused on advancing gender equity, developing talent, and strengthening the **innovation ecosystem in Northern Brazil** through actions that connect academia, industry, and local communities.

Throughout 2025, the partnership materialized through workshops, forums, scientific events, affirma-

tive action initiatives, inspirational activities, and technical training opportunities for girls and women at different stages of their educational journeys. These initiatives reinforced ELDORADO's commitment to inclusion, social impact, and sustainable development. For detailed information on community-based initiatives and their outcomes, see Section 3.1 – Community Engagement Initiatives.

## 3.2.3

### ELDORADO Brasília/ Northeast and Midwest Regions

To promote social development across different regions of Brazil, ELDORADO established its Brasília operations in 2010, focusing on projects serving the Midwest and Northeast regions.

In 2025, ELDORADO Brasília employed more than 83 professionals in R&D&I projects.





Key initiatives with **significant social impact** included:

- Technology training through the **TIC em Trilhas**. Program. See Section 8.4 (Partnership Projects).
- The **HackaTruck MakerSpace**, which combines remote learning, hands-on experience, and a high-tech mobile laboratory. See Section 8.1 (Partnership Projects).
- The **“Elas no ELD”** Affirmative Internship Program for Women. See Section 3.1.2.
- The **Design Thinking** Design Thinking Workshop delivered to students participating in the University of Brasília’s Lab Livre program.
- Continued commitment to diversity, maintaining 11% representation of persons with disabilities within the total workforce in 2025.
- Development of Artificial Intelligence and supercomputing technologies for microclimate forecasting, enabling more sustainable agricultural productivity improvements.
- Donation of equipment to the Maria Madalena Elderly Care Institute.
- Blood donation campaign organized by ELDORADO Brasília for its employees, benefiting the Blood Center.



## 3.2.4

### ELDORADO Porto Alegre

ELDORADO Porto Alegre has been operating in the State of Rio Grande do Sul since 2010, conducting Research, Development, and Innovation (R&D&I) projects in collaboration with local institutions. In 2025, numerous employees participated in these initiatives, generating significant social impacts throughout the region.

- In 2025, the **Geração Caldeira**, program, developed in partnership with ELDORADO, provided technology-focused training to 100 public-school students aged 16 to 24 from socially vulnerable backgrounds in Porto Alegre. The program offered learning pathways in Java Programming, Artificial Intelligence, and Data Science. The top 15 participants were invited to join an advanced Technology Residency Program at ELDORADO Porto Alegre in January 2026.

For additional information, see Section 8.8 (Partnership Projects).

- Throughout 2025, ELDORADO **continued to hire persons with disabilities (PwDs)** across both operational and project-based roles, reaching 6% representation within the total workforce by year-end.
- **Trilha para ELAS** is an initiative focused on training women in strategic technology fields while promoting female leadership and participation within the technology sector. In 2025, the program, developed through a partnership between ELDORADO and SOFTEX, provided online Artificial Intelligence training to 3,300 women, of whom 500 successfully completed certification requirements. For additional information, see Section 8.9 (Partnership Projects).



- The **Jornada em IA** program trained approximately 6,000 students and educators in Artificial Intelligence concepts and practical applications, promoting digital inclusion and the development of skills required for the future of work. This initiative was carried out in partnership with an organization within Brazil's innovation ecosystem, strengthening large-scale technology education and workforce development. For additional information, see Section 8.10 (Partnership Projects).
- The **AI for Productivity and Employability** Program provided technology training focused on employability to 40 low-income students, expanding workforce opportunities and fostering diversity within the technology sector. The initiative was developed through a partnership between ELDORADO and the Ministry of Social Development (MDS), generating social impact and supporting income generation. The program targeted Bolsa Família beneficiaries, with the objective of supporting their transition into the workforce and facilitating access to first-employment opportunities.
- The **Teacher Training Program in Problem-Solving Methodologies** trained 50 multiplier teachers from the Rio Grande do Sul state public secondary education system in challenge-based learning methodologies, indirectly benefiting thousands of students.

The program was developed through a partnership between ELDORADO and the State Secretariats of Education and of Science, Technology and Innovation, contributing to the advancement of innovative education throughout the state.

## Donations

- ELDORADO donated equipment to **Mensageiros da Caridade**, a project operated by the Social Action Secretariat of the Archdiocese of Porto Alegre.

Throughout 2025, ELDORADO Porto Alegre reaffirmed its commitment to the social and technological development of the region through training initiatives, inclusion programs, and community support actions, as previously described. The positive impact of these initiatives is reflected in the development of new professionals, increased workplace diversity, and meaningful support provided to communities during challenging circumstances.

The unit's proactive role in both innovation initiatives and responses to regional challenges demonstrates the strength of ELDORADO's values and its ongoing commitment to the well-being of its employees and the people of Rio Grande do Sul.



# 04

## Valuing Our People

### 4.1

#### Results

Valuing people is one of the fundamental pillars of our ESG strategy and is directly linked to our purpose and our commitment to fostering a more diverse, inclusive, and safe workplace. We believe that engaged, recognized, and highly skilled employees are essential to the sustainability of our organization and to the creation of long-term value.

In 2025, we further strengthened our efforts in employee development, recognition, diversity, inclusion, and well-being initiatives, achieving significant results that reinforce our commitment to a people-centered corporate culture.

The following highlights demonstrate the progress achieved during the reporting period:

- +170 **Internal recruitment-focused** transfers, enabling mobility across projects, areas, and locations within ELDORADO.
- +40% **Career advancements** (merit-based transfers and promotions).
- Significant number of **interns hired permanently** across all 4 locations.
- +100 hires through the AIA (**Amigo Indica Amigo**) program, allowing employees to participate and expand their network effectively.



## 4.2

### Benefits

ELDORADO offers a comprehensive benefits package designed to promote employee well-being, quality of life, and professional development. Key benefits include:

- **Extended Maternity (\*) and Paternity (\*\*) Leave** exceeding the requirements established by Brazilian labor legislation.

(\*) Maternity leave: six months at all locations since 2011.

(\*\*) Paternity leave: 30 days since 2024, reinforcing ELDORADO's commitment to gender equity and employee well-being.

- **Childcare Assistance**, with benefits exceeding statutory requirements.
- **Personal Financial** and Legal Advisory Support.
- Medical and Psychological **Support Services**.
- **Nutritional Counseling and Support**.

- Programs and subsidies that encourage **physical activity** and mental health initiatives.
- **Comprehensive Healthcare** Benefits, including medical, dental, and pharmacy coverage, as well as medication subsidies.
- **Private Pension Plan**, supporting long-term financial planning and retirement preparedness.
- **Workplace Wellness Programs**, including workplace exercise initiatives and quick massage sessions.
- Short- and Long-Term Learning and Development Programs offered through ELDORADO **Corporate University**.
- **Participation in National and International Events**, including opportunities for publication in high-impact journals and presentations at leading conferences.

## ELDORADO University

Attracting and retaining top talent requires creating meaningful opportunities for professional development, recognition, and career growth. With this objective, ELDORADO established UniELD – ELDORADO Corporate University. UniELD offers a broad **portfolio of programs focused on employee development, well-being, and professional growth.**

ELDORADO Institute adopts a collaborative approach to learning and development, working closely with business units and external partners to identify organizational needs and deliver impactful training solutions. Ongoing engagement with Senior Leadership guides the planning of Learning Pathways, which are structured around the core competencies required for effective performance across the organization's various roles and functions.

ELDORADO Development Program (PCE) is a continuous learning initiative that supports employee development through short-, medium-, and long-term educational opportunities. Its purpose is to foster ongoing competency development while aligning strategic workforce capabilities with current and future business needs.

### Our results:

- **Learning platform featuring more than 350 courses**, including topics such as Artificial Intelligence, Connectivity, and Communication.
- **More than 1,700 training initiatives** delivered across both technical (hard skills) and behavioral (soft skills) competencies.
- **20% increase** in applications for post-graduate specialization, master's, and doctoral programs.
- **More than 2,000 individuals** trained.
- **30% more training hours** per employee compared with market benchmarks, according to the Panorama do Treinamento no Brasil 2022/2023 study published by ABTD.
- **Mentoring Program** implemented across all four ELDORADO locations: Manaus, Campinas, Porto Alegre, and Brasília.



# 05

## Governance

The governance framework of ELDORADO Institute is grounded in the principles of transparency, ethics, integrity, fairness, sustainability, and accountability. Its purpose is to ensure the effective management of the

organization's activities, compliance with applicable laws and regulations, and the achievement of strategic objectives in a sustainable and enduring manner. Key elements of ELDORADO's governance structure include:

### 5.1

#### Corporate Structure

ELDORADO is a private, non-profit association governed by its Bylaws and composed of member companies that participate in the General Assembly.

#### The Institute's governance structure includes the following governing bodies:

- **General Assembly:** composed of ELDORADO's member companies and serves as the Institute's highest decision-making body, responsible for deliberating on matters of strategic interest.
- **Board of Directors:** ELDORADO's governing and decision-making body,

responsible for establishing strategic guidelines and overseeing the Institute's long-term direction, with support from a Corporate Representative.

- **Fiscal Council:** serves as an advisory body responsible for overseeing ELDORADO's accounting and financial activities.
- **Scientific and Technical Advisory Council:** advisory body responsible for discussing, evaluating, and recommending innovation and technology development strategies considered essential to achieving ELDORADO's institutional objectives.





## 5.2

### Board Committees

ELDORADO also maintains specialized committees that provide expert guidance and support compliance with applicable standards, regulations, and governance requirements. These advisory committees were established by the Board of Directors with clearly defined mandates and include members of the Board.

#### 5.2.1

### Human Resources Committee

The mission of this Committee is to align long-term business strategies with workforce management practices, focusing on talent development and the human resources policies necessary to support ELDORADO's strategic objectives and long-term competitiveness.

## 5.2.2

### Ethics and Compliance Committee

The mission of this Committee is to advise ELDORADO's Board of Directors regarding compliance with organizational policies and procedures, applicable laws and regulations, ethical standards, integrity principles, and internal control requirements.

#### 5.2.3

### Strategy Committee

The mission of this Committee is to address long-term strategic matters, considering evolving business environments and emerging scenarios, with a focus on ensuring the sustainability and long-term continuity of the Institute.

## 5.3

### Working Groups

ELDORADO's committee structure plays a critical role in providing specialized oversight, strengthening governance practices, and supporting compliance with applicable legal, regulatory, and institutional requirements. The advisory

committees established by the Board of Directors operate under clearly defined mandates and include Board representation, ensuring alignment between governance oversight and organizational strategy.



### 5.3.1

#### Innovation Committee

Innovation is part of ELDORADO's DNA. By definition, it is the introduction of something new or improved that brings significant value and benefits to the business and/or people. This can include the development of products, businesses, services, processes, or ideas that improve the way we do things, enhancing our competitiveness, bringing efficiency, cost reduction, productivity, increased safety, reduced risks, or benefits to society.

**Our employees are the protagonists. Everyone can innovate!** Innovation begins with a simple idea that can improve something that already

exists or with a transformative idea capable of creating something new.

Open innovation happens through the complementarity and sharing of knowledge, laboratories, development of proof-of-concept projects, among other needs involving the entire innovation ecosystem: companies, partners, academia, government, innovation hubs, startups, and other ICTs, with the goal of extracting the best from each, for greater efficiency and agility in the implementation of solutions.





ELDORADO's sustainable innovation model features an **Innovation Committee** that works with Technology Partnerships, University Partnerships, a Scientific and Technical Council, and Innovation Workshops, which together promote Capacity Building, Knowledge, and Intellectual Property.

We also work with Technology Roadmaps, constantly monitoring emerging technologies and acting on their evolution, connecting them to market demands. Globally, we are members of international entities such as **EARTO (European Association of Research and Technology Organizations)**, what allows us to conduct

benchmarking, joint projects, and alignments in R&D.

Our partnerships accelerate the innovation process and are capitalized on in R&D projects, where ELDORADO acts as a facilitator of governmental funding sources, directing efforts towards structuring projects that promote scientific development in the country and deliver added value, not only for Open Innovation stakeholders but also for the entire Brazilian society.



## Results - 2025

### #Eulnovo Initiative

For recognition of innovations made by employees, beyond those already expected in their roles and projects.

- + Over 35 submissions.
- + Over 9 innovations recognized.
- + Over 60 courses in the innovation track.
- + Over 1000 people trained.

### Technological Fair of the Workshops

In-person and remote demonstration of research and experimentation results of new technologies from our innovation teams in all units.

In 2025, there were 12 Technology Workshops and 15 Study Groups, developing more than 50 artifacts including POCs, publications, and others. More than 300 volunteer participants throughout the year.

### Innovation Week

In 2025, with the theme “**AI & the Revolution in R&D**,” the event brought together internal and external special-

ists to discuss the impact of Artificial Intelligence on the future of R&D and to reinforce ELDORADO’s policies and practices.

The program included strategic lectures, practical workshops with approved tools and the Challenge of Areas with AI, in which teams applied AI solutions to improve productivity, costs and quality of processes. The initiative strengthened the culture of innovation and accelerated the responsible adoption of AI in the organization.

### Hackathon for interns

In 2025 we held the second Hackathon to celebrate Intern Day in August, with an innovation challenge to solve a real problem. All interns from all units are invited to participate.

As part of the process, we encourage people to integrate, work as a team and practice not only hard-skills, but also soft-skills. Prior to the challenge, there is a preparation and training phase, on the tools that can be used to facilitate the solution of the problem.

After the event, the winning interns are invited to participate in the final implementation. **In 2025 there were more than 70 participants.**

### Innovation Portal

It gathers and organizes all the information, initiatives, and tools of the Innovation System, strengthening the

governance of the programs and ensuring easy and structured access for all collaborators.

The initiative improves transparency, communication, and the dissemination of knowledge, consolidating the portal as the central point of reference for innovation at ELDORADO.

## 5.3.2

### Corporate Risk and Opportunity Management Group

Risk and opportunity management should be an integral part of the process of developing an organization's strategic objectives.

It establishes an integrated and virtuous feedback loop between reporting levels, aiming for broader coverage of internal and external risk factors in relation to expected results.

ELDORADO's risk management system supports the integration of governance at all levels, activities, and significant functions.

It encompasses diverse areas and specialties, working synergistically to protect the business and support leadership in monitoring and promptly adapting the strategy in the face of potential changes in the risk environment.

ELDORADO's corporate risk management model covers departmental, corporate, and strategic activities, monitoring risks and opportunities, with respective actions, from the tactical level to the Board of Directors level.





### 5.3.3

## Generative AI Executive Management Group

The Generative AI Management Executive Group aims to explore the applications of the new technology and understand its technical, legal, ethical, regulatory, and social implications.

In 2025, we implemented a comprehensive training program in **GEN AI** and the application of agents in administrative processes.

We expanded the AI management committees with the creation of the

Corporate Committee, to define the major strategic lines for the use of AI, both for internal applications and for the use of the technology in projects of our clients and partners.

We also expanded the Technical Committee, responsible for the operational governance of the program, training and capacity building, technology scalability, and infrastructure support.

## 5.3.4

### Crisis Management Committee

ELDORADO is always prepared to face any crisis scenarios, since it is not possible to define exactly if and when they will occur.

In a **crisis situation**, time is the key factor, and immediate responses are expected by all involved, with the concern of minimizing the magnitude of the situation, thus protecting the Institute's finances, reputation and human resources, quickly restoring normality and business continuity.

Eldorado's Crisis Management is governed by a manual that establishes the basic procedures that the Institute must adopt to manage, neutralize, eliminate, or mitigate the impacts and consequences of a crisis until it is overcome.

In 2025, the Crisis Management Committee held its regular meetings, and we did not have any crises that required the Committee's intervention.

## 5.3.5

### Sustainability Working Group

The Sustainability Working Group is responsible for coordinating and implementing strategies that integrate sustainable practices across all areas of the organization, ensuring alignment with **global and national governance guidelines, the Sustainable Development Goals (SDGs), and the principles of the UN Global Compact**. Its work reinforces ELDORADO's commitment to ethics, transparency, and responsible innovation.

More than just an operational core,

the Sustainability Committee plays a strategic role in incorporating the ESG agenda into internal processes, promoting initiatives that contribute to a fairer, more inclusive, and low-carbon future.

This vision is connected to the commitments made by Brazil after COP30 and to the priority SDGs (4, 9, 12, and 13), consolidating sustainability as a driver of competitiveness and positive impact.





## Key Results of the Committee in 2025

- Publication of ELDORADO's **third Sustainability Report**, reflecting our ongoing commitment to practices that benefit not only the Institute, but also the community and the environment.
- **Capacity building and engagement:** we expanded our training program, focusing on awareness, sustainability practices, and ethical governance applied to innovation.
- **Strategic management** of material issues, with the updating of the materiality matrix and consultation with our stakeholders, ensuring alignment with global and national best practices.
- **Obtaining the I-REC seal** for the Campinas headquarters, guaranteeing that 100% of the electricity consumed comes from renewable sources, reinforcing our commitment to decarbonization and SDG 13.
- Implementation of **modern air conditioning systems** with high-efficiency technology for water and energy savings, aligned with consumption reduction targets.
- **Implementation of IoT systems** for the automation of air conditioning systems at the Manaus unit, enabling intelligent control, waste reduction, and improved operational efficiency.
- Responsible **technological integration**, through the implementation of Artificial Intelligence Management Committees, to define guidelines for the ethical use of generative AI, using international standards such as ISO/IEC 42001, NIST, and the EU's IA-ACT as a reference.
- **Third-party management** with ESG criteria, integrating the value chain and raising socio-environmental responsibility standards.

These advancements reinforce our ongoing commitment to sustainability and to building a governance model that unites innovation, ethics, and positive impact, aligned with global goals and treaties ratified by Brazil.

## 5.3.6

### Governance Working Group

The Governance Working Group monitors and oversees the conduct channels of the ELDORADO Institute, making collective decisions regarding reports and ensuring that practices are aligned with ethical and legal principles and the ELDORADO code of conduct.



## 5.4

### Operational Committees

ELDORADO also has committees to provide specialized guidance and ensure compliance with specific rules and regulations.

The support committees were created by the Board of Directors with defined scopes of action, and include members from that Board.

## 5.4.1

### ELD por Elas

ELD por Elas is a space for empowerment and collaboration, where the aim is to attract and develop talented women, encourage the exchange of experiences, and promote a welcoming and transformative work environment.

The focus is on ensuring female leadership, expanding the presence of women in our institution, influencing the local ecosystem, promoting internal collaboration, and contributing to a more inclusive and diverse society.





## Below are the main actions and results of the ELD por Elas program:

- Approximately 40 women participated in the 4th edition of the “**Elas no ELD**” Internship Program.
- **Trilhas para ELAS**, affirmative and free training in technology. The 2025 edition on Artificial Intelligence received 3,300 participants from all states of the country and more than 500 were certified in the mentoring programs. Learn more in section 8.9 (Partnership Projects).
- **Conexão Delas**.
- One **lecture per quarter** featuring women who are leaders in their field.
- **Café com Elas** to welcome the new female employees.
- **Pílulas Mulheres que Inspiram**, an initiative that gives voice to our female employees, creating a space for inspiration, recognition, and appreciation of the diversity of female experiences within the organization, through recorded testimonials that are available to the entire ELDORADO workforce.
- **Amigo Indica Amigo (AIA)** com ELAS, encouraging the referral of women to work at ELDORADO.

Campaign during Women’s Month and Pink October with various educational and preventative actions, promoting discussions on topics related to health and gender equality.



## 5.4.2

### ELD Saúde

ELD Saúde is the central committee responsible for coordinating health actions throughout ELDORADO, with the participation of **Human Resources, Health, Occupational Health and Safety**, and **Environment** (HSE), as well as the **CIPAs** (Internal Accident Prevention Committees) of all units, making health initiatives even more effective and aligned with the needs of employees.

#### ELD Saúde aims to:

- Monitor **health alerts** in all units, ensuring the rapid identification of risks.
- Implement **emergency support actions** in the face of potential health threats.

- To promote **disease prevention** through specific campaigns and programs.
- To coordinate **ongoing awareness actions**, such as vaccination incentive campaigns and so-called “colorful months,” like Pink October.

The existence of ELD Saúde reinforces ELDORADO’s commitment to offering a safe, balanced, and healthy environment for all employees, contributing to collective well-being and the sustainability of our operations.



## 5.4.3

### ELD Life

ELD Life is a committee formed by employees from all units on a voluntary basis, with the goal of promoting quality of life, integration, and socialization in a fun way, both for the employees themselves and for their families and loved ones.

#### In 2025, the main initiatives were:

- **ELD Gamer Tournament:** our annual video game competition.
- **ELD Life Challenge:** With the aim of promoting healthy lifestyle habits and balance, the number of participants doubled in 2025. We used a gamification strategy and healthy competition between teams, chal-

lenging participants to try new habits.

- This year we focused on 3 pillars of activity: **Healthy Eating, Physical Exercise, and Volunteer Work**, aligned with ELDORADO's values and our goal of a healthier and fuller life for everyone.

Through these actions, ELD Life seeks to strengthen the spirit of unity and well-being, contributing to a lighter and more welcoming work environment.

## 5.4.4

### Client and Partner Satisfaction

ELDORADO maintains an ongoing commitment to the **satisfaction of its clients and partners**, promoting a close and proactive relationship that allows for the early identification of potential problems and the exceeding of expectations.

In 2025, the organization remained in the excellence zone of the indicator for another period with a result of over 80% in the Net Promoter Score (NPS).

Recognizing the relevance of information security for its partners, ELDORADO continues to use the Security Scorecard platform, which assesses the cybersecurity posture of organizations.

In 2025, ELDORADO maintained an A rating in the evaluation, reinforcing its ongoing commitment to robust digital protection and governance practices.

## 5.5

### Corporate Policies

Corporate Policies implemented by ELDORADO to guarantee governance:

#### **LGPD (General Data Protection Law)**

- Ensure compliance with data protection legislation.
- Protect the personal information of employees, customers, and partners.

#### **Compliance**

- Establish policies and procedures to comply with laws and regulations, ensuring a respectful, safe, and healthy work environment for all.
- Monitor and enforce internal rules and code of conduct.



### Anti-Corruption Rules

- Adopt zero-tolerance policies against corruption.
- Train and monitor employees so they can understand the rules and prevent any rule violations.

### Transparency and Accountability

- Disseminate relevant information to stakeholders.
- Report financial results and social impact.

### Tax and Accounting Audits

- Engage independent auditors to verify the accuracy of financial statements.
- Identify risks and opportunities for improvement.

### Internal Controls

- Implement systems to ensure efficiency, security, and compliance. Monitor and audit processes.
- Support the organization in developing best practices and procedures.

### Stakeholder Engagement

- Listen to and engage with clients, partners, employees, suppliers, and communities.
- Incorporate feedback into strategic decisions.

### Ethics and Integrity

- Establish a clear code of conduct.
- Promote a culture of ethics and respect.

### Risk and Crisis Management

- Identify, assess, and mitigate operational, financial, and security risks.
- Implement contingency plans.

### Corporate Social Responsibility (CSR)

- Invest in social projects, education, and community development.
- Contribute to relevant causes.





## 5.6

### Certifications

ELDORADO strives for excellence in its activities and has used Management System certifications for this purpose since the beginning of its operations in 2000, when it obtained its first certification one year after the start of its operations.

- **ISO 9001 (2000)**: Quality Management System for the scope of project management and software development.
- **ISO 17025 (2017)**: Quality Management System for calibration laboratories.
- **ISO 13485 (2022)**: Healthcare Products Management System.
- **ISO 27001 (2013)**: Information Security Management System. It encompasses Information Technology processes (Information Security, Computer Networks, Infrastructure, and IT Management).

Furthermore, the ELDORADO Institute has been a registered participant in TISAX (Trusted Information Security Assessment Exchange) since 2024. TISAX is a registered trademark, managed by the ENX Association, and is a recognized mechanism for information security assessment in the automotive sector. For more information, visit: <https://enx.com/tisax>.

All these certifications are important milestones in the continuous pursuit of customer and partner satisfaction.



## Compliance

The Ethics and Compliance Program was developed with broad support from Senior Management to ensure the organization's compliance with laws, procedures, and principles of corporate ethics, as well as to ensure that everyone is aware of the guidelines that should govern ELDORADO's business.

In addition to the **Compliance Officer**, its structure includes the Governance Group and the Ethics and Compliance Committee, which are composed of members of Senior Management and the Institute's Boards, and whose objective is to monitor and evaluate the actions and indicators of the Program.

For registering questions, suggestions, or complaints, the Ethics and Compliance Program provides ombudsman channels that operate 24 hours a day and can be used anonymously by employees or any other interested third party.

ELDORADO has an Internal Audit area that verifies the efficiency and need for improvement of internal processes, in order to guarantee compliance and the application of best practices and align them with the strategic objectives and goals set by the organization.



In 2025, ELDORADO became a signatory to the Ethical Work Movement, an initiative of Brasscom, and the Brazil Pact for Integrity, promoted by the Comptroller General of the Union (CGU). By adhering to these commitments, the organization reinforces its performance guided by ethics, transparency, and integrity in all its relationships. These initiatives strengthen ELDORADO's role as an agent of technological and social transformation in the country, contributing to a more responsible, safe, and sustainable business environment.

Complying with the **guidelines of the Ethics and Compliance Program** reveals much more than just caring for business and our image and reputation; it demonstrates genuine work towards a diverse, safe, and healthy environment, developing ethical and responsible research and innovation, and contributing to the development of a better society. This is the ELDORADO way of building the future!



## 5.8

### General Data Protection Law (LGPD)

Since the General Data Protection Law (**LGPD – Law No. 13.709/2018**) came into effect, ELDORADO has been continuously adapting its procedures and establishing technical and administrative measures to guarantee the protection of privacy and personal data processed by the organization.

ELDORADO has a Data Protection Officer on its staff and provides a chan-

nel for direct contact ([privacidade@eldorado.org.br](mailto:privacidade@eldorado.org.br)), so that everyone can ask questions about the data processing carried out by the organization and data subjects can freely claim their rights as established by the LGPD, and as of 2025, there have been no requests from the ANPD (National Data Protection Authority).



## 5.9

### Intellectual Property

Intellectual Property (IP) management plays a crucial role in organizational strategy. Therefore, ELDORADO has a dedicated IP area that supports **projects with technical analysis and legal advice.**

This area also seeks to improve the IP by Design process by prioritizing IP, from initial project negotiations to full execution, which becomes a differentiating factor in offering projects to partners.



## Examples of results achieved in 2025:

- **Over 200 assets** submitted for evaluation.
- Significant developments in the **area of patents**, including 9 applications and 1 grant.
- **Over 80 technological solutions** registered as software.
- **Over 70 technical publications**.
- **Multiple patent feasibility** analyses.
- Current **technological prospecting**.
- **Capacity building as a priority**, with several training sessions held.
- **Over 40 professionals** trained as IP ambassadors, expanding the culture of innovation.



ELDORADO promoted Intellectual Property Week to disseminate and raise awareness of relevant topics among employees and participated in external events to stay updated on important subjects. We also continued the **IP Ambassadors** program, aiming to multiply a culture of innovation protection.

Furthermore, we had the **#SouAutor** campaign to celebrate the authors of ELDORADO, we published the Good Practices Manual for Writing Scientific Articles, and we revised the IP Manual for training collaborators.

The commitment to IP strengthens our position as a reliable and innovative partner.



# 06

## Occupational Health and Safety and Environmental Protection

The governance of the ELDORADO Research Institute is based on principles such as transparency, ethics, integrity, equity, sustainability, and responsibility, aiming to ensure the proper conduct of the organization's activities and compliance with legis-

lation and regulatory standards and its strategic objectives in a sustainable and lasting manner.

Some key aspects of the governance of the ELDORADO Research Institute are:



### 6.1

#### Occupational Health and Safety

Integrating Occupational Health and Safety with sustainability protects employees, reduces environmental impacts, and promotes healthy, safe, and environmentally sound environments.

ELDORADO maintains dedicated teams in all units, focused on man-

aging workplace accident risks and ensuring operations aligned with the principles of environmental sustainability, Brazilian Regulatory Standards (NRs), and all applicable legislation.





In 2025, the **CIPA (Internal Commission for Accident Prevention)** has expanded its prominence in all units.

Highlights of the year included the implementation of monthly inspections, with a special focus on critical areas such as laboratories; these inspections incorporated an ergonomics checklist for administrative areas. A CIPA Member's Manual was also created, guiding new generations on roles, responsibilities, and relevance to the corporation.

Furthermore, the CIPA intensified its participation in awareness campaigns about employee health, in conjunction with the ELDORADO Communication team, expanding

the reach and effectiveness of preventive actions.

In addition, we have evolved through specific actions towards preventive and intelligent risk management: an intelligent emergency device for testing with extreme temperatures has become operational in the Legal Metrology Laboratory of the Campinas Unit.

Integrated with our 24-hour Monitoring Center, the system triggers real-time alerts and guides immediate response protocols, raising the standard of operational safety and reinforcing our pillars of health, safety, and sustainable performance.

## 6.2

### Recycling

Waste management is essential for ELDORADO's sustainability and is based on internal programs and collaboration with suppliers. Class I waste (electronics, batteries, and chemicals) is disposed of in accordance with current legislation and with a certificate of disposal.

Similarly, **recyclable and organic waste** is processed by reputable partners who ensure its environmentally sound disposal.

ELDORADO prioritizes the use of recyclable materials internally, such as biodegradable disposable cups.

Whenever possible, it also opts to use recycled materials, as the commitment to reducing waste, promoting positive environmental impacts, and contributing to a sustainable future is ingrained in its employees.

|                                                           | <b>Class I</b> | <b>Organic</b> | <b>Recyclables</b> |
|-----------------------------------------------------------|----------------|----------------|--------------------|
| Amount of Waste Generated in 2024 (kg)                    | 1,382          | 2,370          | 800                |
| Amount of Waste Generated in 2025 (kg)                    | 1,991          | 5,030          | 620                |
| Waste Generation Rate 2024 (kg/person)                    | 1.55           | 2.64           | 0.89               |
| Waste Generation Rate in 2025 (kg/person) - Base Oct/2025 | 2.84           | 7.16           | 0.88               |

\* Waste Generation Rate (Campinas Unit): total annual waste generated / number of CLT employees (based on Feb/2025)

## 6.3

### Water Consumption

ELDORADO's operations do not require high water consumption, as this resource is supplied by local utilities and effluents are treated in accordance with current environmental regulations.

Even so, we have implemented initiatives aimed at raising awareness among employees and partners, reaffirming our commitment to the sustainable consumption of natural resources.

In 2025, **water consumption registered a reduction of approximately 17%** compared to 2024, a result of advancements in the modernization of the ELDORADO Institute's air conditioning infrastructure.

With the second phase of the air conditioning project already under-

way and scheduled for completion in 2026, encompassing the remaining areas of ELDORADO, an even greater reduction in water consumption is projected, reinforcing the company's commitment to water efficiency and environmental sustainability.

In addition to water savings, this measure contributes to the adoption of more efficient and environmentally responsible technologies, reducing the consumption of natural resources and improving operational efficiency.

The transition to a more sustainable system reinforces ELDORADO's commitment to good environmental practices and the mitigation of environmental impacts.

| Average Water Consumption (m3/m2) |       |       |
|-----------------------------------|-------|-------|
| 2023                              | 2024  | 2025  |
| 0.727                             | 0.703 | 0.580 |

Quantitative data (Campinas Unit) – Annual Water Consumption/built area 2023 to 2025 in m3/m2

Energy Consumption

ELDORADO, aligned with the best practices in the RD&I and technology sector, maintains a continuous commitment to reducing its environmental impact, with a special focus on energy consumption.

In 2024, we made progress towards this goal with the replacement of 55% of the air conditioning infrastructure at the Campinas Unit with more modern, efficient and economical equipment.

In 2025, we expanded these initiatives at the Manaus Unit with the implementation of an automation system equipped with remote shutdown programming, using a controller, IR sensor and communication via Wi-Fi.

This solution enabled centralized management of all air conditioning

equipment, similar to a supervisory system. As a direct result, we achieved a **27% reduction in monthly energy consumption** of air conditioning units compared to the pre-implementation period, at the beginning of 2025.

In the same year, we also observed an increase in the total electricity consumption of the Campinas unit, driven by the full-time operation of the Advanced Packaging laboratory to meet the growing demand. This growth reflects the expansion of R&D and technical support activities, aligned with the strategy of generating ever greater value and innovation for our clients.

| Annual Energy Consumption (kWh/m2) |      |      |
|------------------------------------|------|------|
| 2023                               | 2024 | 2025 |
| 343                                | 305  | 353  |

Campinas Unit Data

| Annual Energy Consumption (kWh/m2)                                                      |       |
|-----------------------------------------------------------------------------------------|-------|
| 2025 Energy Consumption Rate<br>(before automation, evaluated over a four-month period) | 25.88 |
| 2025 Energy Consumption Rate<br>(after automation, evaluated over a four-month period)  | 18.85 |

Manaus Unit Data





# 07

## Environmental Impact Assessment



The results of the environmental assessments reinforce ELDORADO's ongoing commitment to reducing its environmental impact and promoting sustainability in all operational areas.

The identification of strengths and opportunities for improvement enabled the implementation of strategic measures to **minimize the effects of operations on the environment**.

Furthermore, the recognition of good environmental practices strengthens the company's credibility among clients and stakeholders who value corporate responsibility. This positive

assessment, evidenced by our indicators, not only reaffirms our commitment to ESG principles but also drives innovation and leadership at ELDORADO towards a more sustainable and resilient future.

In 2025, ELDORADO joined the "ZFM + ESG Initiative," aiming to encourage the adoption of environmental, social, and corporate governance (ESG) practices by companies in the Manaus Free Trade Zone (ZFM) Industrial Park.



## 7.1

### Environmental Compatibility Services

Electromagnetic compatibility (EMC) testing, developed by ELDORADO, is a service provided to clients, **testing electronic equipment** to ensure it can operate effectively without interfering with the operation of other devices or being affected by external interference.

Essentially, **EMC testing** verifies whether equipment can coexist harmoniously in an electromagnetic environment.

Contributing to sustainability, EMC testing plays a vital role in mitigating potential environmental damage by ensuring that electronic devices operate efficiently and without emitting electromagnetic radiation levels above acceptable limits. Therefore, its control helps reduce the risk of electromagnetic pollution, with implications for the environment.

Similarly, the energy consumption analysis tests conducted by ELDORADO evaluate electronic products according to energy efficiency criteria, aiming for certification under minimum performance requirements.

By performing these tests, the Institute promotes the energy efficiency of devices and, together with EMC tests, contributes to the reliability of certified devices in national and international markets. Indirectly, this activity helps reduce energy consumption and electronic waste, fostering more sustainable practices in the technology sector.



# 08

## Partnership Projects



### 8.1

#### HackaTruck

HackaTruck MakerSpace is a professional development project for students from Higher Education Institutions in Information Technology, focusing on iOS development for mobile applications with applications in the Internet of Things (IoT) and cognitive cloud services.

The project, which celebrated its **10th anniversary** in 2025, consists of a mobile laboratory that functions as a traveling classroom, integrating and

training higher education students from across the country in new technologies. In this space, students create and develop prototypes of mobile applications related to the topics studied.

HackaTruck is a project supported by the Ministry of Science, Technology and Innovation, executed by ELDORADO and coordinated by SOFTEX.



## HackaTruck information from 2015 to 2025:

- Partnership with approximately **100 higher education institutions** in Brazil.
- **Over 7,000 students** trained through distance learning courses.
- **Over 3.800 students** trained in person.
- Creation of more than **700 application prototypes**.

The **HackaTruck** initiative is important for social sustainability because it offers students the opportunity to acquire valuable technical skills relevant to today's job market.

Furthermore, the project encourages students to think about solutions to important social problems such as health, education, Industry 4.0, retail, security, urban mobility, and sustainability.

## 8.2

### Developer Academy

The Developer Academy is a global educational program focused on **training developers in mobile technologies**, with a strong emphasis on innovation, design, user experience, and entrepreneurship.

In Brazil, where the program was pioneered and has existed for over twelve years, it is conducted in partnership with the ELDORADO Research Institute, with units in Campinas, Porto Alegre, and Manaus, in addition to 7 other locations where the program has been implemented with the support and coordination of ELDORADO.

The program emerged to expand the presence of qualified professionals in mobile development in the country and to respond to the high demand

for talent proficient in mobile technologies. Its curriculum combines software development fundamentals, interface design, active learning methodologies, and practical challenges in multidisciplinary squads, providing comprehensive training oriented towards real-world problem-solving.

The Developer Academy prepares students to work in the global technology market, contributing to the strengthening of the Brazilian mobile ecosystem. Since its inception in Brazil, more than 4,000 students have graduated, many of whom have launched careers in the app economy and technology-based companies.

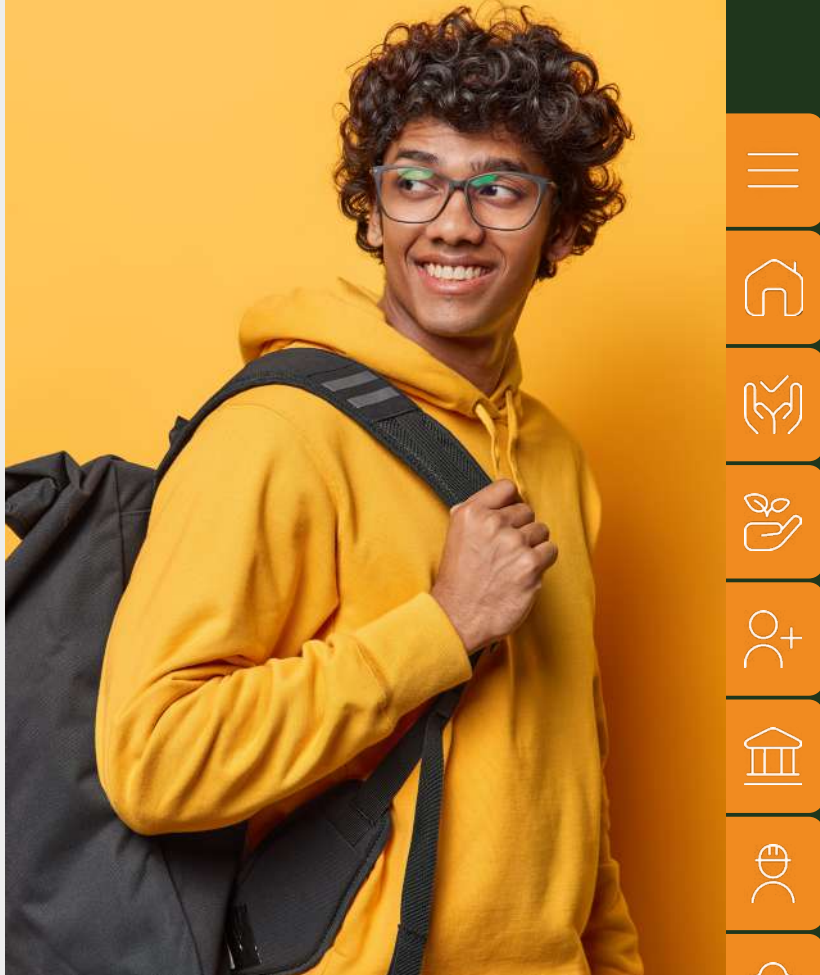


## 8.3

### Scholarship Recipients

The hiring of scholarship recipients is another fundamental partnership for carrying out ELDORADO's social mission in its projects.

This **scholarship program** encourages activities that contribute to two major objectives: training professionals in the country and developing new technologies, products, and innovation systems.



## 8.4

### TIC em Trilhas

Supported by the **Ministry of Science, Technology and Innovation (MCTI)** and coordinated by SOFTEX, the TIC em Trilhas program was developed and is implemented by ELDORADO in conjunction with 7 other important Science and Technology Institutions (ICTs) and universities in the country, providing complementary skills and content, and facilitating national coverage. Resources are provided by the **ICT Law (Law No. 8.248/1991)**.

The program aims to **offer large-scale professional training**, with learning

paths based on active methodologies and practical activities.

It aims to reduce the shortage of qualified professionals in Information and Communication Technologies (ICTs) in Brazil and meet market demands, based on research and skills, in partnership with companies.

The main focus is on the **employability of the participants**.



## Some of the relevant numbers achieved by the TIC em Trilhas :

**Over 30,000 students trained** in the 3 years of the project's existence.

Significant participation of **universities and ICTs from all over Brazil** as implementers.

Establishment of a **Partnership Network** with the ICT ecosystem.

The project began in August 2022, with a phase dedicated to conducting research to map market demands for technology professionals. After that, educational content for training was produced, with a special focus on those offered in a remote format.

More than **60 learning tracks** have already been produced in areas such as:

Artificial Intelligence, Mobile Development, Machine Learning, UI/UX Design, Connectivity and 5G Networks,

Software Testing, Cybersecurity, Data Analysis, and Game Development.

Since the beginning of the program, ELDORADO alone has issued more than 13,500 certificates, with more than 6,000 certificates issued in 2025.

This project has a social impact focused on employability, offering training aimed at insertion into the job market.

In addition, it promotes diversity with specific tracks for groups, such as the Tracks for Women (Artificial Intelligence and UI/UX Interaction Design), aimed at the inclusion of women in technology. See details below, in section 8.9.

## 8.5

### CI Inovador

The Innovative Integrated Circuit (CI) program is a national initiative of the ELDORADO Research Institute, carried out in partnership with SOFTEX, universities, and strategic institutions in the semiconductor sector. The initiative integrates the Brazilian microelectronics training ecosystem, aligned with public policies such as the ICT Law and the PPI-SOFTEX funding program.

Focused on **preparing professionals for the integrated circuit industry**, the program offers technical and complementary tracks structured in three selective phases, including advanced activities and international experiences.

The training is conducted in partnership with UNICAMP, USP, and LSI-TEC, in addition to an Entrepreneurship Track that broadens the participants' market and innovation vision.

In 2024, 50 students participated in Phase I – Theoretical-Practical Training, lasting 6 months. In Phase II, in 2025, more than 30 students successfully completed practical development activities in Integrated Circuit projects, working in the areas of analog or digital design, according to their training track.

For the next phase to be initiated (Phase III), approximately 10 students will continue the activities.

The Innovative Circuit program also promotes direct connection with companies in the sector through job fairs and technical events, strengthening employability and contributing to the development of the semiconductor ecosystem in the country.

## 8.6

### Game Development Residency Program

The Game Development Residency Program is an initiative of the ELDORADO Institute in partnership with the State Secretariat for Economic De-

velopment, Science, Technology and Innovation (SEDECTI-AM), **aimed at training professionals in digital game development and 3D modeling.**



The program combines a theoretical online phase, structured in six self-instructional tracks, with a practical, in-person phase held at ELDORADO Manaus.

Between March and May 2025, **68 participants enrolled** in the process, with **18 selected and certified** in the practical phase, which included a stipend and work on real projects using agile methodologies adopted by the market.

The initiative reached approximately 3,000 people directly and indirectly, strengthening employability in emerging digital technologies, especially among talent from the interior of Amazonas.

In addition to promoting specialized training, the residency integrates participants into ongoing game projects at ELDORADO, offering practical experience, portfolio building, and career acceleration in the game development sector.

## 8.7

### Training in Games and Capacity Building Activities in Maués (State of Amazonas)

The Games Training and Capacity Building Program was carried out in August 2025, in a partnership between ELDORADO and the State Secretariat for Development and Innovation of the State of Amazonas, through a set of actions to bring innovation to the interior of the state in the municipality of Maués (State of Amazonas) through the TIC em Trilhas program.

The activities included **practical training in digital game development and 3D modeling**, as well as educational workshops at IFAM-Maués focusing on career, technology, and innovation. More than 100 young people were

directly impacted, expanding access to technological education in a region outside the metropolitan area. Among them, 30 young professionals participated in a Games Residency. This program had the support of local companies in the game development segment, including the offer of opportunities for students.

ELDORADO also participated in the **Jungle Tech Maués – Innovation Week event**, receiving the “Amazonian Star of Education: Sowers of Knowledge in the Forest” award for the impact of its initiatives on technical training and digital inclusion in the interior of Amazonas.



## 8.8

### Geração Caldeira

The Geração Caldeira program is an educational initiative of the Caldeira Institute in Porto Alegre, aimed at training 200 young people aged 16 to 24, graduates of the public school system and in situations of social vulnerability, for careers in technology.

The ELDORADO Institute acts as a strategic educational partner, contributing with technical tracks, mentoring, and formative support through the TIC em Trilhas program.

ELDORADO is an educational partner of the program and offers **training to 100 young people in the areas of Java**

**Programming and Data Science with Artificial Intelligence**, using active methodologies and market-oriented practices. The partnership has already trained 300 young people in three annual cycles, expanding employability opportunities and strengthening the technological ecosystem of Rio Grande do Sul.

Recognized as one of the most relevant educational initiatives in Rio Grande do Sul, the Caldeira Generation program reinforces ELDORADO's role as an agent of social transformation through technological education.

## 8.9

### Trilha para ELAS

The Trilha para ELAS is an affirmative action initiative of the ELDORADO Institute, integrated into the TIC em Trilhas program, aimed at empowering women in **strategic technological areas and promoting female leadership in the sector**. With national reach and executed by ELDORADO, the trail has established itself as one of the most impactful actions in inclusion and gender equality in technology between 2023 and 2025.

The program began with a focus on Interaction Design (UX/UI) and evolved into the area of Artificial Intelligence, in partnership with SOFTEX Mulher.

Its training combines technical content, mentoring led by experts, career-focused live sessions, and active learning methodologies, strengthening employability and female representation in technology.



## The editions registered strong participation throughout the country:

- **Design UI/UX:** 2,500 registrations, 500 graduates, and an NPS of 98%.
- **Artificial Intelligence:** 3,300 places filled in a few days, with a wide age diversity and majority participation from female university students.

With tracks produced and led by women, the initiative promotes free

access to high-impact training and connection with the market through the project's Talent Bank.

The "Track for Women" has become a benchmark in the national ecosystem, expanding female participation in technology and reinforcing ELDO-RADO's commitment to diversity, inclusion, and social development.

## 8.10

### Jornada em IA

The Jornada em IA, an initiative carried out in partnership between the ELDO-RADO Institute and an educational platform focused on technological development, promoted **free training in Artificial Intelligence** for university students, expanding access to technological education and contributing to the development of essential skills for the future of work.

The activities took place at universities across the country and at education and technology events, reaching over 9,000 registered participants, of

whom approximately 6,000 engaged with concepts and practical applications of AI.

The initiative reinforces the commitment to the Social pillar of ESG by democratizing access to training in emerging technologies, stimulating learning in digital skills, and strengthening partnerships with educational institutions.





## 8.11

### University Partnerships

University Partnerships are fundamental in the pursuit of technological excellence. These strategic collaborations are established between ELDORADO and academic centers, with the goal of promoting research, development, and innovation in various technological fields.

The partnerships generally involve the exchange of knowledge, resources, and experiences between the parties involved. By joining forces, there is the potential not only to advance human knowledge but also to transform that knowledge into tangible solutions that benefit society as a whole.

Among the partner institutions, one of the highlights for 2025 was the set of actions carried out with **UNIVESP (Universidade Virtual do Estado de São Paulo)**, the largest public university in the country in terms of

undergraduate students. Operating 100% in the distance learning model, it stands out for its reach and inclusion through technology.

Through the **TIC em Trilhas** project, implemented by ELDORADO, more than 10,000 UNIVESP students participated in online tracks in the areas of Programming, Infrastructure, Cybersecurity, Artificial Intelligence, Web Development, Software Testing, 3D Prototyping, Games, and UX/UI Interaction Design.

Through the Jornada em IA project, a partnership with ELDORADO and a large technology company, more than 500 UNIVESP students enrolled in the online Artificial Intelligence tracks and received certificates of completion.



# 09

## Challenges and Opportunities

In a constantly transforming world, sustainability and responsible innovation are pillars for lasting success. The ELDORADO Institute continues to lead the construction of a fairer, more inclusive and resilient econo-

my, aligned with the **Sustainable Development Goals** (SDGs) and global best governance practices, preparing for the challenges of the new technological and regulatory environment.

### 9.1

#### Social

ELDORADO already has robust programs for technical training and physical and mental health management.

In 2026, our goal is to reinforce and adapt these initiatives to changes in the job market, ensuring that our employees are prepared for an increasingly digital and AI-driven environment.

- **Strengthening Training and Reskilling Programs:** deepening the content for advanced skills in Generative AI, Quantum Computing, and new digital technologies.

- **Occupational Health and Quality of Life:** Expansion of mental health and work-life balance initiatives in light of technological and social transformations.
- **Attracting and Retaining Talent:** strengthening inclusive and diverse environments aligned with best ESG practices.
- **Education and Training for Society:** expanding partnerships for technological qualification programs aimed at the Brazilian population, promoting inclusion and employability.



## 9.2

### Environmental

With the climate control and IoT initiatives completed in 2025, the focus for 2026 will be on sustainable and low-carbon infrastructure, aligned with global and national requirements.

- **Emissions Management and Environmental Certifications:** implementation of Greenhouse Gas (GHG) management and definition of the basis for

ISO/IEC 42001 certification - Artificial Intelligence Management System that strengthens governance and transparency practices in the use of AI.

- **Sustainable and Low-Carbon Construction:** implementation of construction programs with modern techniques, prioritizing sustainable materials and energy efficiency.

## 9.3

### Governance

Corporate governance remains a competitive differentiator for the Institute, and is continuously improved to meet new regulatory and technological requirements.

- **Governance of Artificial Intelligence:** seeks the best market practices, ensuring ethical and safe practices in the use of AI.
- **New R&D&I Model:** creation of an innovative Research, Development and Innovation model aligned with best

sustainability practices and the use of Generative AI, accelerating value creation and strengthening the Institute's competitiveness.

- **Corporate Governance and Transparency:** reinforcement of ethical and compliance practices, consolidating governance as a strategic pillar.

# 10

## Communication and Engagement



### 10.1

#### Annual Report

In corporate reports, all initiatives aimed at the organization are guided by **ESG principles**. This approach is fundamental to ensuring transparency regarding the organization's performance on environmental, social, and governance issues.

These reports reflect ELDORADO's commitment to sustainability and play a crucial role in attracting clients and partners aligned with responsible and sustainable values, contributing to building a positive reputation.



## 10.2

### Sustainability Training

Sustainability training plays a crucial role in empowering employees to understand and incorporate environmental, social, and governance aspects into the Institute's operations.

Through interactive training offered by UniELD, motivational events, and podcasts that address the topic, we

seek to promote a sustainable corporate culture. This not only ensures compliance with legislation but also cultivates engaged employees who are aware of ELDORADO's sustainable impact.

## 10.3

### General Meetings

- Kick Off
- General Meeting – June/July
- End-of-Year General Meeting

## 10.4

### Social Media

-  <https://br.linkedin.com/company/instituto-de-pesquisas-eldorado>
-  <https://www.instagram.com/institutoeldorado>
-  [https://www.youtube.com/channel/UCP8Tullb\\_xl3rankO-GyHHA](https://www.youtube.com/channel/UCP8Tullb_xl3rankO-GyHHA)
-  <https://www.facebook.com/InstitutoDePesquisasEldorado>
-  <https://www.tiktok.com/@institutoeldorado>





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