



COMPASS
Brazil





Compass Brazil ESG Programs

Compass Brazil's ESG Programs are focused on Carbon Offsetting for tourist destinations and social actions with children.

Compass Brazil has been operating since the 1980s, representing Brazil, its people and its culture in the global inbound tourism market.

Our programs will operate on two fronts:

Reduction of Environmental Impacts: Aiming to mitigate the effects of inbound tourism, focusing on offsetting carbon emissions.

Social Actions: Promote actions aimed at children in local communities, creating an intersection between tourism and social development.

Sustainability & Carbon Emission Offsetting

Environmental sustainability is essential to balance the use and preservation of natural resources for future generations. This concept promotes the sustainable economic development of tourism activities, avoiding environmental degradation and minimizing environmental impacts.

Greenhouse gas (GHG) emissions are major contributors to global warming and biodiversity loss. As the main agents of environmental change, we use natural resources for various activities such as food production, energy and transportation, making it urgent to adopt sustainable actions.

The objective of environmental sustainability is to ensure that human activities respect the limits of nature, allowing the regeneration of resources and maintaining the natural balance.

These actions are fundamental to ensuring a sustainable future and protecting the environment for future generations.

How to engage our customers

Inform and Educate: Explain the importance of carbon offsetting and how it helps mitigate the impacts of air travel on the environment;

Transparency: Provide clear and accurate data on the carbon emissions of flights and how these emissions are offset;

Incentives: Offer incentives to customers who participate in the campaign, such as sustainable gifts or planting a tree;

Partnerships: By collaborating with environmental organizations, such as Climate Guardians, we generate credibility and visibility for the campaign;

Feedback: Request feedback from customers about the campaign and their involvement. With this information, we can improve and even adjust the initiative.

Carbon Compensation Fee

Main flights
Per person, per flight

Departure	Destination	kg/co2	In US\$
RIO DE JANEIRO	BELO HORIZONTE	119	\$1,50
RIO DE JANEIRO	BRASILIA	426	\$3,75
RIO DE JANEIRO	CAMPO GRANDE	228	\$2,00
RIO DE JANEIRO	CUIABÁ	295	\$2,60
RIO DE JANEIRO	FORTALEZA	410	\$3,65
RIO DE JANEIRO	FOZ DO IGUAÇU	223	\$2,00
RIO DE JANEIRO	MACEIÓ	316	\$2,80
RIO DE JANEIRO	MANAUS	537	\$4,75
RIO DE JANEIRO	NATAL	389	\$3,50
RIO DE JANEIRO	PORTO SEGURO	157	\$1,50
RIO DE JANEIRO	RECIFE	350	\$3,10
RIO DE JANEIRO	SÃO LUIZ	424	\$3,75
RIO DE JANEIRO	SÃO PAULO	119	\$1,15
RIO DE JANEIRO	SALVADOR	230	\$ 2,15

Main flights
Per person, per flight

Departure	Destination	kg/co2	In US\$
SÃO PAULO	BELO HORIZONTE	145	\$1,50
SÃO PAULO	BRASILIA	201	\$1,80
SÃO PAULO	CAMPO GRANDE	212	\$2,00
SÃO PAULO	CUIABÁ	273	\$2,50
SÃO PAULO	FORTALEZA	518	\$5,00
SÃO PAULO	FOZ DO IGUAÇU	187	\$2,00
SÃO PAULO	MACEIÓ	335	\$3,00
SÃO PAULO	MANAUS	508	\$4,50
SÃO PAULO	NATAL	521	\$4,60
SÃO PAULO	PORTO SEGURO	204	\$1,85
SÃO PAULO	RECIFE	396	\$3,50
SÃO PAULO	RIO DE JANEIRO	113	\$1,00
SÃO PAULO	SÃO LUIS	395	\$3,50
SÃO PAULO	SALVADOR	230	\$2,10
Departure	Destination	kg/co2	In US\$
RECIFE	NORONHA	104	\$1,00
NATAL	NORONHA	127	\$1,15





Climate Guardians

Compass Brazil has sustainability as one of its pillars. In all our processes, we value harm reduction and environmental awareness. For this reason, the company has been certified with the Climate Guardians seal, a collaborative network with the purpose of safeguarding the climate, protecting and restoring forests, spreading low carbon agriculture, dignifying forest peoples, resignifying life in its many forms and sow peace.

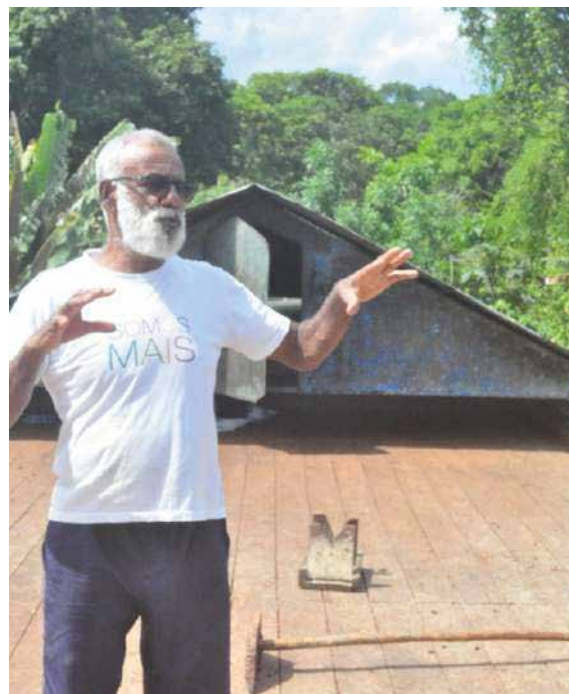
**Compensate,
preserve and take care**

Transform Brazilian tourist destinations into "ClimateGuardians" destinations, an innovative concept that creates a broad system of shared value to a ct in favor of the climate, the regenerative economy, the conservation and restoration of forests, biodiversity and natural resources, and the socioeconomic inclusion of vulnerable social groups in the tourism economy.



Goals

1. Engage civil society, productive sectors, governments, family farmers, traditional populations and non-governmental organizations in the fight against climate change.
2. Promote forest conservation and restoration of degraded areas as a strategy for addressing climate change. In 2018, in the Amazon region alone, 790,000 hectares of forests were destroyed, generating greenhouse gas emissions of over 400 million tons.
3. Combat rural poverty and social vulnerability as a strategy to prevent family farmers and traditional populations from colliding with forest conservation. 40 million ha in the Amazon are occupied by 3,589 rural settlements, accounting for 25% of deforestation in the region.
4. Encourage low carbon agriculture, agroecology, participatory organic certification and socioeconomic development in rural areas.
5. Transform family farmers and traditional populations into conservation protagonists.
6. Promote the selective collection of solid waste and dignify as people who perform this work.





Gears that move the Climate Guardians:

- 1.Greenhouse Gas Emitters offset their emissions by paying for the tonne of GHG emitted.
- 2.Compensation resources finance forest conservation and restoration, farmer training, and program monitoring.
- 3.Family farmers / traditional populations and environmental agents offset GHG emissions from emitters, respectively, through forest conservation and restoration of degraded areas, and selective collection of solid waste.
- 4.Family farmers / traditional populations and environmental agents receive Payment for Environmental Services in the amount of U\$ 75.00 monthly and assume various social and environmental counterparts.



Counterparts from farmers and environmental agents:

1. Restore degraded areas and make the environmental adaptation of your rural property.
2. The restoration is done through agroforestry systems, providing the farmer with food security and opportunities to increase family income.
3. Rural properties are now managed with agroecological principles and enter the process of participatory organic certification through the GSP Agroecology Network Peoples of Woods.
4. Interruption of hunting of wild animals and the use of fire to clear the fields.
5. School-age children must attend school and be protected from hard work that undermines the health of children.
6. Environmental selective collection agents must associate with a selective collection cooperative.
7. Environmental agents assume the selective collection of solid waste in the network of partner companies and establishments.
8. Participation in training activities and working groups that take place once a week in rural properties and spaces that receive the selective collection of solid waste.



Goals

Implement in tourism practices of social and environmental responsibility to promote the conservation and restoration of forests, the socioeconomic development of the most vulnerable social groups and the fight against climate change.

Justification for program implementation:

IMPACT OF TOURISM ON GHG EMISSIONS

The activity is responsible for 8.8% of global greenhouse gas emissions.

GLOBAL TOURISM TARGETS (GLASGOW DECLARATION / UN)

- The tourism industry must cut emissions in half by 2030 and zero them by 2050.
- Tourism must be a driver for overcoming poverty, protecting the environment and fulfilling the 2030 Agenda (UN 2022).
- Sustainable Tourism Declaration at COP 29. Tourism committed to the climate agenda and caring for natural resources



Impacts of Climate Guardian Destinations

ON THE CLIMATE

- Reducing greenhouse gas emissions through avoided deforestation
- Fixing CO2 through the conservation and restoration of forests and ecological agriculture
- Engagement

IN THE ENVIRONMENT

- Conservation and restoration of ecosystems, forests and biodiversity.
- Conservation and restoration of natural resources and ecosystem services

SOCIO-ECONOMIC

- Improves income, quality of life and promotes the inclusion of
- inclusion of vulnerable social groups in the tourism economy

IN THE TOURIST DESTINATION

- It creates an innovative identity that qualifies and enhances the destination, making it more resilient and sustainable



Gears that move the Cool Carbon Tourism:

1. The tourist enterprises separate their solid waste, which is collected by the environmental partners.
2. The tourist compensates the Greenhouse Gases emissions generated by the means of transport of their trip gets the Cool Carbon Tourism Advantages Card, which gives 5% discount in the program's partner network.
3. Companies that offset Greenhouse Gas emissions receive the Cool Carbon Tourism Corporate Advantage Card, allowing a 5% discount on purchases of products and services from the partner network.



Who wins from Cool Carbon Tourism:

With all the gears working everyone wins: farmers, tourists, entrepreneurs, locals, public managers, the forest, biodiversity, the climate and life. The tourist destination is differentiated, improves its image and starts attracting tourists who are more committed to local and global social and environmental issues.

COMPASS BRAZIL IS PROUD TO BE A CLIMATE GUARDIAN!





Climate Guardians

Social Action

Some points of the Compass Brazil Sustainability Project with Climate Guardians for the coming years:

- On December 10, Compass visited the Climate Guardians headquarters in Itacaré. The purpose of this visit was to strengthen the partnership with the institute and to see first-hand the work carried out.
- We will visit the Santo Amaro Quilombo, located at the mouth of the Contas River, and in Taboquinhas we will visit a district of farmers who grow organic cocoa.
- Both areas have great potential for conservation and restoration of ecosystems and it will be possible to see the work of including the Quilombolas.







Pimpolhos da Grande Rio

Created in Duque de Caxias in 2002, Pimpolhos develops artistic and cultural activities for local communities. It promotes social inclusion and education through carnival and the arts, strengthening Brazilian culture.

Pimpolhos is a renowned social project based in Duque de Caxias, Rio de Janeiro. Founded by the Grande Rio samba school, Pimpolhos serves as a cultural and educational hub for children and teenagers from the local community.

It develops artistic and cultural activities for children and adolescents in vulnerable situations, promoting social inclusion and education through carnival and various forms of art. By supporting this project, tourists contribute to the development of local communities and strengthen Brazilian culture.

We're proud to support Pimpolhos, a project dedicated to empowering young people through music. Your travels help us provide music education and opportunities to underprivileged youth.



The Pimpolhos Project

The activities follow essential values: the right to childhood, respect for the environment, collaborative work and team spirit. Pimpolhos involves **500 families** annually, with **800 children** and **200 adult volunteers** in the parade and rehearsals.

In 22 years, more than 10 thousand families and between 15 and 20 thousand children have participated in the projects.





Taking care while giving back

Pimpolhos aims to empower young people through artistic expression and cultural immersion. They offer a variety of programs, including:

Artistic-Educational Programs:

- Musical initiation
- Afro dance
- Theater
- Percussion and Cavaquinho
- Cultural tours
- Creation of Carnival
- Carnival cultural production



Nurturing environment conducive to growth

Pimpolhos operates through dedicated instructors and volunteers, creating a supportive environment.

Pimpolhos is constantly evolving, aiming to expand their programs and reach. They strive to be a model for similar social projects across Brazil.

Empowering Youth: Pimpolhos has nurtured generations of young talent, many of whom have gone on to participate in the professional Carnival scene.

Cultural Preservation: By teaching Carnival traditions, Pimpolhos ensures their continuation for future generations.

Social Change: The project fosters self-esteem, inclusion, and a sense of community within the local youth.



Why support Pimpolhos?

By supporting Pimpolhos, you contribute to:

- Empowering Underprivileged Youth: You offer opportunities for children from less fortunate backgrounds.
- Preserving Cultural Heritage: You help keep the vibrant tradition of Carnival alive.
- Building a Stronger Community: You invest in the future of Duque de Caxias through education and social development.

Considering the positive impact Pimpolhos has on young lives and Carnival culture, supporting their project is a meaningful way to contribute to the social fabric of Brazil.

COMPASS BRAZIL IS PROUD TO BE A SUPPORTER!



Pimpolhos Social Action

Some points of the Social Action of Compass Brazil with Pimpolhos for the next year:

On November 5th, Compass Brazil visited Pimpolhos, marking the beginning of a promising partnership. During the visit, it was agreed with the management of Pimpolhos that they would send us the names of about 30 children, between the ages of 6 and 12, so that we can sponsor them next year. These children will be monitored by our team throughout the year of 2025, until their graduation in early December.

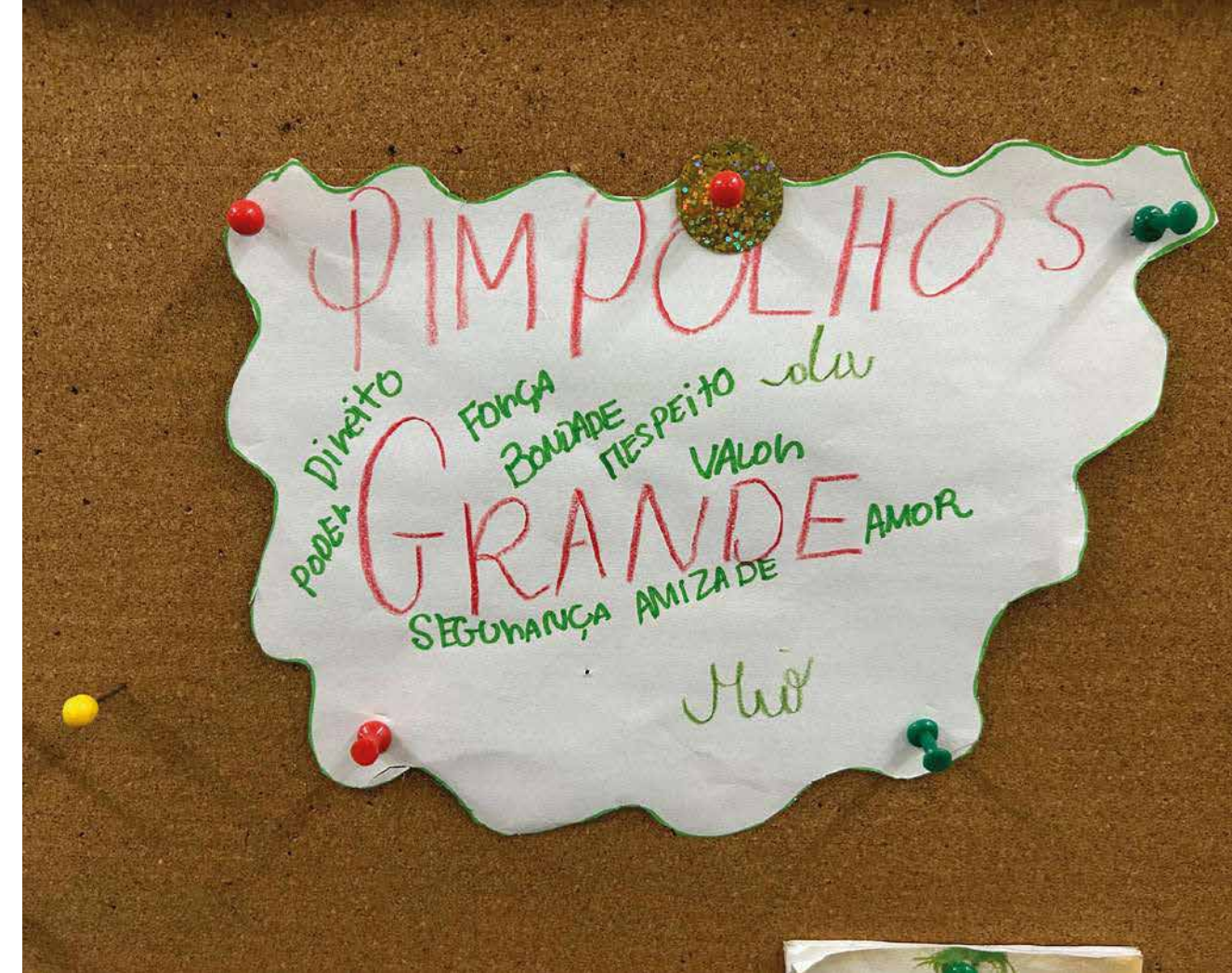
Together with the Pimpolhos team, we will develop a schedule of activities for the next 3, 6 and 12 months. Initially, due to the carnival activities, our interaction will take place at the Grande Rio court, Pimpolhos headquarters. After carnival, the activities may take place in different locations.



Pimpolhos Social Action

During our visit on November 5th, we had the opportunity to see and talk to some teachers, such as Aunt Babi, an art teacher who shared her daily routine with us. She talked about the difficulties with students with special needs and the progress of the children and the interaction with some parents who participate in the activities together.

We made other visits on December: On the 3rd, for the graduation ceremony for this year's classes, and on the 17th, for the Christmas party.





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