

The logo for MRV & CO, with 'MRV' in green and '& CO' in orange.

Annual Sustainability
Report 2022

A photograph of two women sitting on a wooden bench in a modern office setting. The woman on the left, with curly hair and glasses, is wearing a teal shirt and holding a book. The woman on the right, with long dark hair, is wearing a patterned top and working on a laptop. The background features teal vertical blinds and several colorful pillows (red, orange, green, purple) with text on them. One red pillow has the text: "There's a way to do it better—find it". Existe uma maneira de fazer melhor, então...". A green pillow has the text: "Sonhos são construídos por um mundo em transformação".

Everything connects
today to build the future.

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1 Welcome



Message from the CEOs

[GRI 2-22]



Rafael Menin and Eduardo Fischer
CEOs

Our story connects with thousands of stories.

In more than 40 years, we have experienced many changes - structural, cyclical, behavioral, social, technical, technological, and many more. And one aspect has always been present: **the changing power of our business.**

Housing changes people's lives. Quality housing makes dreams come true and opens space for others, irradiating improvements, creating possibilities from better conditions of security, health, structure, education, mobility, and coexistence.

Our housing solutions deliver meaning and perspective, and are a hub of dignity, access, and progress - for families, communities, cities, and the economy.

Sustainability and ESG guidelines are intrinsically rooted in all the companies of the MRV&CO Group. And they manifest themselves in many ways:

- **on the fundamental premise for MRV to return benefits and values to society;**
- **in the responsible, intelligent, and sustainable urbanization promoted by Urba;**
- **in the appreciation of quality of life that marks Sensia's work;**
- **in the evolution of the experience of living and community living proposed by Luggo;**
- **in Resia's integrated model for affordable housing surrounded by infrastructure.**

As a Housing Platform, we deepen our understanding of our times every day; about people's needs and more - about their aspirations. And they always evolve and change. This is why innovation is such an important factor for us. If the world changes, so does housing; to continue positively impacting people's lives and society, it is necessary to innovate, valuing what is solid and creating the new within a sustainable logic - for the business and for the planet. Being a leader in our industry enhances our responsibility involved in all of this. We are big - and therefore we can make a big difference. **Our role as an organization extends far beyond our walls** - and we are very proud that this is so. We are proud to be able to put ourselves in the spotlight on social, environmental, and governance issues, and to be a reference in strategic management of the

Sustainable Development Goals, having a positive impact on virtually all of the 17 SDGs.

We are also proud to know that this is not something new for us. ESG issues are part of our trajectory: the Social, Environmental, and Governance agendas go hand in hand with every strategic decision on economic performance; Our growth as a business goes beyond the boundaries of our companies and our products, and integrates with society and the planet.

Our blood is green, and we breathe ESG and sustainability - which, more than strategic axes, are in the minds and hearts of all the people who make MRV&CO Group happen. These are everybody's business, everyday topics. **We work today with an eye to a future of valuable legacies - and we do so because we want to give back to society with quality and truth.**

This future is designed with evolving behaviors; shared ideals; ideas that become practices; thinking connected to doing. The engagement of all our stakeholders is a firm foundation to consolidate our vision – **a vision connected to possible dreams, to growth, and to goals that evolve with the world we want and build.**

A world in which the environment is a key element.

Growing in the construction industry while reducing potential negative environmental impacts is challenging - and, for this very reason, exciting. Following the path of operational efficiency, process and operation improvement, and mobilization of the chain as a whole, we focus on the binomial feasibility and sustainability; in addition to evolving internal practices and regulations, we have made public commitments and adopted ambitious targets - especially on aspects of climate vulnerability.

Today we are reaping the fruits of important investments **in clean, renewable energy** - from self-generation at the projects to our own photovoltaic plants that serve the construction sites and stores. We also invested heavily in the **reduction of greenhouse gas emissions**, with expressive results; We have matured processes and deepened mapping mechanisms that support our activities, such as the MOVE System and Life Cycle Assessment, and **efficient management of energy and water**, monitoring and optimizing the consumption ratio

A world in which the Social pillar multiplies itself in powerful action fronts.

We improve the quality of life not only for our **customers**, but also for the communities where we develop our projects, in a relevant, permanent way, connected with the real local needs, in spontaneous contributions and public-private partnerships - guided by an open dialogue with the neighbors, engaged via programs such as "Vizinho do Bem" (Good Neighbor), and by careful Impact Studies. .

In **Education**, we see the essential path to a conscious, productive, and sustainable society; to make the world a better place. We invest through diverse initiatives - such as those led by the MRV Institute - both in formal and academic education and in professional training and civil education, applying our reach and scope to positively tangent the lives of our customers, neighbors and partners and all other stakeholders in different ways.

In terms of **Diversity**, we have experienced an unprecedented expansion - in the gradual reduction of male prevalence, both in offices and on construction sites; and in inclusion and equity initiatives in different aspects.

These are learning and continuous movements that, besides representing social advancement, also broaden perspectives and points of view - in leadership and in the execution of our products and services. As a diverse organization, we exercise our ability to positively influence the market; we value our internal environment; we become closer to the client in order to develop better solutions.

A world of ethics and transparency, reflected in our Governance.

Given the great economic and social impact we have, and the challenges we face - from conjunctural changes to the housing deficit - our practices, policies, and organizational structures need to translate what we believe in.

Governance in the MRV&CO Group is the materialization of integrity as a culture and of solid values that have accompanied us for more than four decades. It is the tangibilization of what we are and do, and how we do it - to develop, more than real estate projects, human and balanced relationships; to build and maintain a sustainable business model in the broadest sense of the word: ESG results that combine with consistent financial results.

Throughout this Report, we will go deeper into each of these aspects, and show through a structure of different capitals the synergy of elements that operate in favor of Sustainability. Not surprisingly, we will talk a lot about connection: **our long-term vision and performance involves being a group of companies that are truly connected to society.**

What's more, it involves the connection between human, intellectual, financial, social, and natural capital; for the connection with people, the engine and inspiration of our business; for the connection with the planet, our great home; by the connection to the values that give meaning to what we do; and, especially, by the connection to the **future of dwelling.**

MRV&CO recognizes its responsibility as an inducer of development - for families, for society, for the market. We understand our role so often inspiring people and companies. And we know that all this happens in a **constant construction** - day by day, in every initiative, in every conversation, in every new venture, in the new ideas and values of always. Most of all, it happens with the real involvement of everyone - employees, partners, suppliers, investors.

We also know that **this future of housing will bring new challenges and new possibilities**, and that what we think and do today connects directly with what we will encounter from now on. That is why we are **sure that the path we walk matters.** And in this decade of action, in which we leverage efforts to achieve the SDGs and their targets, the watchword is to accelerate towards sustainable development.

By sharing our path of advances and learning in sustainability, we assume a protagonism that, we know, is very important to mobilize institutions, organizations, and people, like you, for involvement and action. We make commitments, while at the same time we feed our sensibility and our appetite to do more and better. And, once again, we go beyond our walls - **to reach further and tell ever happier stories.**

Intentions, ideas, initiatives exist and arise all the time. And when they connect, they activate movements that make sustainability a reality.

Eduardo Fischer and Rafael Menin
CEOs

2 Presentation



About the Report

To talk about housing is to talk about something essential to build a better future - which is only really possible in a better world.

It is in this sense that the MRV&CO housing platform advances. And that's why **sustainability is a central theme for us**: the viability and expansion of consistent results of our work depend on ideas and initiatives that enable more and more positive and transformative impacts for people and the planet.

MRV&CO's Annual Sustainability Report, published since 2012, is a tool to **record and communicate our practices and intentions and commitment to a comprehensive and realistic ESG agenda**, demonstrating the movements and engagement to evolve in environmental, social and governance aspects.

It is also a way for **our management to mature** - an opportunity for a panoramic view of our actions, our goals, and our way of experiencing sustainability in business. More than indicators, goals, achievements and visions for the future, the Report puts into perspective what we do and opens paths for MRV&CO's improvement and positioning as a reference in sustainability.

This issue primarily concentrates information from the period January 1 to December 31, 2022 - and also highlights our ESG context over time and our ongoing efforts. It has undergone independent external verification by Bureau Veritas, and applies the Global Reporting Initiative (GRI) standards, in the Essential option, when addressing the relevant practices.



The MRV&CO Annual Sustainability Report 2022 is inspired by the concept of CONNECTION - an idea that is both aligned with our vision of sustainability and with the impact we know our business has on people's lives and on the world: PRODUCTS & SERVICES, PRACTICES & STRATEGIES, FEELINGS & ASPIRATIONS that are intertwined, deeply.

In the next few pages we will present our Strategic Materiality; our Governance; our Capital structure and our Future Vision. We are innovating in the structure of the content, facilitating the correlation between the topics covered, which - also deeply connected - operate so that sustainability has in the **MRV&CO** Group the deserved relevance and results that we want.

By reflecting on challenges, initiatives, and achievements, we hope to contribute to the continuity of the positive changes that have always motivated our work - and also inspire you to connect ideas and actions.

GOOD READING!



If you have any questions about the Sustainability Report 2022, Talk to us by chatting on the MRV&CO site, by e-mail sustentabilidade@mrvc.com.br, or by phone: (31) 3165-7100.

Who we are, what we do & why we do it

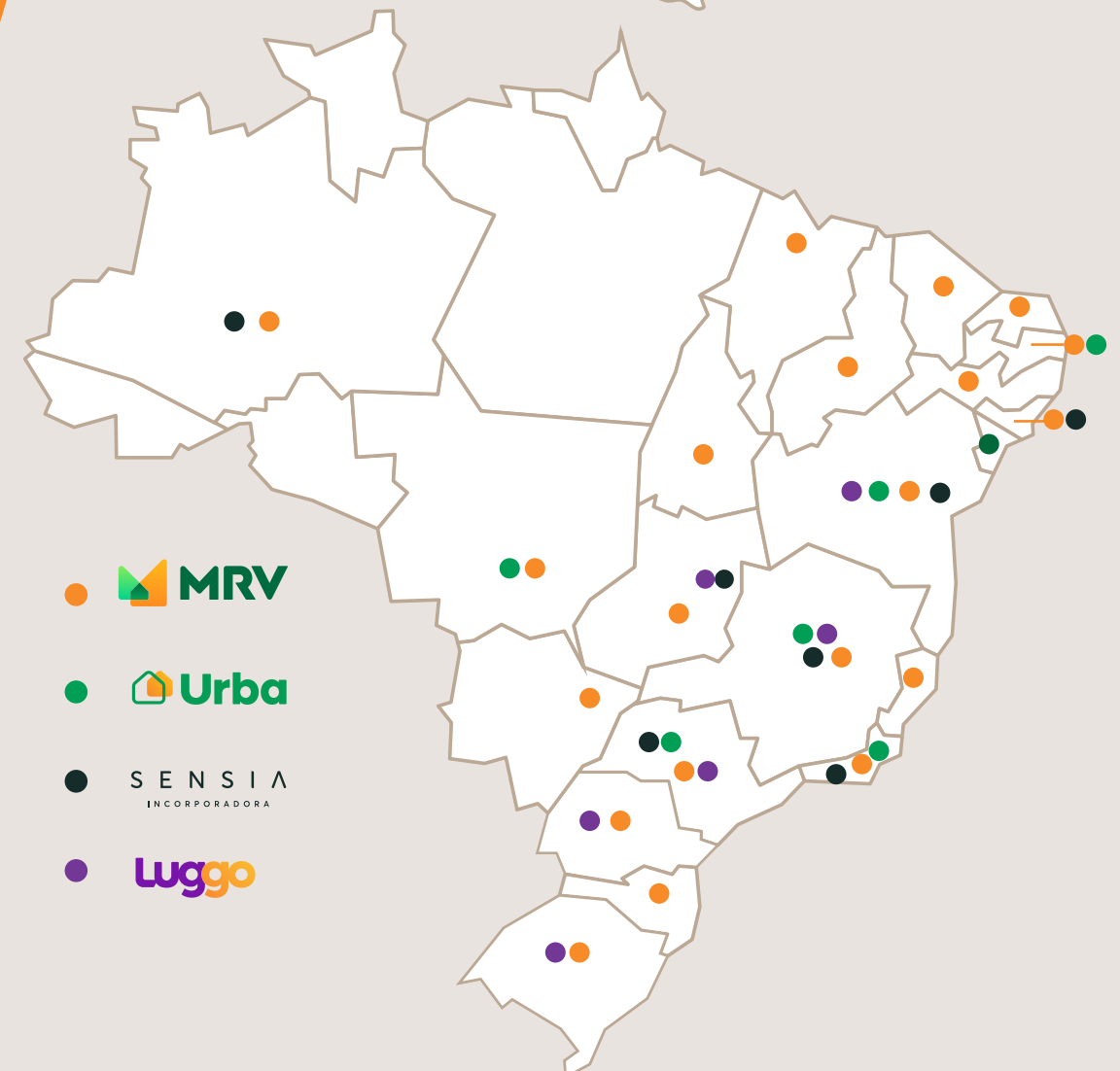
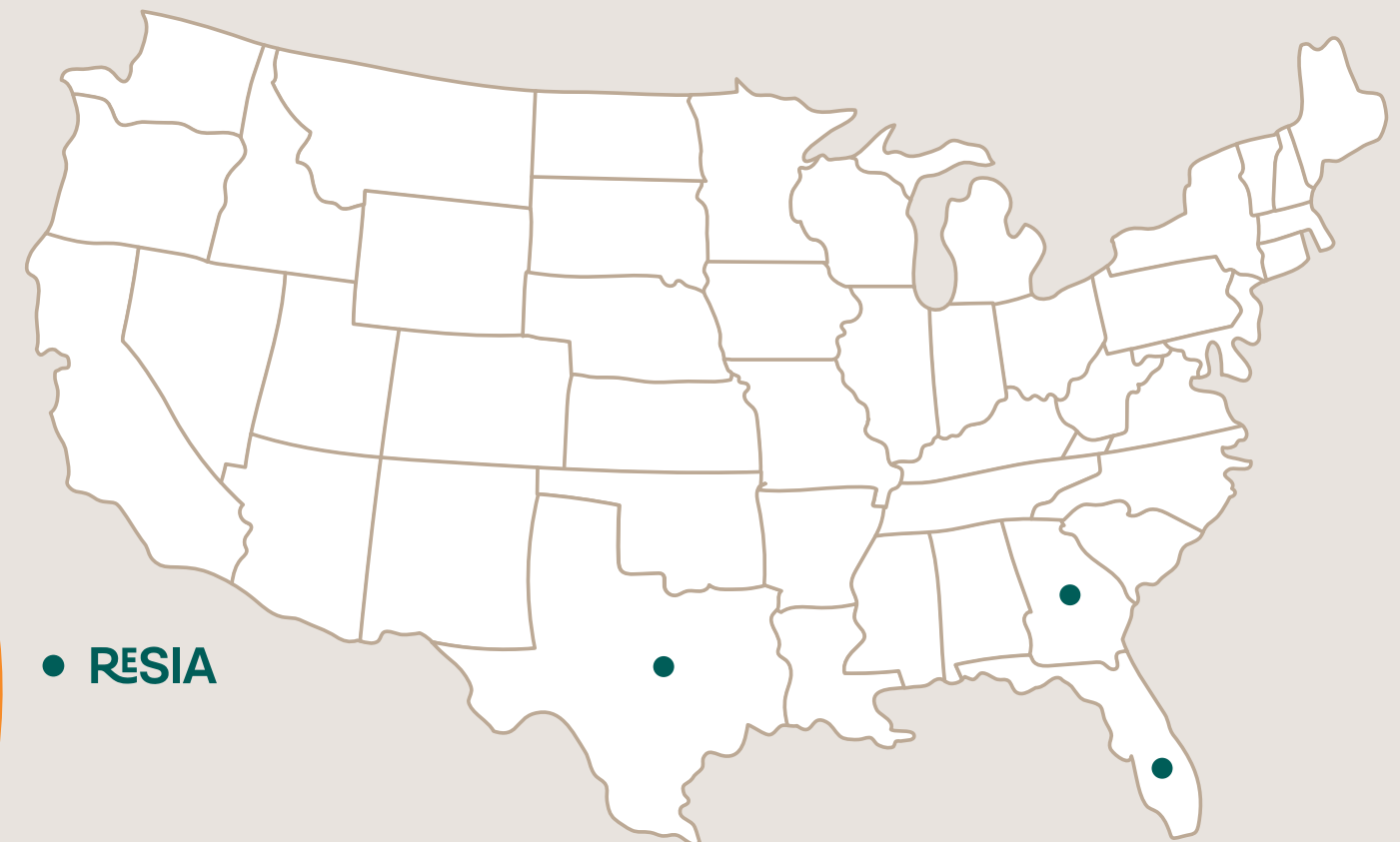
[GRI 2-1]

We are today and tomorrow,
connected to people and their dreams.

MRV & CO

- Presence in **22 Brazilian states** and the Federal District In the **USA** since 2019, in the states of Florida, Georgia, and Texas.
- + more than **4 decades** of performance
- **21,000** + employees
- + more than **8 thousand** suppliers in our base
- **5 brands** MRV, Luggo, Sensia, Resia and Urba

We have impressive numbers
and a solid track record in the
construction industry. And we are primarily
a platform for housing solutions.





And this means a way of thinking and acting that takes shape in a business model that is more than just building and developing real estate: a vision based on **understanding people's dreams and desires**, to offer the ideal housing solution for each need, moment in life, project, and profile.

We know that **the changes that housing brings go far beyond the property** itself. We are talking about security, health, mobility, infrastructure, quality of life. And also of family, achievement, love, and progress. We are talking about **perspectives. From a present that connects to a better future.**

This is why we take what home represents very seriously: **we embrace every dream as our own as well.** And to connect today and tomorrow, we remain certain that **the best way to predict the future is to build the future.**

We write our story every day, and together with the stories of **more than 500,000 customers.** The changes in their lives draw the evolution of housing in Brazil and in the world. And **MRV&CO** wants to continue being, always, part of all of this.

Our Brands

[GRI 2-2]

We connect with people's worlds to always make them better.

There are many possible ways to make dreams come true. And each one of the **MRV&CO** brands, with its product and service lines, has a fundamental role in meeting the **goals set** forth in the Group's business strategy.

40,000
units per year

Total expected VGV of
5,8 billion
Reais/year

Excellence, unique assets and expertise.
Quality products.
Relationships of trust.
Respect with the customer.

MRV: reference in civil construction and commitment to transform the lives of thousands of people

Luggo: innovation in rental model in owned enterprises

Sensia: development focused on medium and high standards and quality of life

Resia: development, construction and management of condominiums in the USA

Urba: intelligent and sustainable urban development in planned settlements

This is a report about **MRV&CO** Group. The companies that make it up have autonomy - so it is important to consider that not all information always refers to all companies.

So:
When we talk about MRV&CO, we are bringing information common to the group's brands or companies, or that refer to it as a whole.

When we specifically mention one of the Group's brands, we are referring solely to it.

Much of the content refers to MRV, the largest and most mature company in the group. Content and indicators referring particularly to another company or brand will be clearly marked.



Bringing quality of life, comfort, and innovation to thousands of families since 1979, **MRV is the largest construction company in Latin America in its segment**, building properties that combine economy with quality, innovation and good location.

MRV acts end-to-end in its developments - from land development to the sale of units: houses and apartments for the B, C and D populations, which significantly contribute to the reduction of the housing deficit in Brazil and sustain the Company's commitment to **transform the world of thousands of people**, always in tune with the real needs of each community.

- **Reference in innovation, sustainable growth and return to shareholders**
- **Permanent investments in excellence, adopting the best practices in civil construction**
- **Meeting the most demanding standards in environmental management, health and safety, quality, among others**

MRV's developments keep **the client as their main focus**, and have in their essence the **urbanization with social responsibility and sustainability** – which translates into neighborhoods with infrastructure, environmental respect and valuation of health, mobility and coexistence.

- **Publicly traded corporation**
- **Participation in the Urba, Luggo and Resia companies**
- **Securities traded on the Novo Mercado of the Brazilian Stock Exchange, B3**
- **Listed in the portfolio of 14 capital market indexes under the code MRVE3**





The largest in Latin America
in the construction of real estate for the middle and lower middle classes



43 years of history



6,000+
jobs



18,000+
employees



More than
R\$ 530 million
invested in technology
in the last 8 years



More than
460 thousand
keys delivered



Present in
22 Brazilian states
including DF



163
Brazilian cities

SENSIA

INCORPORADORA



Launched in 2020, Sensia is focused on the medium-high standard segment (Classes B and C). Sensia's projects are in the main Brazilian markets, and have the wide possibility of customization as their trademark.

- **Developments in neighborhoods with surroundings that provide several facilities**
- **Valuing quality of life**
- **Customization of the properties: flexible floor plans and customization consulting to adapt to the client's needs and moment of life**
- **Superior finishing and aesthetic care in every detail**



R\$ 101.2 million
VGV developments 2022



201 units
already sold



Expected sales 2023:
1,267 units
operating in the cities of Belo Horizonte, Salvador, Rio de Janeiro, Campinas, Curitiba, João Pessoa, Niterói, Manaus, Londrina, Fortaleza, Maceió, and Ribeirão Preto.

We believe that each person has a way of being and living. And the place where you live should be a reflection of who you are.



Since 2012 Urba has an innovative and surprising urban development proposal, with **planned developments that enable quality of life** for the middle and economic classes - from strategically located lots that become neighborhoods with the entire infrastructure.

Urba's subdivisions develop regions in a **responsible, intelligent and sustainable urbanization process**: water, sewage and energy networks; mobility and paved roads; spaces for coexistence and leisure; proximity to nature in squares, preservation areas, and landscaping; planned characterization of commercial, residential, and industrial areas.

The information refers to **MRV&CO** stake in Urba, which corresponds to 52%, according to **MRV&CO**. Results Release. For detailed data on 100% of Urba operations, access here the Urba Results Release.

- **Adoption of smart cities concepts**
- **Investments concentrated on growth vectors in the cities**
- **Efficient processes, technology and innovation**
- **Architectural planning, creating neighborhoods with access to commerce and services**
- **Real connection between people and the spaces where they live, stimulating a sense of community**



Planned subdivision with everything you need to live the best moments of your life.



30+ cities



7 states

SP, RJ, MG, BA, PB, MT and GO



More than 7.3 million m²

in developments



more than 15,200

units launched



more than 7 thousand

units delivered



In 2022, in the period of this report, reached

R\$ 1.4 billion

in land bank

[equals 11,773 units]



1,263

units produced



- **Simplified and 100% online rental**
- **Pay-per-use services, such as shared laundry facilities; carsharing; bikes; house cleaning; academia; parking; coworking; home repair; market, locker**
- **Specialized team, humanized SAC, condominium managers and community actions**

When talking about sustainability, one of the fastest ways forward is to find in the collective the way to rationalize the use of resources. The Luggo business model creates spaces and conditions to make the exercise of the **sharing economy accessible**, enabling **collective benefits and evolving the experience of living and socializing**.

Founded in 2019, Luggo is a proptech that innovates in Brazil by making available residential properties strategically located and with complete structure - from essential services to technology - for classes B and C, with **reduced bureaucracy and focus on convenience**.

Aggregating MRVs expertise in land purchase, development and construction, Luggo manages the developments for rent and sale to real estate investment funds (FII).

In 2021, The Luggo model attracted impact investment leader Brookfield - the world's largest real estate investment trust, with a strong focus on ESG and committed to supporting and improving the communities where it operates. The alignment of visions in sustainability with Luggo and **MRV&CO** Group was a fundamental point for the choice of the Canadian giant of asset management.

For us, home is synonym of freedom! And freedom is about having all the necessary information to make decisions, having autonomy in the comings and goings of everyday life, and being able to live (and dwell!) the way you prefer.



9 Brazilian cities



Brazil's first residential real estate investment fund: LUGG11



R\$ 2.5 Billion PSV



517 units launched in 2022

RESIA

A cornerstone of MRV&CO's international expansion movement, Resia (formerly AHS Residential) originated in South Florida, USA.

The real estate company is vertically integrated, and active in all stages of the chain - development, construction, and management, with a focus on rental apartment complexes in the US.

It offers affordable, quality housing close to major urban centers. To deliver good housing at low cost, with easy access to public transportation, workplaces, schools, leisure and entertainment, **each Resia decision focuses on family, quality of life, and building strong communities.**

Resia is reinventing apartment living. From careful design to modern finishes, we offer our residents comfort, affordability, and peace of mind.

- **Neighborhoods with the most significant housing deficit as a target**
- **Highly efficient constructive and management solutions**
- **Use of structural technology adequate to regional weather conditions**

In the **MRV&CO** Group, Resia plays a decisive role in strengthening the diversification strategy - increasing the client base; incorporating its expertise in rental enterprise management in a scenario open to options appropriate to the demands; and expanding the geographical reach of the operation to markets with high growth potential.



Presence in the USA:
Florida • Georgia • Texas

Planned Expansion:
Colorado



3,241 thousand
apartments under
construction and
management



9
projects under
construction



27 land bank
developments



US\$ 836 million
in concluded developments



1,831
units produced in 2022



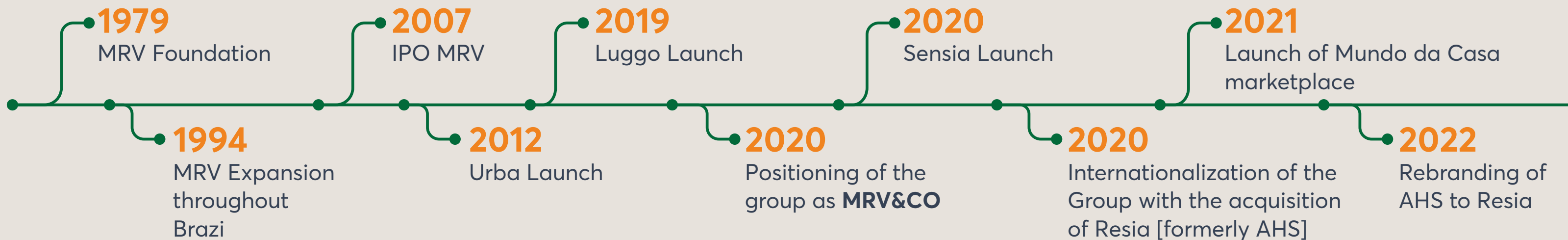
5,242
units to be sold by 2024

Strategic & Historical Milestones

Multiple possibilities that connect to different dreams.

A diverse business model expands possibilities - and we understand that people, society, and the planet need this. Historically, we are a reference in real estate for the economic class. And today, we are also in new markets and have conquered new customers: **MRV&CO Group's brand portfolio is aligned with the desires and needs of different consumer profiles, the changes in behavior and the evolutions in the concept of living** – and this is fundamental for us to be a true housing platform.

MRV&CO TIMELINE



Certifications & Awards

MRV&CO Group and its subsidiaries, brands and actions have been consistently awarded in Brazil and abroad by important organizations, institutions and the press - in ESG and Sustainability; for its expertise, its relevance, and its impact on the issue of housing; and also in specific themes such as Corporate Governance, Institutional Marketing, Diversity, Customer Relationship, Innovation, among others.

See some highlights in the recognition of MRV&CO excellence, especially in the universes of sustainability and ESG management.



Pro-Ethics Seal: An initiative of the Office of the Comptroller General (CGU) in partnership with the Ethos Institute, it is the highest recognition of integrity and ethics in the corporate environment. MRV received the Pro-Etica 2020-2021 seal and is preparing to renew it for the next evaluation period.

ISO:

(International Organization for Standardization):

ISO 9001 ● quality of business management, focusing on customer satisfaction [MRV].

ISO 14001 ● broad Environmental Management System at construction sites [MRV].

ISO 45001 ● international standard for Occupational Health and Safety Management System (OHSMS), to improve performance in Occupational Health and Safety (OHS)

The teams of employees participate in training and audits in each certified area, favoring the implementation and renewals of the certifications.

CDP: The global disclosure system that mobilizes investors, companies and governments to build and accelerate collaborative actions for a sustainable economy, measuring and understanding their environmental impact, has MRV's participation since 2016: the company responds to the Climate Change, Water Security and Forestry questionnaires.

Best of ESG 2022 Exam:

The Best of ESG 2022 Exam Guide, conducted by Exame in partnership with Ibmec, brings together the companies that are most committed to the best environmental, social, and corporate governance practices. MRV was awarded in the Civil Construction and Real Estate sector.

GRI Awards: Urba, MRV&CO Group's urban development company, won the GRI Awards 2022 in the category "Best Urban Planning Project" with the Smart Urba Dunlop smart neighborhood case, in a project for Campinas/ SP. The award is organized by the GRI Club, an international organization that brings together the leading names in real estate.

Customer Relationship

MRV&CO's several initiatives to improve the client's experience, involving projects, processes and internal actions together with the employees brought, besides excellent results, a lot of recognition. In 2022, Different fronts focused on the culture of attention and care with the consumer totaled 14 awards - among them **the Conarec Award, Prêmio Cliente S/A, Latam Award, Best Performance, ABT Award**, among others, valuing ideas, strategies, and relational capacity.

They were highlighted:

- **MRV Customer Council**, in which the company's leaders listen to the perception of some
- **MRV Renegocia**, a program to facilitate the renegotiation process via chatbot MIA (MRV's virtual assistant)
- **MRV Culture Project**: the client dreams, we build
- **Descomplica MRV**, to train employees in customer relationship
- **Consumidor Moderno**, MRV was the winner in the Builders and Developers category

Diversity & Inclusion

The awards and certifications of MRV&CO's Diversity & Inclusion team in 2022 show the importance of the theme for the Group:

- **Employer Branding Brasil**, victory in the Employer Branding/ Diversity Category;
- **Aberje Award**, which highlights the best organizational communication practices. In the 2022 edition, Regional MG - Diversity and Inclusion category, the Mentoring Program of Women for Women - Elas por Elas, which promotes interaction and strengthening among the company's leading women, was awarded;
- **Gupy Highlights - 100 HRs that Inspire**, focusing on inspiring practices in the area of people;
- **Global Workforce Change (GWT) Seal**, awarded by Digital Innovation One (DIO), aimed at the world's most innovative companies that are accelerating the training and recruitment of future technology talent.



SEE MORE: MRV&CO certifications and awards

3 Strategic Materiality



Sustainability & Civil Construction

Dreams come true when we connect concepts, businesses, and visions.



Construction is about achievement and progress - for each person and for humanity as a whole. Especially when it comes to housing, **the achievement of home ownership drives a host of other achievements - from quality of life in community to expanded prospects for the future.** Health, education, comfort, mobility, security, infrastructure are elements that develop around this axis, which is **MRV&CO's** business.

Civil construction is also one of the most challenging sectors when it comes to sustainability - by its very nature and its range of social and environmental impacts. Our activity involves significant consumption of natural resources and energy, with waste generation and gas emissions. It also involves

job creation, job security, and relationships with employees and a vast supply chain. It involves integration with neighborhoods, community building, and social change.

Thus, our responsible performance necessarily includes the application of **sustainability principles**; for **innovation** as a way to improve management, practices, and techniques; for its commitment to people and the environment. By the vision that all of this is connected, and, for this very reason, each aspect is fundamental for, in fact, sustainable results - for us, for our industry, and for the planet.

Strategy & ESG

The acronym ESG gave shape to issues that have always been on the agenda of MRV&CO companies' strategies. The Social, Environmental, and Governance agendas are substantial elements for operational planning and economic performance decisions - and are addressed in a context that goes beyond our walls: there is no way to be different for planet- and society-friendly growth.

Our business and our impacts go far beyond the MRV&CO companies, the properties we deliver, our clients and stakeholders.

Strategy & ESG We have mapped out the main **sustainability challenges for the construction sector**. With the UN's Agenda 2030 and the Sustainable Development Goals (SDGs) as reference, we direct strategies, outline action plans, and mobilize resources to overcome them - in movements that involve from the presidency to each construction site.

- **Management and relationship with people**
(employees, customers, contractors and society)
- **Circular economy in construction**
(supply chain, product life cycle, and legacy generation)
- **Climate emergency and mitigation; Climate change adaptation; Climate justice**



In the middle of the action decade, all this is even more tangible - and urgent.

MRV&CO is engaged in boosting efforts to achieve the SDGs and their targets, accelerating global progress towards sustainable development.

With impacts generated in practically all of the 17 SDGs, we are today a reference in strategic management of the Sustainable Development Goals.

All SDGs deserve attention - and, naturally, those whose impacts are most closely connected with the challenges of sustainability in civil construction are emphasized at **MRV&CO**. And in them, we concentrate our efforts to amplify the potential impact of our actions for positive changes.



MRV Vision 2030: our commitment to change

MRV's Vision 2030 is the basis for structuring ESG strategies and proposals to contribute to the sustainable development agenda. It was born from a process of diagnosis and mapping of the positive and negative impacts of our activities and their correlation with the SDGs and their goals, also aligning with our purpose, our business vision, and the adherence of the SDGs to the Brazilian reality.

A long-term public commitment, guided by transparency, Vision 2030 takes into account the evolutions of the global scenario - and for this reason, its status is annually reassessed and updated with our stakeholders, to maintain our ability to respond in the best way to the dynamic challenges of sustainability.



Strategic Materiality

Management connected to the issues that are really relevant for the business.

Strategic and effective sustainability management requires the identification of our **material issues: what is most relevant on the ESG agenda in connection with strategy and value generation at MRV&CO** - and which will guide a shared and efficient journey in building the future.

How do we relate to society? How do we interact with the environment? How do we produce economic results? These questions, explored from the perspective of the organization and our stakeholders, are the starting point for considering the most significant issues within the reality of our operation



Development

[GRI 3-1]

MRV&CO Strategic Materiality was developed in 2022 within the concept of Stakeholder Capitalism, taking into account the relationship and engagement with stakeholders as pillars of effective management and organizational performance.

It is a step-by-step process that analyzes priorities and diverging interests between stakeholders and the organization for the sustainable development of its strategy:

1 benchmark analysis
Sector Analysis
Analysis of **MRV&CO** strategic guidelines

2 In-depth interviews with key players in the Group
Online survey with broad stakeholder participation

3 Application of the SOME* tool for stratified analysis by stakeholder groups

4 Validation with **MRV&CO** top leadership with the final definition of the material themes

The result shows the way the themes are prioritized - always under an **integrated vision of the sector's main challenges and its level of importance to the stakeholders**, connecting **MRV&CO** group to its main sustainability demands in a realistic way.

** Strategic Materiality Operating System: a tool that allows critical analysis of what is considered relevant to stakeholders and to the company, providing insights into what is considered a priority to address. Correlation analyses allow divergences to be identified and directions to be developed to align stakeholder expectations with the company's business model and strategy.*

The 8 Material Themes MRV&CO

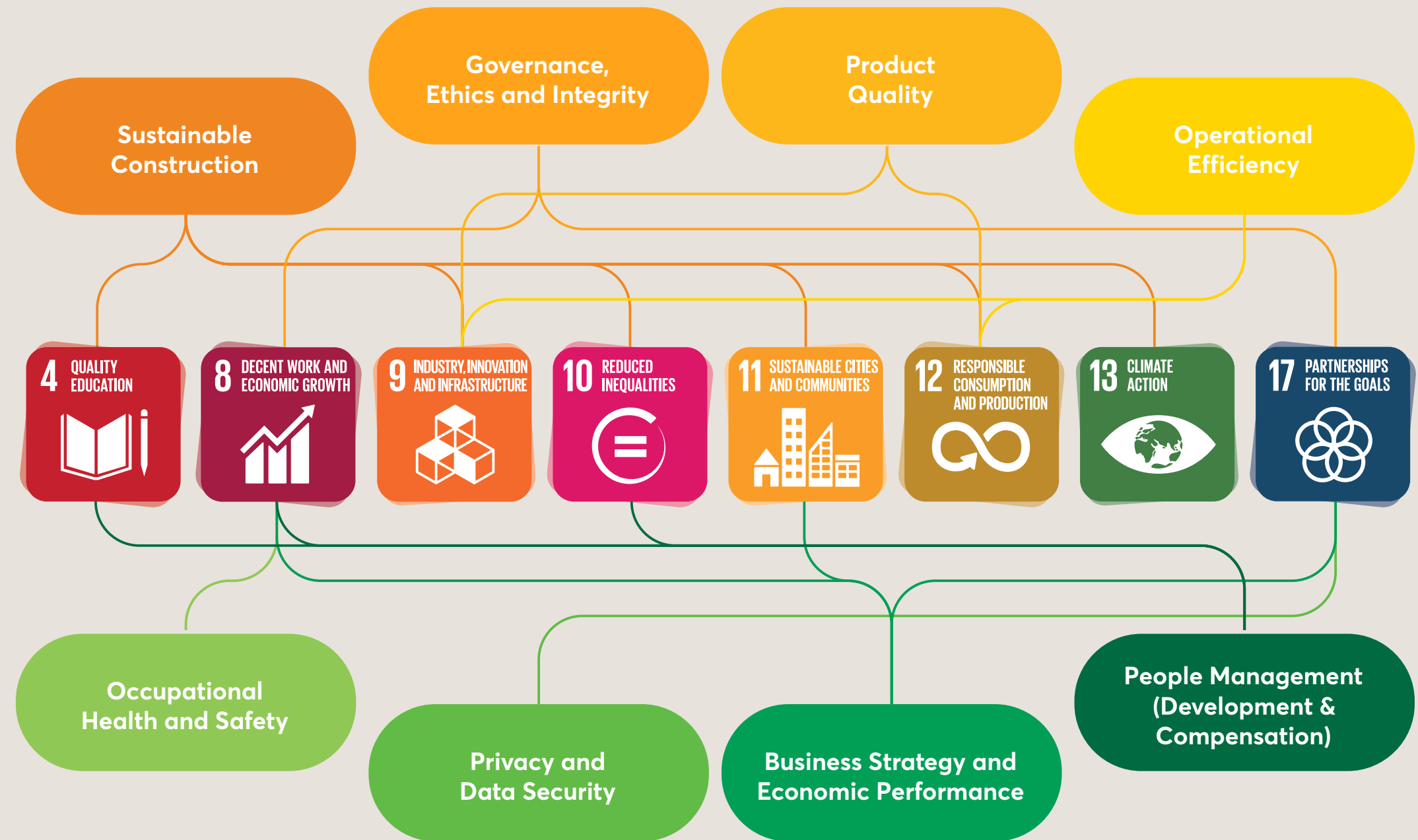
[GRI 2-29] [GRI 3-2] [GRI 3-3]

Major axes of our strategic management.

Connection with our priority SDGs.

Reflections of our key sustainability challenges

Inspiration for more and more positive impacts.





Materiality & SDGs at MRV&CO

In this new cycle, we bring a **deepening of materiality**, with new perspectives from the correlation with the goals of the Sustainable Development Goals and international protocols. This enables greater integration of the baselines, while at the same time incorporating efforts and analyses already made.

The SDGs proposed by the UN are now a global language for sustainability. Connecting them in greater depth to the most relevant themes for MRV&CO brings us even closer to the commitment of contributing to this agenda.

Alignment Radar

MRV&CO's strategic alignment radar with the priority SDGs in our business translates our material themes into the global language of sustainability.



*Exclusive SEALL methodology

11 SUSTAINABLE CITIES AND COMMUNITIES



11.1 By 2030, ensure access for all to safe, adequate and affordable housing and basic services and urbanize slums

11.3 By 2030, increase inclusive and sustainable urbanization and capacities for participatory, integrated and sustainable human settlements planning and management in all countries

11.7 By 2030, provide universal access to safe, inclusive, accessible and green public spaces, particularly for women and children, older persons and persons with disabilities

11.a Support positive economic, social and environmental relations between urban, peri-urban and rural areas, strengthening national and regional development planning

MRV&CO has as the core of its business to develop housing solutions that not only promote construction and real estate development - but that are true change impulses for the lives of its clients and for society.

- The Sustainable Construction theme ensures our commitment to applying technology to develop safe and responsible undertakings from the perspective of reducing social and environmental impacts.
- As a housing platform, our work involves housing and urbanization for the development of sustainable cities and communities as our Business Strategy and Economic Performance logic.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and cross-border infrastructure, to support economic development and human well-being, with a focus on equitable and affordable access for all

We are committed to the **social legacy of the business** – and this is reflected in the concept of Sustainable Construction and also in everything that refers to the development of people - both those who make our work possible and those who are touched in different ways by our consistent initiatives in education.

- An effective People Management - ensuring the valorization and promoting a dignified, inclusive and favorable work environment for training and dissemination of knowledge and training - evidences the focus on stimulating the growth of our professionals as MRV&CO employees and as part of their communities.

The responsibility of promoting Sustainable Construction requires commitment to innovation and Operational Efficiency as **enhancers in the development of safe and sustainable enterprises.**

- Our priority themes emphasize a performance focused on social welfare and equitable access to infrastructure, where Product Quality is a fundamental element.

4 QUALITY EDUCATION



4.6 By 2030, ensure that all young people and a substantial proportion of adult men and women are literate and have acquired a basic knowledge of mathematics

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent work, and entrepreneurship

4.c By 2030, substantially increase the pool of qualified teachers, including through international cooperation for teacher training, in developing countries, especially the least developed countries and small island developing states

8 DECENT WORK AND ECONOMIC GROWTH



8.2 Achieve higher levels of productivity of economies through diversification, technological modernization, and innovation, including through a focus on high value-added and labor-intensive sectors.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and equal pay for work of equal value.

8.6 By 2020, substantially reduce the proportion of young people not in employment, education or training.

The **MRV&CO** group understands that People Management is indispensable for the Business Strategy and Economic Performance, and recognizes the importance of legitimizing the essentiality of employees to be a prosperous, inclusive organization with great results.

- Our Governance, Ethics and Integrity policies aim to ensure that our professionals and those with whom we interact are protected by human and labor rights, in a diverse, inclusive, empathetic and transparent work context.
- In addition to the health of our relationships, we prioritize the Health and Safety at Work, with the compliance of all standards and requirements of occupational health and safety, protecting life and valuing the welfare of our teams.

When developing and evolving housing solutions, MRV&CO seeks to understand and welcome people, inside and outside our walls, with their dreams, peculiarities, needs and aspirations. This is the only way to promote change, building a **sustainable future - for enterprises and for relationships**.

- To promote Sustainable Construction is also to act promoting the reduction of inequalities and social and economic inclusion, understanding the central role of our activity to enable access to housing.
- Our positive social legacy also reaches our employees, through a socially responsible People Management that understands its duty to build development bonds with communities.

10 REDUCED INEQUALITIES



10.2 By 2030, empower and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic or other status

10.3 Ensure equal opportunities and reduce inequalities of outcome, including through the elimination of discriminatory laws, policies and practices and the promotion of appropriate legislation, policies and actions in this regard

13 CLIMATE ACTION



13.2 Integrate climate change measures into national policies, strategies and planning

Connection and collaboration create value. Thus, in terms of Business Strategy and Economic Performance, we establish partnerships with entities that share the same principles and values as MRV&CO.

- The group's entire operation is guided by the principles of Governance, Ethics, and Integrity - and the relationship with its partners could be no different: we firmly believe in always doing the right thing, with transparency, dialogue, and efficiency.

Understanding the environmental impacts and risks of our business is essential to sustainable development and incorporating a **responsible strategy**. The theme of Sustainable Construction requires a broad look at the way we relate to the environment.

- In this perspective, we operate under guidelines aimed at carbon management and emissions control to disseminate in our enterprises the concern with the risks of climate change.
- We bring the theme closer to the day-to-day business, with practices disseminated in our different environments that seek to engage MRV&CO as a whole in the reduction of environmental impacts in the most diverse scales.

17 PARTNERSHIPS FOR THE GOALS



17.7 Encourage and promote effective public, public-private, and civil society partnerships, building on the experience of the resource mobilization strategies of these partnerships

17.16 Strengthen the global partnership for sustainable development, complemented by multisectoral partnerships that mobilize and share knowledge, expertise, technology, and financial resources to support the achievement of sustainable development goals in all countries, particularly developing countries

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

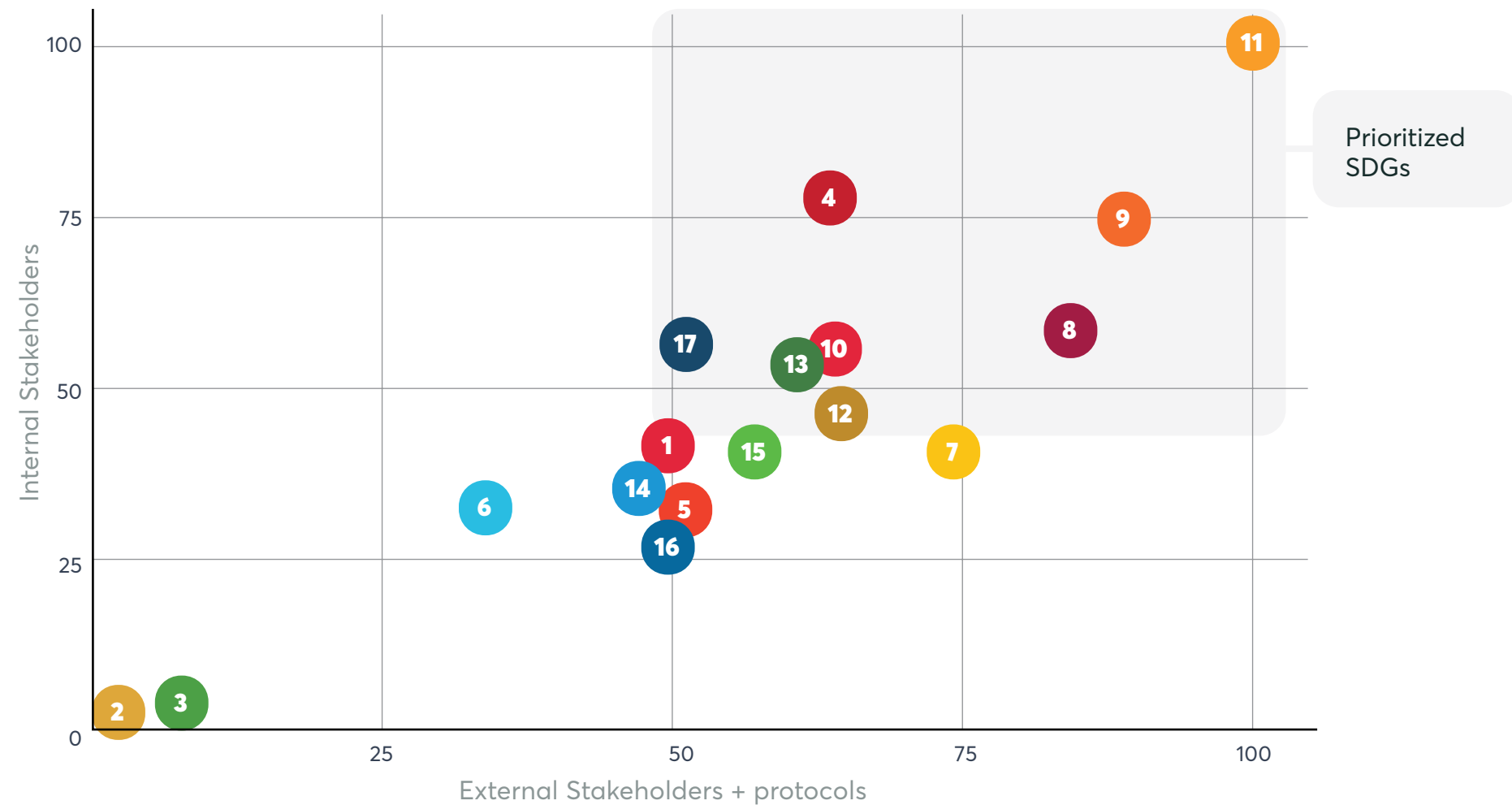


12.4 By 2020, achieve environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil to minimize their negative impacts on human health and the environment

The MRV&CO group is today a reference in sustainability. And in this position, it has the important role of **encouraging and inspiring good practices in the various ESG dimensions**. We can proudly say that we seek the best options for Sustainable Construction, with greater Operational Efficiency - to get more done, with less waste generation and less consumption of natural resources, and without losing sight of the Quality of the Product we deliver to customers.

Materiality matrix

A clear view of the degrees of relevance of the SDGs to different stakeholders, also considering international protocols.



4 Governance



Ethics, integrity, transparency, commitment: connected concepts to guide our trajectory.

The reach and growth of the MRV&CO Group depends on evidencing and, mainly, exercising the ethics agenda, the culture of integrity, transparency, and the commitment to best practices on a daily basis.

Solid values underpin every aspect of our performance, our attitudes, and our business. They underpin the positioning and impact of our work in economic and social development and in transforming the lives of people and the world.

Our Governance translates the commitment to sustainability, to stakeholders, and to a legacy of value. It incorporates tools for the Group to act and position itself in an increasingly demanding scenario - with dialogue, balance, and seeking more human and fairer relationships, for a **sustainable business model, for everyone.**

We adopt practices, policies, and organizational structures that follow the standards and guidelines of the main institutions in corporate governance and corporate sustainability - B3's Novo Mercado, the Brazilian Institute of Corporate Governance (IBGC), the Securities and Exchange Commission of Brazil (CVM) and the Corporate Sustainability Index (ISE). MRV has also been a signatory since 2016, of the United Nations (UN) Global Compact.



Structure & performance

[GRI 2-9] [GRI 2-10] [GRI 2-11] [GRI 2-12] [GRI 2-13] [GRI 2-14] [GRI 2-16] [GRI 2-17] [GRI 2-18]



MRV Board of Directors

Collegiate body that defines and decides strategic aspects of the business, such as:

- trade policy
- risk management
- feasibility of new business expansion
- evolution of ESG-related issues, seeking engagement from the entire team

The Board of Directors also has responsibilities:

- election of the Company's Executive Officers
- periodic evaluation and supervision of management (focus on long-term sustainability)
- quarterly performance evaluation and Annual Management Report, which show the main environmental and social strategic indicators

With a two-year term of office, the directors can be re-elected by the General Shareholders' Meeting. The choice of members is based on technical qualification, previous experience, unblemished reputation, alignment with MRVs purpose, values and culture, and knowledge of economic, social and environmental aspects.

Election: 04/23/21

- **Rubens Menin Teixeira de Souza** • President
- **Leonardo Guimarães Corrêa** • Counselor
- **Maria Fernanda Nazareth Menin Teixeira de Souza Maia**
 - Board Member and Compliance Officer
- **Betania Tanure de Barros**
 - Independent Board Member
- **Antônio Kandir**
 - Independent Counselor
- **Sílvio Romero de Lemos Meira**
 - Independent Board Member
- **Paulo Sergio Kakinoff**
 - Independent Board Member [elected on 06/01/2022]

In alignment with good governance practices, no Executive Director is part of the Board of Directors, just as the Chairman of the Board is not part of the Executive Board.

7 members

4 independent directors

good governance practices

2 women - gender diversity in top management

Annual self-evaluation

The Council and the installed Committees evaluate annually objective and subjective aspects, such as:

- vision and purposes
- value promotion within MRV
- shaping strategic development
- risk appetite
- external and stakeholder relations
- integration with directory committees

 SEE MORE: Internal Regulations of the Board of Directors

MRV Executive Board

Responsible for the administration of the company's business in general and the practice, therefore, of all necessary or convenient acts, except for those for which, by law or by the company's bylaws, the General Assembly or the Board of Directors is competent. They are also responsible for planning, implementing, and ensuring the fulfillment of the short, medium, and long-term strategic guidelines, as defined by the Board of Directors and the CEOs. Responsibilities are established in MRVs by-laws and by the Board of Directors.

With a two-year mandate, the members of the Executive Board are elected by the Board of Directors and can be re-elected and dismissed at any time by the Board. There is no age limit for the compulsory retirement of members.

Election: 04/05/21

- **Rafael Nazareth Menin Teixeira de Souza** • CEO
- **Eduardo Fischer Teixeira de Souza** • CEO
- **Ricardo Paixão Pinto Rodrigues** • Chief Financial and Investor Relations Officer
- **Thiago Corrêa Ely** • Commercial and Credit Executive Director
- **Silvio Luiz Gava** • Executive Production Director
- **Júnia Maria de Sousa Lima Galvão** • Executive Director of Administration and Human Development
- **Raphael Rocha Lafetá** • Executive Director of Institutional Relations and Sustainability

Executive Director of Institutional Relations and Sustainability

It ensures the Company's Sustainable Development Guidelines, leading ESG initiatives in partnership with MRVs several areas, among other competencies defined by the By-Laws.

Managing Directors

In addition to the other competencies defined by the Bylaws, the Chief Executive Officers jointly formulate the Company's strategies, operating guidelines and goals for the short, medium and long term and establish criteria for the execution of the decisions taken by the General Assembly and the Board of Directors



Luggo and Sensia do not have their own Executive Board.

- **Rodrigo Martins de Resende**, Director of New Business and Innovation, is responsible for Luggo's organizational structure.
- **Thiago Corrêa Ely**, Commercial and Credit Executive Director, is responsible for Sensia's organizational structure.

MRV Audit Committee

Corporate body independent from management and the external auditors.

- **Supervises the management's activities, verifying the fulfillment of legal and statutory duties**
- **Opines on the annual management report and reviews quarterly balance sheets and financial statements, reporting to the shareholders**

Installed at the request of the shareholders at the Annual General Meeting on April 29, 2022, functions on a non-permanent basis, as provided for in MRVs by-laws.

3 board members and their alternates

Minimum requirement of the Brazilian Corporation Law

Election: 04/29/22

- **Thiago da Costa e Silva Lott**
- **Paulino Ferreira Leite**
- **Sicomar Benigno de Araújo Soares**

 SEE MORE: Internal Rules of the Audit Committee.

MRV Directory Committees


Established by MRVs Board of Directors, they support the Board by proposing solutions and assisting in decision-making.

6 Statutory Committees

- **Governance, Risk, Compliance, and Privacy**
- **People**
- **Operations**
- **Innovation**
- **Legal**
- **Audit**

2 Non-statutory Committees

- **Ethics**
- **Financial**

 SEE MORE: additional information on Directory Committees





Urba Board of Directors

It deliberates and provides guidelines on topics of high interest related to business and management - such as strategies on economic, social, and environmental topics - and safeguards issues related to purpose, values, mission, and vision.

Election: 04/25/22

- **Rubens Menin Teixeira de Souza** • President
- **Rafael Nazareth Menin Teixeira de Souza** • Counselor
- **Júnia Maria de Sousa Lima Galvão** • Counselor
- **Leonardo Guimarães Corrêa** • Counselor
- **Jercineide Pires de Castro** • Counselor
- **Mônica Freitas Guimarães Simão** • Independent Board Member
- **Luiz Antônio Nogueira de França** • Independent Counselor
- **José Felipe Diniz** • Independent Counselor

8 members

3 independent directors
good governance practices

3 women
gender diversity in top management

Urba Executive Board

- **Erika Matsumoto** • CEO
- Election: 04/26/22**
 - **José Roberto Diniz Santos**
 - Chief Financial and Investor Relations Officer
 - **Pedro Carlos Saldanha Auler**
 - Executive Director of Operations
 - **Maria Lúcia Gouveia**
 - Executive Director of Real Estate Development

 [SEE MORE: Urba Corporate Governance](#)

Urban Directory Committees

- **Finance**
- **People**
- **Governance, Risk and Compliance**





Board of Directors constituted in line with MRV's Board and sharing some directors with it.
Executive Boards

Resia Board of Directors

Board Of Directors

- Rubens Menin
- Rafael Menin
- Leonardo Correa
- Ernesto Lopes
- Ricardo Blas

Resia Executive Board

With organizational structure and job nomenclature that follow US management precepts, it is located at the company's headquarters in South Florida and is responsible for the day-to-day management of the company.

Corporate Officers

- Ernesto Lopes • President and CEO
- Carlos E. Gonzalez • CIO (Chief Investment Officer)
- Thiago Caixeta • CFO (Chief Financial Officer)
- Fabrizio Batista • CSO (Services Director)
- Osvaldo J. Marchante • CAO (Administrative Director)
- Ricardo Blas • COO (Chief Operating Officer)



Shareholding Composition

MRV's shareholder composition combines shares held by the founder and controlling shareholder with shares held by investment funds, executives, board members and other minority shareholders. The balance of vision between the parties is ensured by principles governing governance and management bodies.

MRV shares participate in 14 national indexes, including in the Novo Mercado of the Brazilian Stock Exchange, B3 - a listing segment for the trading of shares issued by companies voluntarily committed to complying with good corporate governance practices, higher requirements than those already imposed by Brazilian law and specific requirements, expanding shareholder rights and improving the quality of information provided.



0% Treasury Stock

0.9% Executives and Board Members

35.9% Rubens Menin T. de Souza

63.2% Other



SEE MORE: MRV Overview

Governance & day to day

[GRI 2-23] [GRI 2-24] [GRI 3-3]

Believe and do, connected in a true culture of integrity.

Good values guide good attitudes, and at **MRV&CO** it is like that. To make our responsible business conduct a reality, these values are supported by powerful **governance instruments** that encourage us to **think and act within the logic of integrity**.

Who we are, who we seek to be, how we relate and how we act are notions that are connected in a **Culture of Integrity** – and this is materialized in our Integrity Program, in a current and comprehensive Code of Conduct, in the MRV&CO By-Laws and in Policies and Regulations for MRV, Sensia and Luggo.

We believe that there is only one way to do things: the right way. This inspires our Culture of Integrity, makes sense in our organizational strategies, and shapes every process that takes place in MRV&CO.

Knowledge, involvement, and a keen eye for the principles and instruments of integrity and ethics are fundamental to incorporate them into the day-to-day activities of the Group's companies and people, transforming them into commitments by everyone.

It's about sharing - among leaders, employees, suppliers, partners - the ideas, practices, and responsibility to build a more ethical world, with more solidarity, with relationships of transparency and trust.

Urba has its own Code of Conduct, Integrity Program and trainings.

Resia brings North American historical and cultural baggage - thus providing an opportunity for the crossing of organizational cultures and inspiring a robust and plural governance model, to dialogue broadly with different stakeholders.

MRV: Ambassador of the Movement Transparency 100%

First initiative to promote corporate transparency in Brazil, the Movement Transparency 100% mobilizes companies in the fight against corruption to achieve the SDGs of Agenda 2030 - involving them in 5 ambitious goals, stimulating and enabling them to go beyond legal obligations and strengthening their transparency and integrity mechanisms.

In 2021, MRV was a pioneer in joining the initiative; and in December 2022, has also become an ambassador of the 100% Transparency Movement, putting herself in a position of reference to, more than taking action, **inspire leaders and companies in positive practices.**

 SEE MORE: Ethics and Integrity documentation.

 SEE MORE: Urba Code of Conduct.

The Integrity Program

[GRI 2-25] [GRI 2-26] [GRI 2-15] [GRI 3-3]

Our Integrity Program has a profound impact on the strength of our Integrity Culture and institutional image.

MRV&CO's Integrity Program unfolds in actions at all levels of the companies, contributing to **potentiate positive attitudes** and perceptions of the brand and employees:

- raising the level of trust in relations with customers, suppliers and partners
- protecting the reputation of the organization and the people
- enabling and strengthening anti-corruption and transparency mechanisms
- increasing the market value of the group and the companies

Coordinated by the Compliance area, the Integrity Program articulates and mobilizes MRV&CO's corporate instruments to **prevent, identify and remedy ethical deviations, frauds and irregularities.**

Develops and implements **guidelines and procedures** for business compliance with values, Code of Conduct, Policies, and legislation.

What backs MRV&CO's Integrity Program:

- Top management commitment to integrity culture
- Code of Conduct, Policies and Procedures
- Compliance Risk Monitoring
- Communication and Training
- Integrity Due Diligence
- Confidential Channel and Consequence Management

MRV: the first builder and developer with the Pro-Ethics Seal

The effective Integrity Program and the commitments voluntarily undertaken with national and international entities guided by integrity, transparency, equity, accountability and corporate responsibility brought MRV something unprecedented in the industry: the Pro-Ethics Seal 2020/2021 - the highest recognition of integrity and ethics in the corporate environment.

Control, monitoring and auditing

- Biannual report of the main activities to strengthen the culture of integrity and risk prevention for analysis and follow-up by the Statutory Governance, Risk and Compliance Committee
- Reporting of all meetings for monitoring by the Board of Directors



SEE MORE: MRV&CO Integrity Program

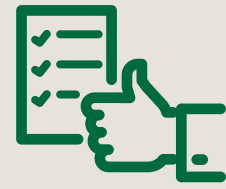


Code of Conduct

Our "guide" for business and relationships: guided by the Group's values, it indicates the **ethical and behavioral guidelines** for MRV&CO's employees and for the audiences with whom we relate - partners, customers, public agents, suppliers, third parties, among others.

To ensure that the Code of Conduct is known and respected, there is periodic training (mandatory for all employees), stimulating its compliance and use as reference in actions and decisions, inside and outside the companies, to always preserve the credibility and reliability of people and of the MRV&CO Group.

[SEE MORE: MRV&CO Code of Conduct](#)



Compliance Policies

A set of norms and recommendations that follow the best standards in business ethics practices and are fully aligned with MRV&CO's objectives and strategy. With specific themes, they must be approved by the Board of Directors.

The Policies are references of the Compliance approach in MRV&CO, and a **potency for our commitments to transparency and excellence in Governance.**

[SEE MORE: learn about our policies](#)



Conflicts of Interest

[GRI 2-15]

Preventing and avoiding conflicts of interest are key points. Since 2021, MRV&CO holds the **annual Campaign of Declaration of Bonds, for all employees**, optimizing the process of declaration of personal bonds with other employees, suppliers or public agents and of parallel activities. Previously, the declaration was made by opening a call on the Contact Compliance channel; Today it is annual, with the valuable participation of everyone. The results of the analysis of the statements are shared with the Audit, HD, Attraction, IR, and Controllership areas for their knowledge and due treatment.

In 2022, The campaign was improved with the implementation of the new Agilis Form platform for declarations, bringing more automation to declarants and the Compliance area.

Compliance with Laws and Regulations

[GRI 2-27]

In the period covered by this report **MRV&CO had no significant cases of non-compliance with laws and regulations.**

By significant, MRV&CO understands any legal or regulatory non-compliance that may materially affect its ability to perform its activities or that may adversely change its economic, financial or operational condition.

Anti-Corruption Practices

[GRI 205-1] [205-2] [205-3] [GRI 3-3]

Transparency in MRV&CO is not a goal - it is our way of conducting business and relationships. Therefore, we prevent and fight corruption in a structured and transversal way, articulated by the Compliance, Legal, Risk Management, and Internal Audit areas.

The guidelines apply to employees and third parties who have a relationship with Group companies. There are no exceptions to the compliance with the guidelines, which are defined in the Code of Conduct, in the Compliance Policies, in the Anti-corruption Policy, in the Integrity Due Diligence Policy that is within the Supplier, Service Provider and Intermediary Agent Relationship Policy.



SEE MORE: all documents on anti-corruption policies and procedures

During the year 2022, there were no reported cases of corruption in MRV&CO.

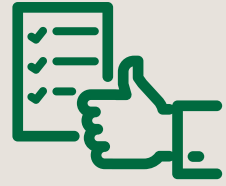
MRV&CO's Code of Conduct and Anti-Corruption Policy are fully available to the general public on the [MRV Investor Relations website](#) and on the [MRV Integrity Program website](#).

Public Sector: transparent relations

Working for decades with affordable housing, MRV&CO is aware of the need to pay special attention to the issue of corruption risks.

To enhance our team and reduce these risks, a very clear **Anti-Corruption Policy and actions focused on reducing risks guide our business relations** with representatives of the federal, state, and municipal public spheres.

- Employees, third parties, and business partners cannot receive, promise, offer, or give, directly or indirectly, any advantages to public agents or individuals and companies linked to them;
- It is forbidden to fund, sponsor, or contribute to acts harmful to the public administration, and to use representations to conceal or disguise interests or the identity of beneficiaries;
- The Group cannot hire companies that have a public agent as a partner, or consultants that exercise a public function related to our activities.



The Compliance area advises that any and all relationships with public authorities should follow the Golden Rules of Interaction with Public Authorities, to avoid cases of conflict of interest and undue benefit.



According to the electoral legislation, MRV&CO does not engage in party political activities and **does not make political contributions** to candidates, parties, party representatives or related campaigns.



For **suppliers**, we require for registration the approval of integrity due diligence and the acceptance of the Golden Rules for Third Parties Interaction with Public Authorities and of our Code of Conduct.

Political contributions

[GRI 415-1]

MRV&CO and its subsidiaries have not made political contributions, since the Federal Supreme Court (STF) has concluded the judgment of the Direct Unconstitutionality Action (ADI) 4.650 filed by the Federal Council of the Brazilian Bar Association (OAB), declaring the unconstitutionality of the legal provisions that authorized contributions from legal entities to election campaigns.



Informing and enabling integrity

[GRI 205-3] [GRI 2-25]



MRV&CO engages, informs and instrumentalizes its employees so that each one of them becomes an agent in the fight against corruption, inadequate conducts and unethical practices - strengthening the culture of doing the right thing, always

All members of our team, without exception, have access to information and training, in the various opportunities and formats we have adopted to disseminate knowledge:

- **Training and workshops that reinforce our values and our commitments**
- **Broad communication about the themes and guidelines of the Integrity Program, the Code of Conduct and the Anti-corruption Policy with the various areas, through the internal network, and actions in various formats, such as theaters and campaigns**
- **Top leadership as spokespersons for the principles and instruments of integrity, ethics, and transparency**
- **Guardians of Integrity:** volunteer employees who become references for Compliance in their areas and locations

100% of the top management and governance body members were communicated by 2023, concerning the main activities carried out in 2022, in relation to MRV&CO's anti-corruption procedures and policies.

The Senior Management is informed of the anti-corruption procedures and policies adopted by MRV&CO via quarterly reports to the Governance, Risk and Compliance (GRC) and Privacy Committee and to the Audit Committee on the activities developed by the Governance, Risk, Compliance and Privacy areas. Annual reports are also made to the Board of Directors.

For employees

MRV&CO employees with digital access undergo mandatory **e-learning training** on the Code of Conduct and Culture of Integrity, with verification of knowledge retention and the requirement for electronic signature of the Code of Conduct and Anti-Corruption Policy Compliance Agreement. The platform has accessibility tools for PCD.

In 2022, among employees with Internet access

98.0% took the Culture of Integrity training

98.0% took the Code of Conduct training

100% of the senior management members of the GRC and Privacy Committee (4 Board Members and 6 Executive Directors) have taken the Code of Conduct Training

In work environments and stores without internet access, the teams are informed and mobilized through actions such as the **Integrity Kit**, which brings together materials for dissemination and clarification on themes of the Code of Conduct, and the **Integrity on the Agenda** awareness-raising moment.

Own and third-party employees at stores and construction sites that do not have access to the Internet were trained with Integrity on the Agenda, as shown in the figures below:

INTEGRITY AT STAKE	Security Technicians	Collaboration on construction sites	Managers	Brokers
Code of Conduct and Confidential Channel (May/Jun)	149	6,278	154	2,085
LGBTQIAP+ and Combating Discrimination (Jul/Aug)	169	6,749	68	539
Combating Moral and Sexual Harassment (Sep/Oct)	181	8,394	144	1,452
Black Awareness and Fight Against Racism (Nov/Dec)	143	5,800	0	0

Communication and training actions in 2022 on anti-corruption and integrity practices also include:

- **Fala DI Live for** 351 employees with training on Term of Commitment: the risks and importance of Compliance and Legal analysis (April)
- **On-site compliance training** for 52 employees in ES and 171 employees in RJ (August)
- **Moment of Integrity in Commercial**, which trained 169 employees on fraud prevention (February)

For suppliers

We extend the impact of our integrity values to every supplier in the MRV&CO Group, with **requirements and resources that support ethical practices and transparency:**

- Requirement of acceptance of the Code of Conduct Adherence Term and the download of the Group's guidelines material
- Clauses of awareness and adhesion to the Code of Conduct and Anti-corruption Policy in contracts
- Supplier Portal: support platform for financial consultations and other questions, with access to the Code of Conduct and the Confidential Channel
- Training actions to combat corruption and promote integrity
- Recurrent communication to the entire supplier base about ethics and integrity*

100% of suppliers and third parties

are informed at the moment of registration that they accept and commit to follow the guidelines of the MRV&CO Code of Conduct and the Golden Rules in the interaction with public authorities.



* In 2022, the base received various content releases from the Movement for Integrity in the Engineering and Construction Sector (MISEC)

Communication Channels

The Culture of Integrity in MRV&CO gains fluidity with efficient communication channels.

Essential instruments of Governance, they are known and accessible to all employees. The growing membership is a clear reflection of the relationship of trust that exists between the Group's companies and our team.

Talk to Compliance

Direct channel with the area to clear doubts, raise ethical concerns, declare the receipt of gifts and presents, request supplier integrity due diligence, among other related issues.



677 calls handled in 2022

Confidential Channel

A safe space, available 24/7 for confidential records of occurrences of conduct considered unethical - such as corruption, moral harassment, sexual harassment, discrimination, disrespectful behavior, conflict of interests, improper payment or receipt, theft, robbery, fraud, manipulation, among other cases of non-compliance with the Brazilian legislation and MRV&CO's internal rules.

- **Channel open to internal and external publics, for reports that may or may not be anonymous**
- **Service by telephone, website or e-mail by an independent and specialized company, ensuring absolute confidentiality**
- **After registration and screening, the complaints are investigated by the Risk area and by Internal Audit (which reports to the executive management of GRC and Privacy)**

In 2022:

689

reports handled by the Risk and Audit area

53%

confirmed, with appropriate measures applied according to MRV&CO's Consequences Policy and/or deliberation by the Ethics Committee.

Safety and Security

MRV&CO's Code of Conduct does not allow retaliation or punishment to any person who reports in good faith.



“We do the right thing, the right way, and for the right reasons” is the motto of Urba’s Integrity Program.



What Urba delivers in quality of life, intelligence and sustainability to clients is consistent with **100% ethical behavior and integrity**. The Integrity Program, launched in 2020, connects the company, its leadership, and all employees to improve and strengthen compliance in practices and processes - in line with the best environmental, social, and governance practices.

Urba’s corporate and social responsibility and values do not tolerate corruption or fraud. In the company and in the value chain, any form of illegality is combated, with the support of **governance instruments** built with the stakeholders:

- **Compliance and Internal Audit** – an independent and autonomous area, with full human, financial, and technology resources; directly linked to the Board of Directors.
- **Governance, Risk, and Compliance Committee** – a collegiate body of an directory, deliberative, and permanent nature. Advises the Board of Directors and assists in maintaining high standards of governance and ethics in the Urba ecosystem.
- **Code of Conduct, Policies, Rules and Procedures** – brings together the main guidelines for the professional conduct of employees, reinforcing the public commitment to ethics, honesty, integrity and transparency, in compliance with the law.

Compliance at MRV&CO: highlights 2022

Our Integrity Culture is strongly supported by an active and dynamic Compliance area, whose structure is under the supervision of the Compliance Officer Maria Fernanda Nazareth Menin Teixeira de Souza Maia - who is also a member of MRV's Board of Directors, Statutory Governance, Risks, Compliance and Privacy Committee and Ethics Committee.

The performance of Committees and agents and the multiple initiatives - internal and also with our partners and suppliers - show the principle of **doing the right thing, always** as the axis of our way of working. **Get to know some of the outstanding activities and relevant facts about our Compliance in 2022:**

- **Campaign to combat harassment and encourage the use of the confidential channel with video on corporate TVs**

Raising awareness among all employees about behaviors that constitute moral and sexual harassment, also reinforcing the importance of reporting through the Confidential Channel. A video on the theme was published on corporate TVs, strengthening MRV&CO's commitment to not accept any act of moral and sexual harassment in the work environment.

- **Campaign for annual declaration of personal and professional ties**

To mitigate possible conflicts of interest and support compliance with the values of ethics and transparency, the **Declaration of Bonds is annual and mandatory** for all employees, whether or not there is a bond to declare.

- **Disclosure of the guideline on gifts and presents for employees and suppliers**

MRV&CO's Code of Conduct prohibits employees from receiving items other than institutional gifts with the Company's logo in order to avoid conflicts of interest. Suppliers are also recommended not to offer gifts, presents, and hospitality, in order to maintain ethics and integrity in the partnership.

- **MRV ambassador of the UN Global Compact's 100% Transparency Movement**

Being more than a participant, an ambassador of the 100% Transparency Movement, MRV has expanded responsibility as a reference and inspiration for other organizations. By means of a video, CEO Eduardo Fischer reinforced the commitment to reach the ambitious goals of integrity promotion according to UN agenda 2030 and the importance of the leadership's attentive vision and the daily exercise of ethics by each

employee, enhancing the reach of our actions to promote transparency and what is right.

- **Theatrical performance "Compliance Beyond Speech" at Headquarters**

Celebrating the international day against corruption, the theatrical presentation by Cia Solo approached, in a playful way, themes from MRV&CO's Code of Conduct: fighting corruption, declaration of gifts and presents, conflicts of interest, declaration of ties, fighting moral and sexual harassment, confidential channel, and use of personal data (LGPD). It was a moment of reflection, reinforcing that building an extraordinary future depends on the attitudes of each person.

● **Integrity on the Agenda on diversity and inclusion and fighting harassment, in stores**

Integrity on the Agenda is a moment of awareness and dissemination of human rights, ethics, and integrity topics, conducted by the employees themselves - who bring learning and reflection on essential topics that should be part of the daily routine of the teams at the tips (construction sites and stores). The employees involved are trained by Compliance on the theme to be addressed, receiving scripts and supplementary material developed in partnership with the areas.

In the commercial, they were prominent themes:

- diversity and inclusion, strengthening the notions of welcome and safety to be who you are in our work environment.
- combat harassment, reinforcing the commitment of each one to not carry out and not allow any act of moral and sexual harassment in work relations.

● **Integrity on the Agenda on diversity and inclusion, fighting harassment, and on black awareness, in the works**

In Production, to favor a safe and healthy environment for everyone, besides the topics of diversity and inclusion and fighting moral and sexual harassment, black awareness and racial equity were also addressed, in order to stimulate empathetic and respectful treatment among people.

● **Guardians of Integrity: Awareness missions**

The Guardians of Integrity are employees aligned and committed to MRV&CO's values, who place themselves as multipliers of the culture of always doing the right thing, in the most diverse realities of the group. In 2022, A selection process was held for new guardians - currently, there are 97 of them, from the most diverse areas and locations. Everyone can get to know who and where the Guardians are by means of videos shown on corporate TVs.

In 2022, The Guardians of Integrity promoted the culture of integrity **in 2 missions, with emphasis on the mission to combat moral and sexual harassment.**

There are many positive results from the partnership between Compliance and the Guardians - who, besides disseminating the Integrity guidelines, help identify non-conformities and become a support channel for the other employees.

● **Booklet on good practices during the election period and rules of electoral donation**

MRV&CO respects its employees' right of free political expression. This motivated the creation of a booklet with the Group's guidelines for the election period, which clarifies what can and cannot be done. The material was widely disseminated to all teams and by e-mail to top management.

- **Communication to Suppliers on Ethics and Integrity: MISEC content**

The Movement for Integrity in the Engineering and Construction Sector (MISEC) seeks to transform the Engineering and Construction sector with good compliance and integrity practices.

To establish commercial relationships based on integrity, the fight against corruption and the exercise of free competition, every month MRV&CO's suppliers and partners receive an e-mail encouraging them to join the movement and adopt good practices in compliance.

- **Virtual training on the Confidential Channel**

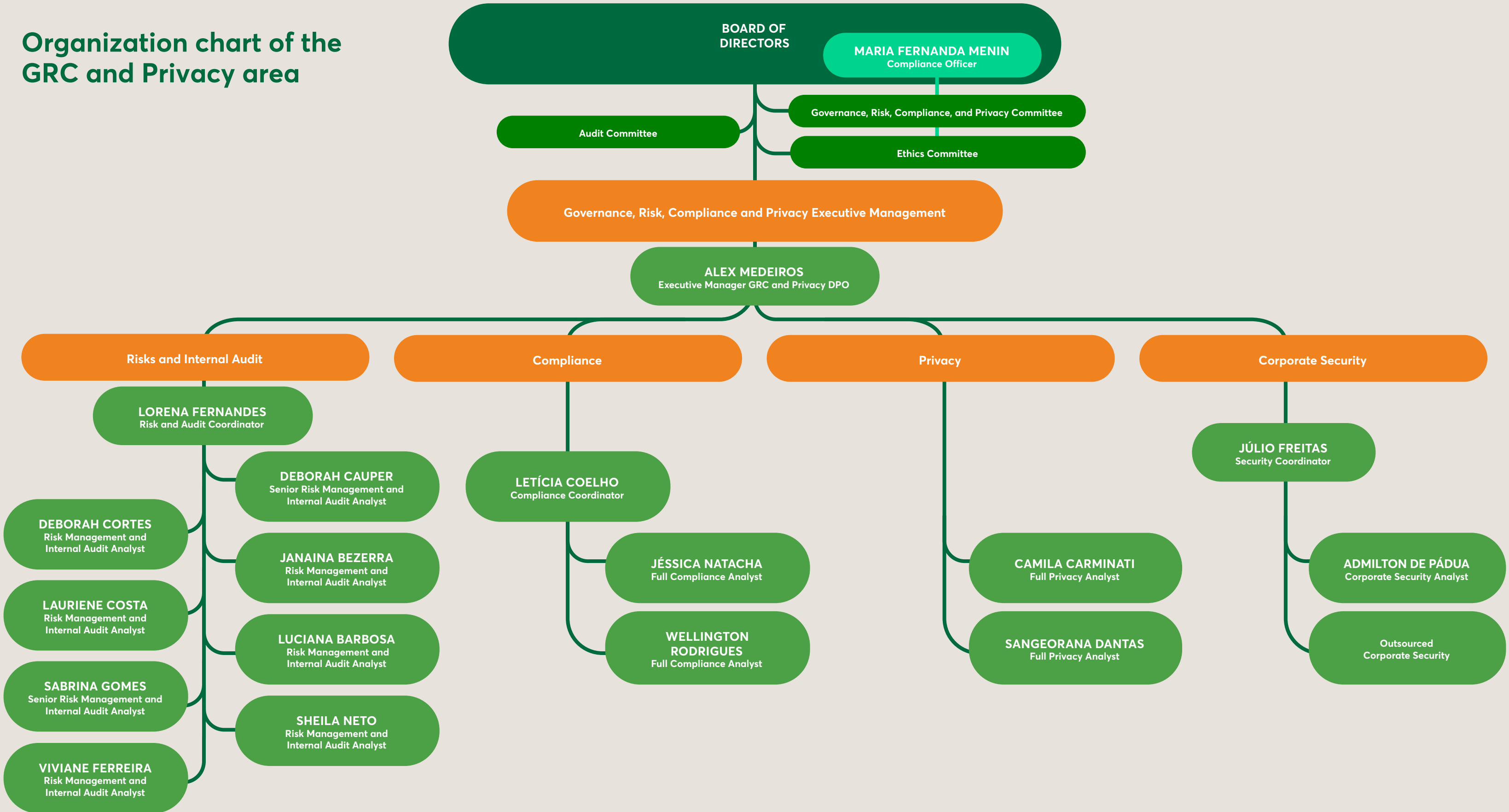
A live was held to demystify and provide greater transparency about the scope of the Confidential Channel, to demonstrate its importance in the fight against fraud, cases of harassment, labor violations, corruption, among other issues, and to clarify its role in ensuring that ethical deviations in behavior are identified and can be properly responded to with disciplinary, administrative, and/or remedial measures. The video was also broadcasted on corporate TVs throughout Brazil.

- **6th Sustainability Award in MRV&CO Supply Chain**

Conducted by an internal technical committee, with representatives from the Sustainability, Procurement, HSE, and Compliance areas, the award encourages and values sustainable performance in the social, environmental, economic-financial, and Compliance areas - in addition to promoting discussions about sustainability - in the supply chain. Suppliers were selected divided into 3 categories (small, medium, and large). The standouts received the title of **Sustainable Supplier**.



Organization chart of the GRC and Privacy area



5 Financial Capital





**The result is to
always best connect
the available resources
to real value creation**

Sustainable growth, with operational and financial performance, is the fundamental basis for building the future we believe in. Consolidated today as a Multinational Housing Platform of Brazilian origin, MRV&CO maintains different business lines that complement each other.

**Our strategy of diversifying
products, funding sources,
and markets has proven to be
solid and constantly evolving.**

Business Model

[GRI 2-6]

MRV&CO is a publicly-held corporation, listed on B3 S.A. (B3), with its headquarters at Avenida Professor Mário Werneck, nº 621, 1º andar, in the city of Belo Horizonte, state of Minas Gerais, registered with the CNPJ/MF under No. 08.343.492/0001-20.

The Group, through its companies, has been active in construction and incorporation in the residential development segment for 43 years.

It is, today, in 163 cities in 22 Brazilian states, including the Federal District. Since the beginning of 2020, operates in the United States through Resia, present in 5 metropolitan statistical areas.



MRV Engenharia e Participações S.A. ("Company") and its subsidiaries ("Group") are engaged in the following **activities**:

- the administration of own and third-party assets;
- the incorporation, construction, and commercialization of own or third-party real estate;
- the rendering of engineering services relevant to the attributions of the responsible technicians, of real estate consulting services, intermediation of the supply of goods and services in the residential real estate segment;
- and participation in other companies as a partner or shareholder.

The development of the real estate projects and the construction of the properties are carried out directly by the companies of the Group or by other partners.

The **partners** act directly in the development of enterprises by means of participation in Special Purpose Companies (SPE) and Silent Partnerships (SCP).

Our **shares** have been traded on B3 S.A. - Brasil, Bolsa, Balcão ("B3") since 2007, in the Novo Mercado - the highest level of governance.

MRVE3 shares in 2022:

 Exchange Rate: **R\$ 7.60**
(at year-end)

 Market Cap:
R\$ 3.7 billion

 Financial volume traded:
R\$ 94 million (average/day)

On December 31, 2022, the Company held **483,232,789 shares**, of which **1,348 were held in treasury**

Entities included in the consolidated financial statements

S E N S I A
INCORPORADORA

 **Urba**

RESIA

 **MRV**

 **Luggo**

**MRV
Incorporation**

Allotments

 **SEE MORE: Investor Relations**



Risks and Opportunities

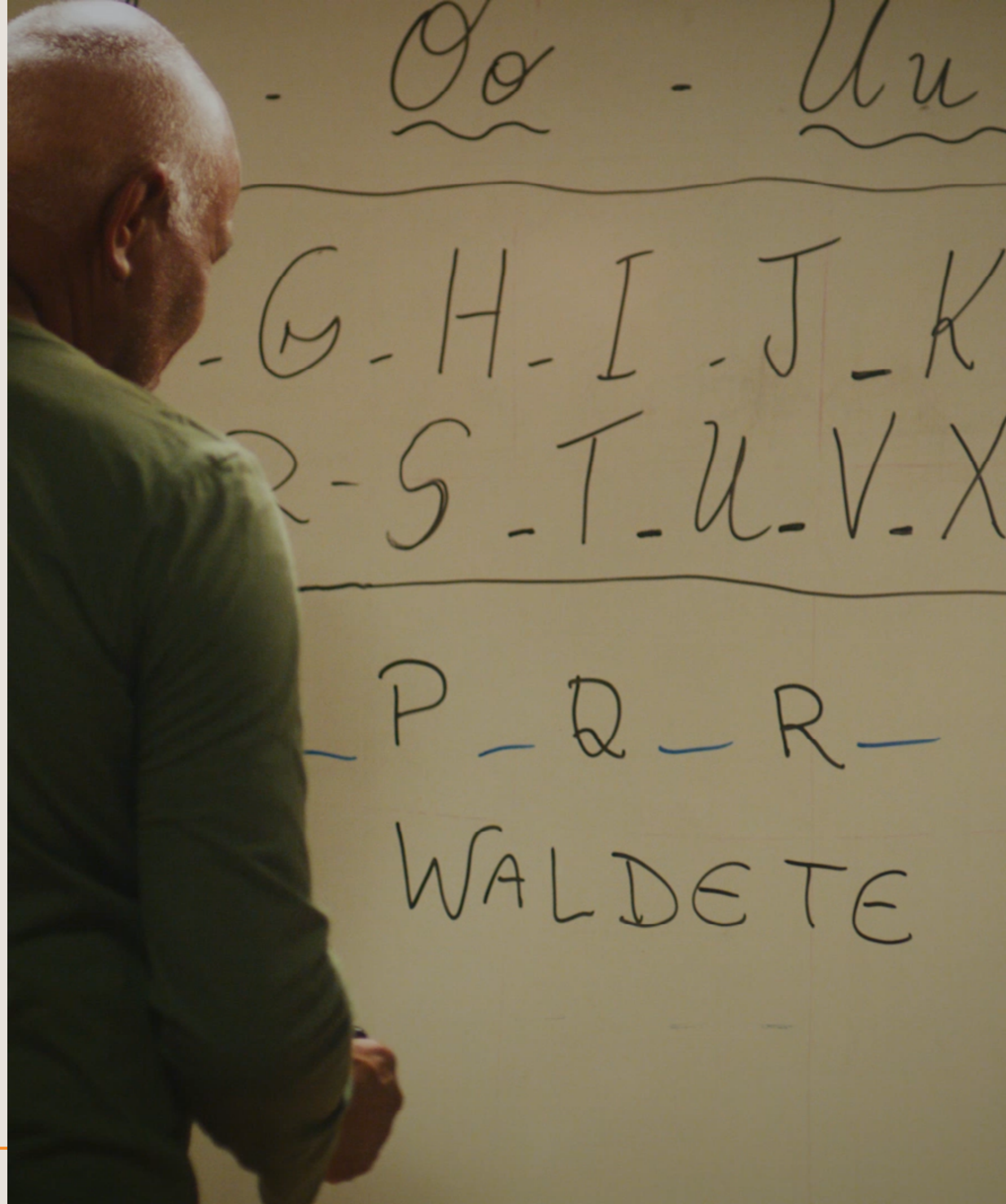
[GRI 203-2] [GRI 201-4]

Significant indirect economic impacts

The programs Escola Nota 10, Elas Transformam, Vizinhos do Bem, Adote um Parque, MRVs participation as a partner in the Global Compact, institutional support to ICLEI - Local Governments for Sustainability, among other initiatives discussed throughout this Report, are excellent examples of projects and actions with indirect and direct impacts generated by the Group, both in the environment and in the communities surrounding MRV&CO developments.

Financial assistance received from the government

MRV and its subsidiaries do not receive any kind of benefit from the government.



Economic Performance

[GRI 201-1] [GRI 3-3]

Audited balance sheet, with revenues, revenues by type of operation, costs and expenses, financial results, and indebtedness.

Direct economic value generated and distributed

Economic value generated (in R\$ thousand) - 2022

	MRV&CO
Net Operating Revenue	6,633,086
Financial Revenue	249,598
Result of Asset Sales	624,142
Subtotal (a)	7,506,826

Economic value distributed (in R\$ thousand) - 2022

	MRV&CO
Operating Costs + Salaries and Benefits	6,583,332
Payments to Capital Providers	630,761
Payments to the Government	318,304
Investments in the Community	7,059
Subtotal (b)	7,539,456

Total (a - b) -32,630

Economic value generated (in R\$ thousand) - 2022

	MRV Brazil	Resia - USA
Net Operating Revenue	6,608,913	24,173
Financial Revenue	240,837	8,761
Result of Asset Sales	28,970	595,172
Subtotal (a)	6,878,720	628,106

Economic value distributed (in R\$ thousand) - 2022


	MRV Brazil	Resia - USA
Operating Costs + Salaries and Benefits	6,396,489	186,843
Payments to Capital Providers	623,194	7,567
Payments to the Government	151,142	167,162
Investments in the Community	7,059	-
Subtotal (b)	7,177,884	361,572

Total (a - b) -299,164 266,534

Consolidated financial indicators

The full report can be accessed in the MRV&CO Financial Results Statement.

Consolidated Financial Statements - MRV&CO (in R\$ million)					
	2022	2021	2020	Var. 2022 x 2021	Var. 2022 x 2020
Total Net Operating Revenue	6,633	7,118	6,646	6.8% ∨	0.2% ∨
Gross profit	1,305	1,841	1,874	29.1% ∨	30.4% ∨
Gross Margin (%)	19.7%	25.9%	28.2%	6.2% ∨	8.5% ∨
EBITDA Margin (%)	23.2%	27.9%	30.9%	4.7% ∨	7.7% ∨
EBITDA	810	1,419	1,007	42.9% ∨	19.6% ∨
EBITDA Margin (%)	12.2%	19.9%	15.2%	7.7% ∨	2.9% ∨
Net Income Attributable to Shareholders Contr.	(203)	805	550	125.2% ∨	136.8% ∨
Net Margin (%)	-3.1%	11.3%	8.3%	14.4%	11.3% ∨
Earnings per Share (R\$)	(0.403)	1.667	1.149	124.2% ∨	135.1% ∨
Net Income Attributable to Shareholders Contr. Adjusted	22	914	550	97.6% ∨	96.1% ∨
Net Margin (%)	0.3%	12.8%	8.3%	12.5% ∨	8.0% ∨
ROE	-3.3%	13.7%	10.2%	17.1% ∨	13.6% ∨
Gross Sales Revenue to be appropriated	1,552	2,034	2,512	23.7% ∨	38.2% ∨
(-) Cost of Units Sold to be appropriated	(1,016)	(1,334)	(1,527)	23.8% ∨	33.5% ∨
Results to Appropriate	536	700	985	23.4% ∨	45.5% ∨
% Margin of the result to be appropriated	34.5%	34.4%	39.2%	0.1% ^	4.7% ∨
Cash Generation	(2,230)	(554)	75	302.5% ∨	

 SEE MORE: Standardized Financial Statements (DFP)



Consolidated net debt

The full report can be accessed in the MRV&CO Financial Results Statement.

Net Debt (in R\$ million)

MRV&CO - Consolidated Operation	Dez. 2022	Dez. 2021	Dez. 2020	Var. Dec. 2022 x Dec. 2021	Var. Dec. 2022 x Dec. 2021
Total Debt	7,429	5,364	4,652	38.5% ^	59.7% ^
(-) Cash and Cash Equivalents and TVMs	2,892	2,750	2,695	5.2% ^	7.3% ^
(-) Derivative Financial Instruments	130	55	53	138.3% ^	343.3% v
Net Debt	4,667	2,669	1,904	74.9% ^	145.2% ^
Total Shareholders' Equity	6,574	6,599	6,035	0.4% v	8.9% ^
Net Debt / Total Equity	71.0%	40.4%	31.5%	30.6 p.p. ^	39.4 p.p. ^
EBITDA 12 months	810	1,419	1,007	42.9% v	19.6% v
Net Debt / EBITDA 12 months	5.76x	1.88x	1.89x	206.4% ^	204.9% ^

[SEE MORE: Standardized Financial Statements \(DFP\)](#)

6 Human Capital



Involve, include, value to connect ideals.

Our employees are at the center of the generation of value and differentials for **MRV&CO**. It is from their competencies, experiences, skills, and motivations that our capacity for innovation and achievement emerges.

Valuing those who are on the construction sites, in the administrative spaces, on the commercial fronts, in the management of the group's companies, and also among our partners, is essential for us to be a complete housing platform, capable of offering housing solutions that make dreams come true, and of building a successful track record.

Therefore, Human Capital management is a great responsibility for MRV&CO Group - and one that involves not only our team, but extends to all those who are impacted by us and our activities.

Modern, comprehensive people management, and everything we do in terms of occupational health and safety are more than compliance with norms and legislation. They are, yes, the fruit of a legitimate concern, which comes from the certainty that the results are born from each one of the more than 22 thousand people who have our green blood; of each one of the people who make MRV&CO happen.

By stimulating, engaging, including, welcoming, enabling, educating, and caring, we are activating what is possibly our most powerful engine of evolution: people. And we are connecting our ideals with everyone who can contribute to make them come true every day.



People Management

[GRI 3-3] [GRI 401]

We believe that strong organizations are built by valuing the people who make them happen.

Having a solid Integrity Program as a guiding thread, we drive human and professional development, ensuring that our team has adequate compensation that highlights the value of their knowledge and skills. We seek to provide motivating, safe, harassment-free work environments. We are constantly evolving toward diversity and inclusion in the workforce - enriching our perspectives. We value unconditional respect for human and labor rights.

And more - we try to extend these views on people management as much as possible to our value chain, so that we have, more than a group, an ecosystem that follows a **virtuous path, in which success is born from talent, diversity, happiness, and respect.**

Employees in numbers

[GRI 2-7] [GRI 2-8]

The largest company in the group, MRV has the largest number of employees - followed by Urba, Resia, Luggo and Sensia. By the end of 2022, MRV&CO has a total of **18,935 employees** on its staff.

Employees by Company

Companies				%/ Total	
	Men	Women	Total	Men	Women
MRV	14,521	3,966	18,487	79%	21%
Urba	97	137	234	41%	59%
Sensia	53	14	67	79%	21%
Luggo	83	46	129	64%	36%
Resia	8	10	18	44%	56%
Total	14,762	4,173	18,935	78%	22%



Employees by gender and region (in Brazil)

Number of Employees by Gender and Region				%Total	
Company	Women	Men	Total	Women	Men
Midwest Region	282	666	948	30%	70%
Northeast Region	493	2,841	3,334	15%	85%
North Region	95	536	631	15%	85%
Southeast Region	2,811	8,332	11,143	25%	75%
Southern Region	492	2,387	2,879	17%	83%
Total	4,173	14,762	18,935	22%	78%

Employees by type of contract, gender and region (in Brazil)

Number of Employees by Type of Contract, Gender and Region						
Region	Temporary	Men	Women	Permanent	Men	Women
North Region	25	12	13	606	524	82
Northeast Region	68	27	41	3,266	2,814	452
Midwest Region	54	24	30	894	642	252
Southeast Region	831	377	454	10,312	7,955	2,357
Southern Region	166	94	72	2,713	2,293	420
Total	1,144	534	610	17,791	14,228	3,563
Total Geral	18,935					

Data extracted from the SAP HCM system in excel. The information is on the basis of assets on 12/31/2022 - Determination using a base segregating states, compiled by regions of the country. Apprentices and interns are considered in the analysis to be temporary and part-time personnel, other full-time and permanent personnel.

Today MRV&CO also has 6,435 workers who are not employees of the Group, concentrated in long-term contracting and subcontracting activities. There are also another 2,653 workers who are not employed on short-term contracts to meet specific demands.

Hiring and turnover

[GRI 401-1]



In 2022, there were
+ 12.1
thousand admissions



MRV&CO
General Turnover
(Turnover Rate):
5.295

Turnover 2022 by Responsible Company

Resia (in Brazil)	Luggo	Sensia	MRV	Urba	Overall Total
1	77	18	11,414	611	12,121

Number of Employees by Type of Contract, Gender and Region

Region	Age Group									
	Under 30	Men	Women	Between 31 and 50 years old	Men	Women	Over 50 years old	Men	Women	
North Region	178	150	28	281	264	17	52	51	1	
Northeast Region	668	561	107	1,145	1,076	69	145	141	4	
Midwest Region	273	200	73	275	232	43	52	48	4	
Southeast Region	2,976	2,135	841	3,227	2,832	395	745	699	46	
Southern Region	817	665	152	1,028	943	85	259	242	17	
Total Partial	4,912	3,711	1,201	5,956	5,347	609	1,253	1,181	72	

General Total Admissions 2022 12,121

Average Termination year 2022

1,320.75

Active year 2021

22,008

General Turnover 2022 MRV&CO

5.295

In 2022

Admissions	Layoffs	Turnover year
12,121	15,849	5.295

2022 Admissions by Responsible Company

Resia (in Brazil)	Luggo	Sensia	MRV	Urba	Overall Total
172	77	18	11,414	611	12,121



Compensation & Benefits

[GRI 2-19] [GRI 201-3] [GRI 401-2] [GRI 401-3] [GRI 3-3]

Compensation policies

Each of the **elements of MRV&CO's compensation** practices plays a role in reconciling short, medium and long-term objectives. As there is a strong link to results, the Group ensures a sustainable compensation, without dependence on the commitment of any other investments.

● **FIXED COMPENSATION**

Base salary, with the objective of recognizing and reflecting the value of the position internally (company) and externally (market);

● **SHORT-TERM INCENTIVES**

Variable compensation/profit sharing, with the aim of rewarding the achievement and surpassing of company, area, and individual goals, aligned to the budget, strategic planning, and competition.

MRV&CO keeps a goal book linked to profit sharing for statutory directors and CEOs, with a specific Sustainability goal covering the priority environmental and social objectives of the management cycle.

● **LONG-TERM INCENTIVES**

Stock option plan, in order to strengthen employee retention and align interests with shareholders in creating long-term, sustainable business value. The purchase of shares issued by us must take place

within the stipulated deadlines and under the stipulated conditions.

BENEFITS

Among the benefits provided by law and others offered by MRV&CO, with the objective of complementing social assistance benefits, are:

- **Life insurance**
- **Health plan**
- **Disability and Disability Aid**
- **Maternity and Paternity Leave**
- **Pension Fund and Benefit Plan**
- **Food Tickets**

Among the benefits that are offered to full-time employees and that are not offered to temporary or part-time employees are **food stamps, health insurance, and the option for a private pension plan.**

Fixed Compensation

- **Directors**
- **Statutory and Non-Statutory Directors**
- **Other employees**

Variable Compensation

- **Chairman of the Board of Directors**
- **Statutory and Non-Statutory Directors**

Stock Purchase Plan

- **Directors**
- **Statutory and Non-Statutory Directors**

Benefits

- **Statutory and Non-Statutory Directors**
- **Other employees**

PARENTAL LEAVE

Maternity/paternity leave MRV, Sensia, Urba, Luggo and Resia (in Brazil) in 2022

Maternity and Paternity Leave	
Paternity Leave	355
Maternity Leave	233
Total	588

After leave they stayed up to 12 months...	
Men	230
Women	173
Total	403

At MRV&CO, all fathers, including adoptive fathers, have paternity leave extended to 10 days, and also receive a booklet especially prepared with tips on how to care for their children.

Determining Compensation

[GRI 2-20]

The determination of compensation at MRV&CO considers three perspectives:

- **From the employer:** to promote the knowledge, skills, and behaviors necessary for business success;
- **From the employee:** compensation as part of an attractive value proposition that he understands and supports;
- **Costs:** the compensation costs are sustainable and do not compromise other investments.

Upper Management

The compensation of our statutory directors is determined according to:

- **the roles and responsibilities of each and in relation to other executives in the real estate construction industry.**
- **the collective performance of the executive management team to achieve our goal of increasing the value of our shares.**

To govern the compensation and structure of non-operational jobs, we apply the Hay (Korn Ferry) Job Evaluation Methodology, used by most of the world's large companies - a method for establishing the internal relative value of different jobs within an organization across functions, units, divisions, and geographies, which defines a consistent and reliable process for determining job hierarchy and a grid/class structure. The system can be linked to market compensation data and facilitates internal and external equity of positions. External compensation consultants are involved at times when the compensation scenario and benchmarks are reviewed.

The compensation policy and practices for senior management are set forth in Item 13 of our [Reference Form](#).

Compensation Ratios

Salary and compensation play a central role in valuing employees - hence the importance of practicing fair values.

Total Annual Compensation

[GRI 2-21]

Total annual compensation of the highest paid individual / average annual total compensation of all employees (excluding the highest paid individual):

21.524%

Percentage increase in the annual total compensation of the highest paid individual / Percentage increase in the average annual total compensation of all employees (excluding the highest paid):

61%

For the calculation were considered: monetary compensation (base salary + PLR + commissions / bonuses); in the scope of all employees in all MRV (Brazil) operations. Part-time employees were included in the calculation basis and no differentiated rates were considered in the calculation related to these professionals.

The ratio between the compensation of MRV's President (the highest paid) and the average compensation of all other employees is accentuated by the fact that most of these employees work in operations at the construction sites, which reduces their average annual salary.

Lowest salary vs. local minimum wage

[GRI 202-1]

MRV&CO's lowest salary is for the position of Apprentice. Its value represents **103% of the minimum wage**, for both men and women.

To enable comparison with the minimum wage, the workload was converted to 44 hours per week.

Proportion of board members hired locally

[GRI 202-2]

In MRV, Luggo, Sensia and Urba the number of locally hired members amounts to **100%.**

Average salary and compensation for women and men

[GRI 405-2]

A sensitive aspect in the issue of compensation proportions and also a challenge in Brazil and all over the world, the search for salary equality by gender is a focal point in MRV&CO, which operates in a sector of historical male prevalence.

On construction sites, women achieve, on average, higher total compensation than men (+9%). In the other categories, the Group evolves consistently in the treatment of gaps.

Collective bargaining agreements

[GRI 2-30]

100% of MRV&CO employees are covered by collective instruments.

Some of them fit into differentiated categories, such as Occupational Safety Engineer and Technician, and in some cities their class unions don't negotiate with the employer's union. For these cases, the general rule of the union framework is applied - which determines that the preponderant category must be used according to the company's main activity. Based on this premise, everyone is covered by the collective instruments of the Construction category.



Attraction, retention, development & inclusion

Our ability to innovate and deliver excellent products depends directly on **a talented, satisfied, and diverse team.**

MRV&CO's People Management Policy includes a series of guidelines for human development, to ensure the development of competencies, diversity, inclusion and retention of the talents that build our excellence:

- **Promote the broad development of all employees**
- **Create training programs for the Business areas and about the corporate culture that support employees in the exercise of their function and in the incorporation of the company's values**
- **Develop leadership for current and future challenges, building a team of successors for key positions in the company**
- **Training young professionals with the potential to assume specialist and leadership positions in the future**
- **Develop HR programs and processes that support the strategies of the Business Areas, in partnership with internal consultants**
- **Carry out engagement and retention projects, such as integration, valorization, among others**
- **Develop engagement actions, favoring the connection with the values and with the Group**

The practices aimed at attracting and retaining talent at MRV&CO are based on creating a rewarding and stimulating work experience; an experience that connects the performance and growth of people and the Group.

These practices involve **structured programs** for different levels, including trainees, interns, and apprentices; inclusion programs, and in addition to consistent movements **to promote diversity.**



Selective Process

To connect the job opportunities in MRV&CO to the professionals most aligned in terms of culture and competencies, we have the genuine concern of always establishing **fair, transparent processes with maximum equity**, open to all people, without age, gender or other restrictions.

The selection processes take place for **all of MRV&CO's areas**, for the hiring of new employees and also for changes in position or area for professionals who are already part of our team.

The only exception is the possible absorption of operational professionals directly on site, due to the dynamics of the construction sites ("yellow helmet" level).

In terms of structure, the selection processes always follow the same logic, although they are flexible enough to be adapted according to the level or profile of the vacancy or to local specificities:

Vacancy Request

The area leadership requests the opening of the position for recruitment to the Attraction team, in line with the needs of the sector and the availability of budget.

Profile Alignment

Together with those responsible for the area, the competencies and expectations relative to the vacancy are aligned.

Vacancy Disclosure

The vacancy is widely advertised (except in strategic positions where secrecy is essential). Several formats, platforms and spaces for disclosure are used: career page on MRV&CO and the company's website, social networks, partnerships with associations, educational and technical training institutions, professional fairs, SINE, recruitment platforms and other means appropriate to the location and profile of the vacancy, in addition to active search (hunting) when appropriate.

Résumé screening

Within the criteria and requirement levels established for the position.

HR Interview

Individual format or group dynamics.

Testing

Performed in a proprietary platform, involving behavioral competencies and cultural fit with the company and the target area, in addition to the evaluation of technical skills when pertinent.

Interview with manager

Direct contact with the person responsible for the vacancy in the target area.

To align the number of professionals in aspects of diversity and inclusion, MRV&CO can also carry out selection processes directed to certain profiles (affirmative vacancies)

For 2023, The adoption of a specialized technological platform is planned, which will add even more traceability and monitoring indicators to the selection process.

Experience Research

The way the team sees the company and the corporate environment has a decisive impact on the environment, on their quality of life, and on the business results.

To monitor and follow up on the perception of the team at MRV&CO, **7 Employee Experience Surveys were applied in 2022**, using the eNPS methodology (a metric of the employees' promoting attitude towards the company they work for).

Search	Period of application	eNPS
D&I	January/22	+56
Leadership	January/22	+63
Feedback (leaders)	April/22	+89
Feedback (non-leaders)	April/22	+80
Journey	October/22	+48
Onboarding 2022	-	+73
Offboarding 2022	-	+4

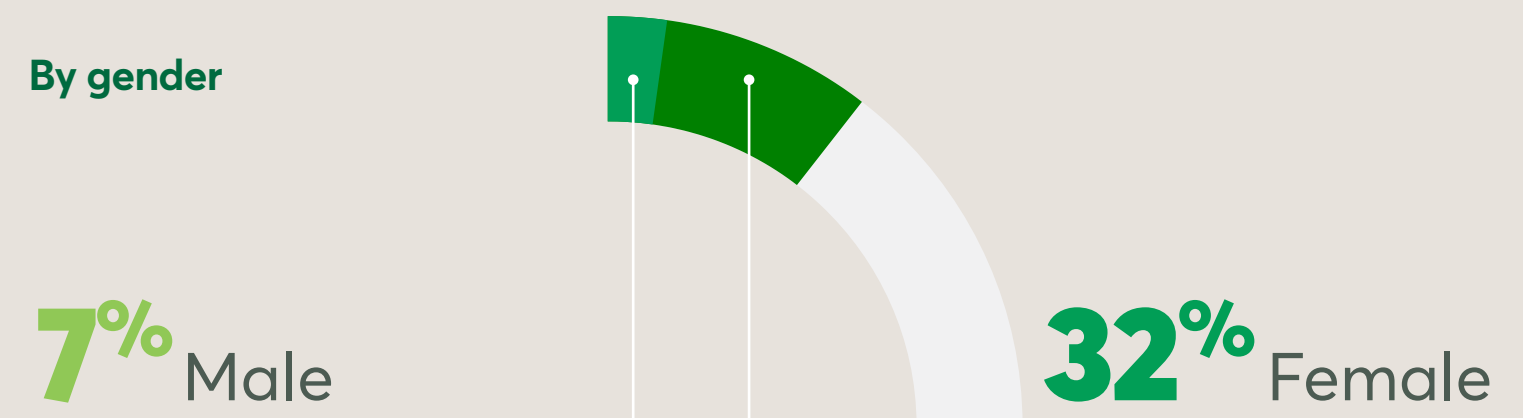
All MRV administrative positions, that is, those who have login and network password to access the Develop platform, underwent the Performance Assessment, except for interns and apprentices.

Performance Evaluation

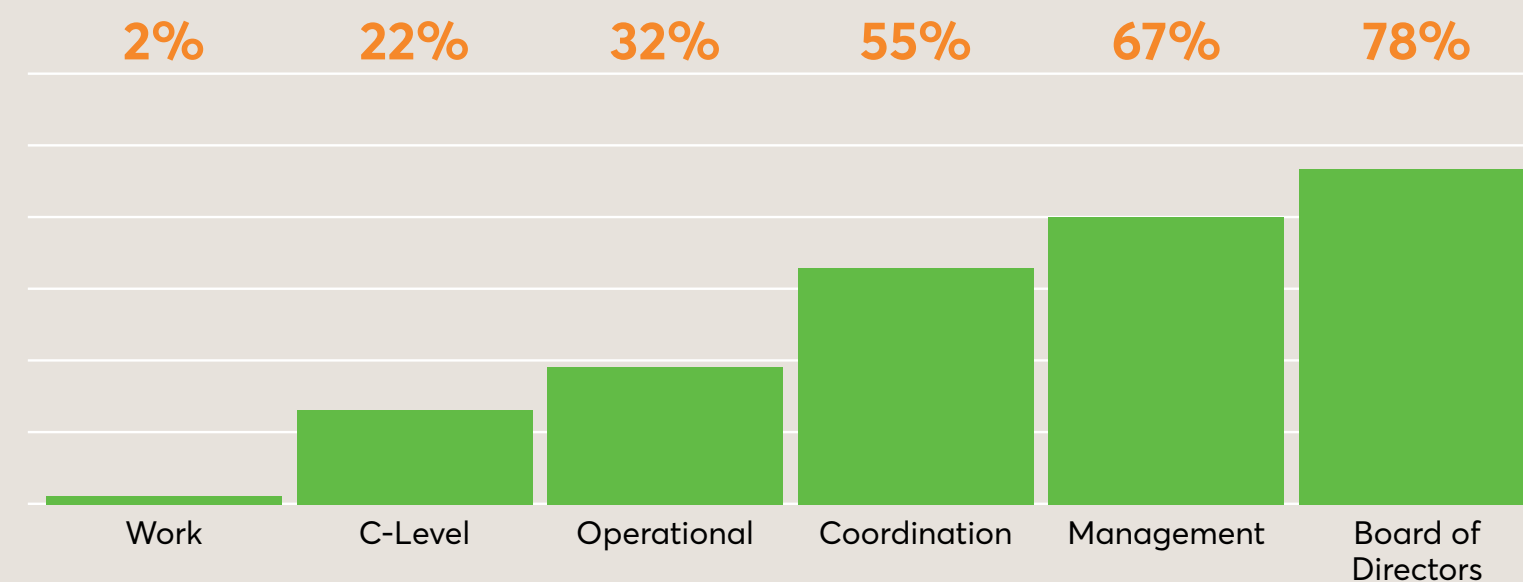
[GRI 404-3]

Employees who received Performance Evaluation:

By gender



By Functional Category



MRV&CO Performance Management Cycle

The development of our team is an enhancer of our own evolution. And if we talk about development, it is fundamental to also **talk about follow-up and feedback on the performance of our employees**, to keep the perspective of the possibilities available for maturing. The MRV&CO Performance Management Cycle assesses the competencies of leaders and non-leaders, for mapping potential successors and relevant actions.

In 2022



4,446 employees

submitted to the Performance Management Cycle



54.3% female public



45.7% male public



24.0% leaders



76.0% individual contributors

23.5% MRV&CO's total employees

All CGD-eligible professionals perform self-assessment and are evaluated by their direct leaders.

Our Performance Management Cycle takes into consideration the deliveries made by the employee in the previous year, based on **MRV's 5 competencies**. The competencies are separated by pipelines (Individual Employee / People Leader / Leader of Leaders / Business Leader) with different expected behaviors, for each of the pipelines.

In the last year, the participants answered 3 questions within the DSA:

- **Last year's results: team/individual goal achievement**
- **Competencies: assessing observable behaviors by pipeline from the MRV&CO competencies model**
- **Challenges for the year 2023**



Training & Education

[GRI 404-1] [GRI 404-2] [GRI 3-3]

By training and educating our employees, besides developing careers, we also promote dreams. And for us, the quality of the team is a reflection of a thriving **mutually beneficial business**.

In 2022

 **7,741**
employees
trained

 **3,775**
men

 **3,966**
women

 **4 hours**
average
training time

Highlighted initiatives in 2022

Acceleration Program: acceleration of leaderships, in several areas, focused on the enlargement of MRV&CO business vision and cultural competences, with defined pipelines after the conclusion of the people management cycle (career committees).

Extends: engineering learning network, with the implementation of an education center focused on the development needs of engineers, analysts, assistants and trainees who work in MRV&CO construction sites, with diverse approaches and actions:

- **Virtual Catalogue:** to learn about and access online training courses available on MRV&CO's course platform compatible with production needs. The material is disseminated frequently, stimulating the protagonism and self-development of the employees.
- **Get the hands dirty na Massa:** a circuit that stimulates the exchange of experiences to enhance our competencies and skills, with the sharing of successful cases of construction work in the areas of safety, quality, deadline, and cost. In 2022, Two editions were held, with 8 cases shared and more than 170 participants.
- **PES Videos (Service Execution Procedures):** a practical way to demonstrate the execution of critical production procedures. In 2022 we will make available the widely publicized PES 13 | Ceramic Tiling - Floor and Wall video.
- **DNA | Developing on MRV&CO Levers:**
The project started its activities in 2022, reaching 600 participations. Its goal is to connect the areas that directly impact the production chain - safety, quality, cost, schedule, and routines. There were 4 meetings throughout the year on the topics Balance Line; HSE and QPE Procedure Review; Last Planner; and PEM (MRV Excellence Program) Indicators Panel.
- **Integrate:** a welcome meeting directed to Production, to promote the adaptation of new professionals of the construction sites with a focus on MRV&CO's development, organizational chart, communication and safety actions. Throughout 2022, We had more than 1000 employees impacted.
- **Engineering Tracks:** an integrated set of learning actions for alignment, continuous training, and development of new competencies in the Engineering team. In 2022, We worked on the topics Change Management (for engineers), First Leadership (for analysts), and Critical Services - Post-Delivery Quality point of view (for assistants). In all, we reached 3,574 participations.
- **Young Talents Production:** an internship program that aims at putting MRV&CO competencies into practice, together with actions that facilitate the interns' self-management and career development, in addition to their technical development. In 2022, Nine modules were conducted, with 2920 participants.

Leadership Development:

- **PDL (Leadership Development Program):**

575 leaders trained by the end of the second module in November 2022. The third module is scheduled to start in April 2023.

- **Leading Change Program:** 45 directors trained in the specific program and 20 VPs and directors trained in the Brotherhood.

Sharing (Internal Multipliers): promoting knowledge management and multiplication: 564 employees trained and 26 classes in 2022.

Elas por Elas Mentoring: mentoring pairs for women, with monthly meetings and sharing of practices. There were 16 pairs in 2022, and the program has already started its activities in 2023 with the participation of 30 pairs (mentors and mentees).

Young Talents DI: to promote the acceleration and development of young professionals (or those in training) in Real Estate Development, preparing them to become DI consultants. In 2022, The program was closed with the admission of 5 participants.

Learning Tracks for areas and directorates based on specific demands.

EAD HSE: environment track, for the entire Group.



Sales School

Training of Brokers

[Service Providers]

The program is aimed at outsourced brokers, focusing on the standardization of content, with classes per directorate with regional tutoring. It is available in a hybrid format, including distance learning content with synchronous and asynchronous moments. Each professional walks a path of 20 hours of live classes, 10 hours of practice, and 2 hours of EAD. For approval, an average of 80% in class participation and execution of the practical activities is required.

In 2022, The Sales School had 3,307 participants, with an 85% success rate (2,801 approvals).

The career development program is carried out by the third-party company LHH and is aimed at all employees appointed by MRV

Score 10 School Program

Target: 100% of workers literate and provided with opportunities for personal development.

Education connects each person with multiple possibilities for the future - and because of this, it is a fundamental value at MRV&CO, which is at the root of the construction of our sustainability strategies.

Escola Nota 10 Program promotes literacy and qualification among adults in our companies. In more than 10 years, it has graduated more than 4,800 students.

It is literacy, training and generation of knowledge for the exercise of citizenship.

Bases for the performance of Escola Nota 10:

- Social Inclusion
- Innovation
- Collaboration
- Quality Education
- Democratization of Opportunities
- Economic Development
- Alignment with sustainability criteria
- Centralized national pedagogical coordination

In 2022

🎓 **299** students

📖 **34** schools implemented

💰 **+ R\$ 550** thousand invested

📈 **84%** average attendance

🗣️ **94%** NPS



Diversity and Inclusion

[GRI 405-1] [GRI 406-1]

Since 2020, MRV&CO maintains a Diversity and Inclusion Committee, composed of people of different positions, regions, cultures, ethnicities, affective-sexual orientations and gender identities, and with or without disabilities - a definite step in the promotion of diversity and in the Group's ESG maturing.

Gender distribution in the total number of employees

Female: **22%** Male: **78%**

Gender by Functional Category

Category	Female	Male
C-Level	24%	76%
Coordination	44%	56%
Board of Directors	14%	86%
Management	35%	65%
Work	10%	90%
Operational	59%	41%

Distribution by age in the total number of employees

30 to 50 years old: **40%** Over 50 years old: **60%**

Age by Functional Category

Category	Up to 30 years old	30 to 50 years old	Over 50 years old
C-Level	0%	36%	64%
Coordination	19%	78%	3%
Board of Directors	0%	65%	35%
Management	4%	88%	9%
Work	25%	56%	19%
Operational	59%	39%	2%

Ethnicity and Gender in MRV&CO Group (Brazil)

	Men	Women	Total	Men	Women	% Ethnicity over General Total
Yellow	116	70	186	62%	38%	1%
White	3,367	1,584	4,951	68%	32%	26%
Indigenous	18	8	26	69%	31%	0.1%
Brown	6,224	1,357	7,581	82%	18%	40%
Black	1,537	327	1,864	82%	18%	10%
Not Informed	3,499	828	4,327	81%	19%	23%
Total	14,761	4,174	18,935	78%	22%	

Gender in MRV&CO Leadership (MRV, Sensia and Luggo)

	Male	Female	Total	Male	Female
Board of Directors	5	2	7	71%	29%
Executive Board	8	1	9	89%	11%
Governance, Risk, Compliance, and Privacy Committee	2	3	5	40%	60%
People Committee	4	3	7	57%	43%
Operations Committee	4	0	4	100%	-
Innovation Committee	8	1	9	89%	11%
Legal Committee	4	1	5	80%	20%
Audit Committee	3	0	3	100%	-
Ethics Committee	0	2	5	60%	40%
Financial Committee	5	0	5	100%	-

Construction: an increasingly feminine noun at MRV&CO

The male predominance in the construction industry is historical. The numbers in the MRV&CO group are still, today, a reflection of this. But our vision on this issue is clear: from top management to the construction site, it is essential that women have a place in the Group's companies and in the segment as a whole. **And strengthening the presence of women and female leadership in the construction industry** is not only a social commitment: it is also strategic.

Programs such as the Elas por Elas mentoring program and training and incentive actions directed specifically at women are some examples of what we have done in this direction. In line with SDG 5 - Gender Equality and the ODS Ambitions initiative (by setting aggressive targets for incorporating the Sustainable Development Goals into company strategy), we have assumed as Group goals until 2030:

- reach a percentage of **45% of women in leadership positions**
- increase to **30% the percentage of women in the company**

More outstanding initiatives in 2022

- Diversity and Inclusion Policy
- **Project of regularization of the social name** for trans contributors, funded by MRV&CO - partnership of our legal department with law firms
- Inclusive bathrooms
- Knowledge Library with Diversity page
- **Inclusion of professionals with Down Syndrome** (initiative recognized with the Employer Branding Brazil Award)
- Projeto Elas por Elas 1.0 (see more in the Training & Education section in this chapter)
- **Diversity Guide** made available to suppliers
- Diversity clause for suppliers
- Libras (ASG) Classes
- **Brokers 60+**: training of brokers over 60, qualifying them to return to the job market
- Themed Lives:
 - Trans Visibility Day
 - International Women's Day
 - Day to combat prejudice against people with dwarfism
 - Papo com a Líder Project
 - Combats Violence against Girls and Women
- Integrity on the Agenda awareness moments dedicated to the themes of LGBTQIAP+ and Black Awareness
- Conversation rounds: Ubuntu/ Diversifica/ Unlimited
- Awareness actions at construction sites, offices and stores

In 2022, The area of Risks and Internal Audit dealt with **8 reports of discrimination** at MRV&CO - 2 of which were confirmed and forwarded for administrative measures to be taken according to MRV&CO's Consequences Policy.

In addition to the application of the prescribed measures (such as formal warning, suspension, dismissal with or without cause, etc.), training sessions are conducted by the Compliance and Human Development areas.

Occupational Health and Safety

[GRI 3-3] (403)

Occupational health and safety are among the MRV&CO Group's top priorities.

We exercise and stimulate a true culture of **prevention, protection, and respect for life** - with the continuous mapping of risks related to our business, in participative processes, involving the entire team; with policies of prevention and promotion of occupational health and safety that follow and exceed the most current market standards and requirements; and with planning, dialog, information, and training.

Our activities impact thousands of people every day. The well-being of our direct and indirect employees is a MRV&CO commitment.



Occupational health and safety management

[GRI 403-1] [GRI 403-8]

Planning, acting preventively, monitoring, and creating the structures that ensure efficient occupational health and safety management: key responsibilities for MRV&CO.

MRV&CO's Occupational Health and Safety System was implemented and certified in accordance with the requirements of the international standard ISO 45.001:2018 (Occupational Health and Safety Management System).

MRV, in the constant search for the continuous improvement of the performance of the SSMA management, according to the commitment signed in its Sustainability Policy, has an Internal Regulation (REG.38.003 Internal Audits of the SSMA) where the systematic, the responsibilities and the requirements for planning and conducting internal audits of the Safety, Health and Environment Management System - which verify the adequacy, degree of implementation, effectiveness in achieving results, compliance with the requirements established by the organization to the standards of reference and continuous improvement of the management system.

The management of the HSE internal audits is the responsibility of the Leadership, supported by the Safety, Health, and Environment areas. The audits are scheduled and registered in a specific form (FOR.38.003.01 Annual HSE Internal Audit Plan) and sent to corporate twice a year.

- **MRV&CO Group's Head Office, all the construction sites and 100% of the workers (own and third party)** of the Group are in the scope of the Occupational Health and Safety Management System.
- At the headquarters, in Belo Horizonte - MG, administrative and engineering support activities are developed for the works. In the construction sites, located in the Regional Offices in various units of the federation, civil construction activities are carried out.

- **MRV&CO has legal requirements and data** management software to control, ensure compliance with and monitor the health and safety requirements contained in collective labor agreements and conventions. The systems contemplate all worksites and work spaces, and also ensure that they all undergo internal and external audits and monthly evaluations on safety and occupational health standards.

Occupational Health Services

[GRI 403-3]

At MRV&CO, the employees have at their disposal occupational medical care with specialized teams and certified professionals. The obligatory examinations pointed out in the PCMSO are performed in person, in a clinic; in some locations, in the case of periodic exams, the service can be offered in loco, avoiding displacements of employees. When attendance at the clinic is indispensable, the employee receives transport vouchers and is excused from the day's activities.

The health information of each employee is recorded in the medical record, with restricted access and guaranteed confidentiality: all data is managed via specialized software in occupational medicine, which allows profiles to be defined for each professional, thus ensuring that only the health sector has access to the contents of the digital records. The printed records are stored in the occupational clinics that serve the region, under medical responsibility, or in physical files in the offices - where access is restricted to the local nursing technicians or occupational physician.

The employees' anamnesis data are exclusively accessible to the occupational medicine team. When it comes to the active participation in health promotion programs offered by MRV&CO - such as the Your Mind Program - the physician analyzes the need to pass on this information, in a cautious manner.

Prevention training is part of the employees' routine. Some examples:

- **Correct use of PPE**
- **NR-35 (Working at Height)**
- **NR-33 (Work in Confined Spaces)**
- **Emergency Brigade**
- **DSSMA - Dialogues on Health, Safety, and the Environment**, which take place at the construction sites and address several subjects related to prevention. Each month, the worksites receive posters of specific campaigns, to disseminate information and facilitate the understanding of themes such as Respiratory Diseases, Promotion of quality of life, STI - Sexually Transmitted Infection, Pink October, Blue November, and Yellow September, among others.

In some campaigns MRV&CO has the support of partners to hold lectures and distribute educational material to employees.

Since the Covid-19 pandemic, with the measures to confront and reduce the risks associated with Sars-CoV-2, MRV&CO, in the constant search for prevention, through its Internal Procedure of General Guidelines on the State of Public Health Emergency, seeks to guide all its employees (direct and indirect) on procedures and protocols to promote and ensure standardized measures of prevention, control, follow-up and monitoring of diseases that are declared as public health emergencies.

Worker Health Promotion

[GRI 403-6]

A comprehensive and inclusive view guides measures to promote worker health at MRV&CO.

- **Administrative workers** are covered by health plans.
- **On the construction sites**, the workers are supported by the entities that represent them, in accordance with the collective labor agreement.
- In some cities, MRV&CO also has the support and partnership of non-profit Civil Associations, which directly support the civil construction sector to achieve improvements in health conditions - offering free consultations with specialists (such as cardiologists, orthopedists, ophthalmologists, dentists, among others) and discounts (for example, at the association's own opticians).

Initiatives for health in MRV&CO

Within MRV&CO we maintain a number of programs and initiatives that, in different ways, contribute to the health and well-being of our employees.

Your Mind Program

An initiative of Ser Sangue Verde, Sua Mente Program makes available psychological support, in the form of brief online psychotherapy, based on the interest and needs of the employee.

All MRV&CO's own employees (office, construction site and store), including trainees and apprentices, can join the program: just access the Psicologia Viva platform, online or by app, to schedule an initial screening and then your sessions.

Understanding the specificity of the work's audience, it receives DH's full support for inclusion in the program. In case of difficulties in scheduling through the platform, it can be done by telephone contact between Psicologia Viva and the employee.

In addition to the psychotherapy sessions, if the psychological service identifies the need to use medication to support the process, the employees in question can be referred to psychiatric medical care, for remote consultation and free of charge, if they wish.

Periodically, through the MRV&CO Workplace, incentives to use Sua Mente are released.

Health on the Day Initiative

A front that guides, stimulates, and directs MRV&CO employees to take care of their health - with the promotion of actions to stimulate self-care and prevention, in line with campaign needs and seasons.

The initiative was launched in November 2022, with actions related to Pink October and Blue November, encouraging consultations and prevention exams for breast cancer and prostate cancer, for employees with medical recommendation.

- The own employees with MRV&CO health plan and medical indication for routine exams, during the months of October, November and December had exemption in the coparticipation of consultations with gynecologists, mastologists and urologists. In addition, women who had mammography indicated also received the exemption in the coparticipation of the exam cost.
- For the own employees (offices, stores and construction sites) without a MRV&CO health plan and with a medical recommendation for screening, the local Occupational Medicine guidelines required for consultations and exams with partner clinics were disclosed according to the location.

Baby on Board

An initiative of support and assistance for pregnant women at MRV&CO: from pregnancy to postpartum, the "Bebê a Bordo" (Baby on Board) offers monitoring and guidance so that future moms (and also dads) can go through this period in peace and health.

The pregnant woman has personalized follow-up throughout her pregnancy by a specialized team - doctors, obstetric nurses, psychologists, and nutritionists (when necessary). The consultations take place over the phone and free of charge, with frequency appropriate to the pregnancy's health, and continue until one month after the baby's birth. All female employees (administrative, store, and construction), with or without the Group's health plan, have access to the program.



Physical and mental well-being

To value the health of our Sangue Verde team, MRV&CO maintains a partnership with Gympass - a complete corporate benefit that offers different options for physical and mental well-being in more than 50 thousand gyms around the world. MRV&CO bears the majority of the monthly fees of its employees (office, store, administrative, and on-site) and their dependents

Impact prevention and mitigation

[GRI 403-7]

The MRV&CO Sustainability Policy brings guidelines for the OHS management system - and one of the main values here is **preventive action**.

Our commitment is to promote **a decent, healthy, and safe work environment**. Thus, it is the responsibility of all employees, partners, and suppliers to take an active stance to eliminate dangers, reduce risks, and prevent diseases and injuries related to work activities, ensuring appropriate conditions of hygiene, health, safety, and well-being.

We maintain regulations for ongoing hazard identification, risk assessment, and determination of the necessary controls. The hierarchy considered to define the inspections is

- **Deletion**
- **Replacement**
- **Engineering Controls**
- **Administrative Controls**
- **Personal Protection Equipment**

In accordance with the Sustainability Policy, we have implemented **objectives and targets relating to occupational health and safety** at the relevant functions and levels; they include commitments to prevention - both in injury and illness and environmental protection - and to continuous improvement in safety, health, and environmental performance.

Whenever necessary, MRV&CO responds to real emergency situations and accidents. We are adequately prepared to prevent or mitigate safety and occupational health consequences and associated adverse environmental impacts. We maintain an Emergency Response Procedure, with general guidelines, complemented by specific emergency response procedures, with the actions to be taken to respond to each scenario.

MRV&CO also maintains **regulations to deal with actual and potential non-conformities and for corrective actions and preventive actions** - always oriented to identify and correct non-conformities and perform actions to mitigate the consequences in safety, occupational health and environment.



Hazard and Risk Management

[GRI 403-2]

MRV&CO's Occupational Health and Safety (OHS) Management System is aimed at continuous **improvement and management of hazards and risks** throughout the organization.

Our Internal Regulation (EG.38.009 GRO - Occupational Risk Management) defines responsibilities, authorities, and guidelines for identifying the hazards and assessing the risks to which our own workers and third-party workers are exposed in the execution of their activities. It also establishes the criteria for determining and implementing the necessary controls over identified hazards - elimination, substitution, engineering measures, administrative measures, and measures related to personal and collective protection equipment.

The identification of hazards and assessment of risks associated with workers' health in activities and operations follows a flow of processes - stage of works, activities, and tasks. Hazards and risks are identified, assessed, and consolidated through the Hazard and Risk Inventories (HIS), which is the basis for the elaboration of Health programs and integrates the RMP - Risk Management Program.

They are taken into consideration:

- Routine and non-routine activities
- Identification of exposed worker groups
- Activities of all people who have access to the workplace, including contractors and external suppliers, and visitors; and people in the vicinity of workplaces that may be affected by the organization's activities; still, workers in a location that is not under MRV&CO's direct control
- Human factors such as behavior, ability, and others
- Social factors - workload, working hours, victimization, harassment and bullying, leadership and organizational culture
- Identified hazards from outside the workplace and situations occurring in the vicinity of the workplace caused by work-related activities under MRV&CO's control
- Infrastructure, equipment, materials, substances and physical conditions of the workplace

- Drawings or projects of areas (layout), processes, plant, machinery and equipment, operating procedures and work organization including their adaptation to the needs and abilities of the workers involved
- Proposals for changes in activities, materials, machinery and equipment, technology, scope, among others, including temporary modifications
- Possible injuries or health problems related to the identified exposures
- History of occurrences and incidents (incident investigation)
- Existing prevention measures
- Applicable legal obligations

The unhealthy and hazardous activities, activities with emergency hazards, and unplanned situations that require immediate action for correction and return to normality are subject to specific analysis procedures.

Control & Management System

MRV&CO maintains an occupational risk management (ORM) system, aligned with the requirements of ISO 45001 (Occupational Health and Safety Management System) and with Regulatory Standard No. 1 (General Provisions and management of occupational risks). The system has resources, programs and methodologies to identify, control and monitor the occupational and operational risks of the activities, facilities and equipment in our units.

Regularly, the dangers and risks associated to our activities are measured, analyzed, and monitored in compliance with the pertinent legislation, applying procedures such as inspection of facilities and equipment, audits, among others; reports such as LTCAT - Technical Report on the conditions of the work environment and LIP - Health Hazard and Dangerousness Report; and a series of specific tools for the control and management of occupational risks:

- Hazard and Risk Inventory (IPR)
- Confined space registration (NR 33)
- Risk Assessment (NR 12)
- Chemical Inventory
- Collective protection projects, living area projects, electrical project, Personal Fall Protection System project (SPIQ), firefighting project
- Risk Management Program (RMP)
- Occupational Health Medical Control Program (PCMSO)
- Hearing Conservation Program (HCP)
- Respiratory Protection Program (RPP)
- Ergonomic Work Analysis (ETA)
- Occupational Hygiene (GHEs in the SOC system)
- Electrical Installation Records (PIE)
- Emergency Response Plan (ERP)
- Incident Investigation Procedure (accidents and near misses)
- Administrative controls such as Safety Training and Dialogues, Signaling, Operational Procedures, Preliminary Risk Analysis (APR), and Special Work Permits (PTE); among others

All MRV&CO's construction sites and headquarters have Internal Commissions for the Prevention of Accidents (CIPAs). In partnership with the local Service Specialized in Safety Engineering and Occupational Medicine (SESMT), they accompany the management of hazards and risks and organize events and programs to raise awareness on OHS issues.

The RMP and the PCMSO, together with the analytical report, are presented at CIPA meetings with the workers' representatives..

 [SEE MORE: Sustainability Policy](#)



Work-related injuries

[GRI 403-9]

The MRV&CO group is implementing a new system for accident management. The pilot system is in the testing phase and is expected to be available to all by 2023. Even with the focus on prevention, the Group's size and geographic reach means that there are some occurrences of work accidents.

All Employees:

In 2022, Most of the accidents occurred between 9:00 a.m. and 11:00 a.m., with workers who work as assemblers, laborers, and bricklayers.

Number of hours worked: 52,443,761.

All workers who are not employees but whose work and/or workplace is controlled by the organization:

In 2022, Most accidents occurred between 9:00 a.m. and 11:00 a.m., with workers in the jobs of servant, painter, and assembler.

Number of hours worked: 23,519,554

MRV, Sensia and Luggo	Employees		Non-employee, work/ workplace controlled by the organization	
	Quantity	Index	Quantity	Index
Accidents at Work				
Death by work accident	1	0.019	1	0.04
Accidents at work with serious consequences (except fatalities)	2	0.038	1	0.04
Mandatory reporting of occupational accidents (includes the above data)	693	13.21	173	7.35

MRV, Sensia and Luggo	Employees	Non-employee, work/ workplace controlled by the organization
The main types of work accidents		
Typical accidents with more than fifteen days lost time	49	16
Typical accidents with less than fifteen days lost time	510	121
Typical accidents without lost time	133	35
Typical First Aid Accidents	538	142

The indexes were calculated based on 1,000,000 hours worked. No workers were excluded. Our accident rates are calculated based on the Brazilian Technical Standards Association standard NBR 14280:2001 - Occupational Accident Register - Procedure and classification, which sets criteria for recording, reporting, statistics, investigation and analysis of occupational accidents (including illnesses), its causes and consequences, applying to any work activity.

Based on frequent monitoring and accident investigation analyses, we have identified that the main hazards related to accidents with serious consequences during the reporting period are related to the use of equipment, hand and power tools.

MRV&CO has a specific procedure to analyze and characterize unhealthy or dangerous activities or operations; The analysis of the activities developed and of the working conditions is registered in the LIP and LTCAT reports, which also describe the control measures, established and implemented according to the IPR and the PGR action plan - such as the project and installation of collective protections and the use of PPE.

Work-related health problems

[GRI 403-10]

Based on frequent monitoring and occupational disease investigation reviews, no cases of occupational disease were identified: in 2022, We kept zero death resulting from occupational diseases and occupational diseases of mandatory reporting, both for employees and for workers who are not employees, but with work/place of work controlled by MRV&CO. In the analysis, no employees were excluded.

The analyses are based on NR 32 - Safety and Health at Work in Health Services and the Brazilian Association of Technical Standards NBR 14280:2001, which defines criteria for registration,

communication, statistics, investigation and analysis of occupational accidents and diseases, their causes and consequences, applicable to any labor activity.

MRV&CO maintains a standard procedure for the investigation of Professional and Occupational Diseases, differentiating the scenarios referring to diseases caused by labor practices or not. The investigation committee is composed of at least one occupational physician/ occupational medicine staff member, a representative from Occupational Safety, and the patient (employee), when possible.



Consultation and participation of workers

[GRI 403-4]

The consultation and participation of MRV&CO employees (or their representatives) in matters related to occupational health, safety and the environment are commitments upheld by our Sustainability Policy. The criteria and means for this are defined in internal regulations.

The main mechanisms for worker participation and consultation (own and third-party) comprise:

- CIPA Meetings
- Governance Meetings
- HSE Inspections
- Health, Safety and Environment Dialogues (HSSE)
- Guest Satisfaction Survey (optional identification)
- Confidential Channel (optional identification)
- Notify Security (optional identification)

Notify Security

Form in pocket pad format provided to workers on construction sites (own and third-party), encouraging the reporting of deviations and unsafe conditions. It is deposited in a box, with no identification required. The Occupational Safety Department checks the content daily, analyzes the manifestations, and takes the pertinent measures for each case.

Confidential Channel

The channel ensures security and confidentiality for reports on deviations from legal requirements, guidelines, regulations or MRV&CO's policies. See more in the Governance chapter of this report.



The results of the workers' participation and consultation are primarily dealt with in the work plan and in the monthly meetings of the Internal Commission for the Prevention of Accidents (CIPA) and also in Governance meetings.

As per specific regulation (REG.38.015 - EHS Governance and Critical Analysis), Relevant participation and consultation outputs will be presented by CIPA at Governance meetings. Corporate issues will be discussed at the Regional and Corporate Critical Analysis meetings.

Occupational health and safety training

[GRI 403-5]

MRV&CO encourages the training of its employees in Occupational Health and Safety, to ensure that every worker (own or third party) is trained and aware to **perform their tasks within the requirements of the HSE System.**

The topic is the subject of specific **Internal Rules (REG 38.012 SHE Competence, Training and Awareness)**, which defines responsibilities, authorities, and criteria for the training of all workers.

The training takes place by means of HSE Familiarization and Integration Training for all construction site and head office workers, with several themes and contents:

- **Service Orders of the function**
- **Sustainability Policy**
- **Environmental aspects and impacts and control measures**
- **Waste Management and Selective Collection**
- **OSH hazards and risks and control measures (e.g., collective and individual protection measures)**
- **Preliminary risk analysis (APR) and work permits**
- **HSE inspection and behavioral assessment**
- **Use and conservation of personal protective equipment (PPE)**
- **Emergency Attention Procedure (EAP);**
- **Chemical products handling, labeling and MSDS;**
- **Golden Rules**
- **Consultation and participation of workers and their representatives (CIPA and designees)**

In addition, MRV&CO **conducts introductory and periodic training** of NR18 and NR35 and other legal training (NR06, NR11, NR12, NR26, NR33, among others). The level of training is monitored through audits.

Throughout the year, the Internal Work Accident Prevention Weeks (SIPAT) and Health, Safety, and Environment Campaigns also take place.

Human Rights

[GRI 409-01] [GRI 412-1]

MRV&CO's commitment to Human Rights includes respect in the relationships with our employees, customers, suppliers, partners and society - and also in the care to prevent risks and violations, with the implementation and monitoring of good practices in different points of our value chain.

The Code of Conduct and the Supplier Relationship Policy bring clear guidelines on the subject. Each supplier goes through a qualification process that verifies mandatory requirements, also included in the contract, on human rights issues. The parameters of our policies follow **the best practices of corporate governance, sustainable development, and social responsibility**, in addition to the guidance of international pacts and bodies such as the UN and ILO.

We are committed to the provisions of the UN International Bill of Human Rights, constituted by the Universal Declaration of Human Rights of 1948.

Our conduct regarding Human Rights when conducting business also involves **consistent positions and attitudes**, such as promoting diversity, equity, fair compensation, fighting forced labor and child labor, fighting discrimination, fighting moral and sexual harassment, complying with labor legislation, among other fronts.

We continuously monitor and supervise the impact of our activities on Human Rights. The implementation and execution of each initiative starts from the organization's areas of activity, which must internalize them in their policies and processes.

MRV&CO also applies its own platform of metrics for supplier qualification. Those that get on the "dirty list" (practices and aspects not compatible with those required by the Group) are automatically rejected by the system.

In 2022

7,095

suppliers underwent Integrity Due Diligence, of which

6,746

through the Midas flow and

350

via a call to Contact Compliance


[GRI 409-1]
The most significant Human Rights risk faced in MRV&CO's scope of operations is the use of forced or slave-like labor by service providers and contractors. This unacceptable condition is subject to specific strong measures provided for in our Supplier Relationship Policy.

Human Rights Training

[GRI 412-2] [GRI 410-1]

Training and education of employees on human rights policies and procedures is part of the awareness-raising efforts of our entire team.

In 2022

 **98%** of employees participated in the Code of Conduct e-learning course, which addresses human rights issues

 **50 minutes** of training on average for each employee (online or in the DDs - Daily Safety Dialogues)

100% of MRV&CO's security personnel are certified in the guard course of the Federal Police - which, according to the requirements proposed in the Guard Manual, contemplates the didactic unit of Applied Legislation and Human Rights.

Human Rights beyond our walls

[GRI 412-3]

Within the context of human rights, health and safety, MRV&CO conducts, for its developments, **Neighborhood Impact Studies (EIV).**

The EIVs bring an in-depth analysis of the implications of the implantation of these enterprises. Based on them, projects are developed to mitigate negative impacts, proposed by MRV&CO or by the government.

To expand the actions related to the EIV and increasingly improve the relationship with the surrounding communities, MRV&CO developed the program Neighbors for Good, which implements impact actions focused on local development from a mapping of profile to define the relevant activities. One of the evaluation parameters for the implementation of the program is the EIV itself. See more in the Social and Relationship Capital chapter of this report.

It is also under development, in partnership with the Maestro Project of DI MRV&CO, a verification process to know the exact number of enterprises that have the EIV, in order to anticipate the focal needs of the Sustainability sector in areas subject to greater impact.



Urba

Due to the MRV&CO Group's differentiated shareholding in the organization, some indicators are reported here specifically for Urba.

People Management

[GRI 404-1] [GRI 404-2] [GRI 3-3]

Aiming at guaranteeing rights, Urba performs an auditing process even before the entrance of the employees to the worksite, requiring the presentation of checklist documents that prove that all employees are registered and receive the rights guaranteed by CLT and CCT.

After the period worked, we request all documents referring to payroll, complete GFIP, signed pay stubs, bank receipts for payment of wages and benefits.

In terms of Training and Education, Urba carries out training programs aimed at full compliance with regulatory standards. The programs are managed in a Training Matrix, and the standards covered are NR-01, NR-05, NR-12, NR-18, NR-20, NR-33, NR-35, and Environmental Training.

Diversity and Inclusion

[GRI 405-1]

Age composition of the Board of Directors (8 members):

28% of Councilors between the ages of 30 and 50

72% of Board Members over 50

Gender in Leadership Urba				%	
	Male	Female	Total	Male	Female
Board of Directors	6	2	8	75%	25%
Executive Board	2	2	4	50%	50%
Finance Committee	3	1	4	75%	25%
People Committee	2	2	4	50%	50%
Governance, Risk and Compliance Committee	4	4	8	50%	50%

Occupational Health and Safety

[GRI 3-3]

Occupational health and safety management

[GRI 403-1]

The premise adopted to set up Urba's management system was the recognition of all our attributions and the checking of all applicable legal requirements, federal, state and regional standards.

Occupational Health Services

[GRI 403-3]

Urba's Health Department contributes to the elimination and reduction of risks through various initiatives, such as:

- **health campaigns**
- **participation and realization of trainings**
- **application of the PCMSO control measures**
- **monitoring of occupational exams of all employees** (due to LGPD, the standard form will be attached as evidence so that no personal data will be disclosed).
- **Compliance with regulatory standards, such as the Specialized Safety Engineering and Occupational Medicine Services - SESMT (NR-04) and the Occupational Health and Medical Control Program - PCMSO (NR-07).**

Occupational health and safety training

[GRI 403-5]

The active workers at Urba's construction sites are admitted to start their activities only after basic training in work safety in civil construction, as per NR-18. Everyone also goes through an environmental training course, with all the rules and particularities of each work site in terms of work safety.

For other activities, such as working at height (NR-35) and confined space (NR-33), specific certificates are required. Workers who operate machines or manual electrical equipment receive specific NR-12 training - Machines and Equipment.

In addition, each active Urba construction site has an Emergency Brigade team, trained in accordance with the technical instruction from the fire department.

Consultation and participation

[GRI 403-4]

Urba works maintain systemic communication with all workers, with information inserted at strategic points and

at times of DSS. Besides the participation of committees such as CIPA, which meets monthly to address issues in order to prevent accidents.

Worker Health Promotion

[GRI 403-6]

Urba offers health services such as medical and dental plans, as well as telemedicine monitoring with the Your Mind Program (psychological support). The risks to the worker's health are dealt with in monthly campaigns dedicated to the theme.

Impact prevention and mitigation

[GRI 403-7]

Urba keeps a schedule of HSE campaigns that foresees, each month, the approach of subjects with all employees. The themes are defined according to the need and the moment - for example, Work in excavations, Hand safety, Blue November (prostate cancer), Pink October (breast cancer), among others.



Work-related health problems

[GRI 403-10]

In 2022, Urba has not computed any cases of occupational disease - both for employees and for workers who are not employees, but with work/workplace controlled by the company. In the analysis, no employees were excluded.

For possible cases that may occur, Urba's Health department carries out the control of indicators as requested in regulatory standard no. 04 in its chart IV.

The hazards that present a risk of occupational diseases were identified through the environmental assessments registered in the Risk Management Program (RMP) and in the Occupational Health Medical Control Program (PCMSO). Measures to eliminate danger and minimize risks are mentioned in the (PCMSO).

All contracted services and products are analyzed by the AED and Labor Safety department before the activities start or materials are delivered. A critical evaluation is made of all the documents, such as the registration form, ASO, training related to NRs 01, 06, 12, 18, 33, 35, PGR and PCMSO, ART, Machine Inspection Report, and the collective labor agreement. In addition, all activities, products, and environments are checked on a weekly basis in order to identify possible impacts and seek continuous improvement.

Human Rights

Human Rights Training

[GRI 412-2]

Currently Urba does not have specific training on human rights. However, for the administrative public the topic is addressed along the Integrity Track - Urba Code of Ethical Conduct. In addition, it is dealt with during communication actions such as Papo Reto com Compliance, in which specific audiences are invited to talk about the topic in an uncomplicated and direct manner. The operational employees, on the other hand, receive throughout the year visits from the Compliance area during the DDS - Daily Safety Dialogues that deal with topics related to integrity, ethics, harassment, respect, diversity, prejudice, among others.

Until 2022

94%

of the target administrative public was trained in the Integrity Track

100%

of the Company's Directors have completed the training



7 Social and relationship capital



Create connections with people to share values with the world.

At MRV&CO, we believe that housing, the central element of our business, is a true catalyst of transformations in people's lives. From many people.

Our work has economic and social impacts, direct and indirect, for residents, neighborhoods, regions; also for our value chain, our employees, and for society.

From job creation to improvements in urban infrastructure; of basic services such as schools, day-care centers, and health clinics to public roads and landscaping; from the improvement of rainwater drainage, sanitation, and electrical networks to mobility solutions; from adaptations to the development of complete neighborhoods - there are many examples, which have in common **the focus on improvement, always.**

Each MRV&CO development becomes part not only of the lives of those who live there; is also part of the neighborhood, the city, the world.

This broad vision of dwelling contextualizes MRV&CO's performance. It is the root of careful management so that our impacts are positive, inspiring the strategies that drive our Social and Relationship Capital - our actions and operations for society; the values, behaviors and ideas that we share with it; the interactions we build and the legacies we leave behind. In other words - how we connect with people.



Customer Experience

We go far beyond the basics when we say that each customer is fundamental to MRV&CO. After all, our housing solutions exist and are developed to meet your needs and wishes, to fulfill your dreams.

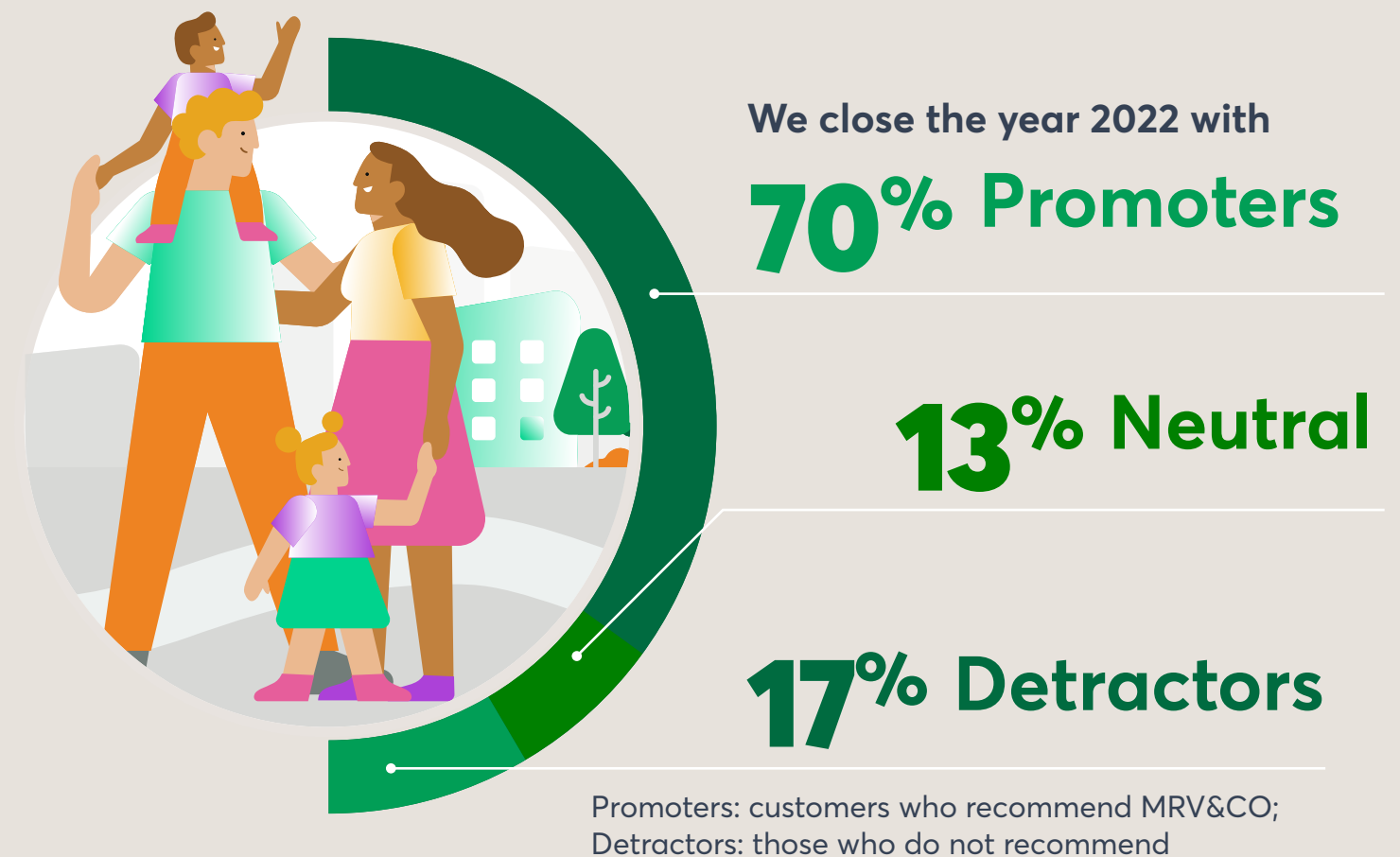
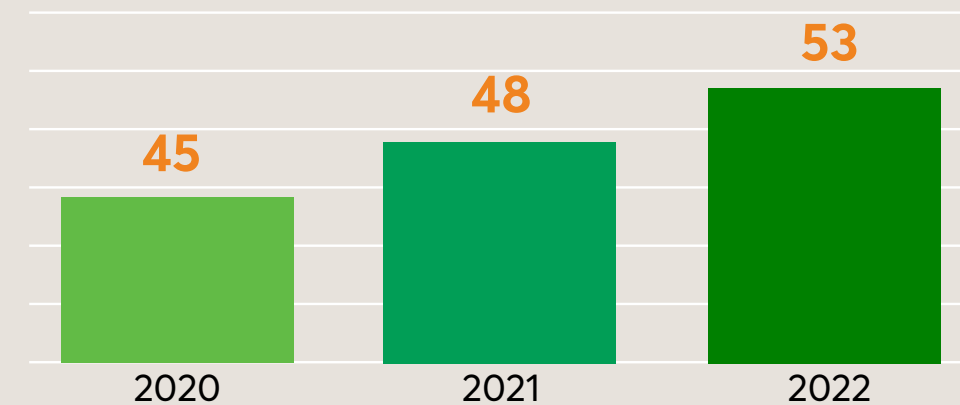
Efficiency, quality, experience, enchantment, excellence are key concepts at every point of MRV&CO's customer journey. And this means a number of aspects observed throughout the entire life cycle of our products, from design to long after the keys have been handed over.

Positive, uplifting relationships; ventures that do not bring risks; health and safety in focus; valuing sustainability; clear and available information; respect for customer data - all this also builds the reliability and reputation of our brand.

Evolution of NPS and the MRV customer journey

Follow-ups of the NPS indicator from 10 touchpoints in the customer journey, in order to measure their level of satisfaction

Historical Consolidated NPS:



Customer Relationship

MRV Customers Council

It periodically gathers the Executive Board and customers of different profiles, from all over Brazil, in diverse moments of experience with MRV, creating a space for open and collaborative conversation on experiences with the company and its products, and valuing people's vision on our developments and our business.

The initiative deepens our understanding of the customer journey and allows us to identify points for improvement, and has already inspired the implementation and evolution of several practices.

2021

6 online meetings

2022

6 online meetings

Specialized Program of Attention to the Manager

To enrich the customer's experience beyond the delivery of the keys, MRV proposes an expanded look at condominium management, strengthening the relationship with the building superintendents - giving them support and reference - and benefiting all unit owners

- **Top 18:** orientation guide for a close look at the items that generate the most maintenance - and eventually high costs - due to lack of preventive action. It points out the 18 maintenances that, when not performed, generate more offenders/volume of calls in the Post-Delivery and legal actions.
- **Condominium Managers 2.0:** a course tailored to the management of the condominium. It offers content designed for the Condominium Manager who wants to improve his or her performance, for those planning to become Condominium Managers, and for everyone who seeks to know more to help maintain the value of their residence.





Dream and Live Portal

A living platform, full of information, that brings together everything you need to know about the universe of living.

Developed with the MRV&CO customer in mind, and also accessible to the general public, Dream and Live portal brings content that accompanies the customer in all stages of his journey with his home: from the path to conquering it (financial organization, how to uncomplicate the bureaucracy, options for property acquisition, etc.) to life at home - decoration tips, condominium life, trends, product testing, domestic economy, conscious consumption, and much more.

These are articles, podcasts, tutorials, and courses that are constantly being updated to inspire and guide with practical solutions, and are offered free of charge: knowledge and quality of life that complete the experience of living.



SEE MORE: [Dream and Live Portal](#)



In 2022...

3.24 million accesses (Dec/22)

Growth of **577.8%** in the year



80 thousand single users (Dec/22)

627.2% growth in the year



891 posted contents (Dec/22)



Dream and Live Podcast:
1ST place in Brazil
in the Home & garden
Apple Podcasts category

Reference information for owners

Complete, organized, and quality knowledge makes the difference to stimulate the best use, and in a sustainable way, of the enterprises we deliver. MRV&CO develops informative materials and contents that are made available to the owners at the moment of delivering the keys and also afterwards, creating a reference repertoire that adds value to the real estate properties and to the quality of life.

- **Owner's Manual**, prepared based on the NBRs 14.037, 5.674, and 15.575 regulations, in the Civil Code and in the Consumer Protection Code.
- **Gas booklet**
- **Customer Folder**
- **Sustainability Ruler:** a number of contents sent to customers after delivery of the keys, in 24 bi-weekly communications of awareness and education for sustainability. Among the themes are the 5Rs (rethink, refuse, reduce, reuse, recycle); conscious consumption (water, energy, food, products among others); ODS; climate; waste management and sharing practices

The marketplace with everything you need for your apartment, in your hand



The conquest of the property is part of a great cycle of evolution and transformation for the customer. Thinking about this, MRV&CO created the Mundo da Casa platform, which brings products and services for customization. A complete marketplace, with resources for furnishing and equipping that make each apartment a true home, with the identity of the family that lives there.

Mundo da Casa is available for customers. Connecting the digital world with the physical one, it completes the living experience by offering solutions in:

- **Finishing** – one in every three MRV&CO customers acquire the service
- **Closets** – with transactions over R\$ 30 million in the last three years
- **Clean energy** – 1750 customers already served, generating savings of more than 402 thousand reais on the electricity bill
- **E-commerce** – more than 90 retail companies, with discounts of up to 40%.
- **Services that increase** the leisure and convenience of condominium life
- **Tips for decorating** and inspiration with MRV Decora contents, the Styles Test and the products curatorship

+ R\$ 87 million
in transactions in 2022

Rating 4.2/5
the highest on MRV's customer evaluation platform

Service Channels

The relationship with the customer at MRV&CO is strengthened with dedicated customer service channels. The digitalization of customer service is constantly evolving - an example of this is MIA, MRV's virtual assistant, which speeds up response time with quality.

In 2022...

- **97% of calls answered in the call center**
- **92% of requests solved before or within the deadline agreed upon with the customer**
- **77% of the services provided by MIA**

Health and safety impacts of products and services

[GRI 416-1] [GRI 416-2]



MRV&CO relies on a Management System that maintains strict control of processes, materials and procedures of its developments, with verification in SiAC PBQP-H MRV and Empresas LTDA audits, to ensure the Group's global performance and to promote sustainable practices throughout its performance chain - from construction to the delivery of intelligent solutions to customers. As a result of the Management System, MRV&CO

As a result of the Management System, MRV&CO

- **can consistently provide products and services that meet customer requirements and applicable legal and regulatory requirements**
- **creates opportunities to increase customer satisfaction**
- **assertively addresses risks and opportunities associated with its context and objectives**
- **favors the demonstration of conformity with specific quality management system requirements**

MRV&CO's OHS Management System (based on the international standard ISO 45.001), assesses Health and Safety impacts on 100% of products and services. Each of our establishments undergoes internal audits throughout the year, according to the guidelines in the Internal Regulations (REG.38.003 - Internal Audits of HSE).

Furthermore, MRV&CO has **specific Internal Regulations to establish, implement and maintain processes** – including reports, investigations and actions taken to determine and manage non-conformities and other types

of undesirable situations that may impair the operation of the Management System. The objective is to direct actions of control, correction, and consequence management, avoiding repetitions or new occurrences in different contexts.

Regarding cases of non-compliance in relation to health and safety impacts caused by products and services [GRI 416-2], external auditing in the year 2022 was carried out without major problems that could block the certificates of either the S/A or the LTDA companies.

Privacy & Data Security

[GRI 418-1] [GRI 3-3]

The excellence of the experience with MRV&CO also involves respect and care for the data concerning our stakeholders - customers, direct and indirect employees, neighboring communities, suppliers, shareholders.

With specific policies and assertive management to ensure data security and protection in a legitimate, appropriate and transparent way, MRV&CO develops a constant and effective work in order to avoid violations and misuse, according to the precepts of the General Law of Personal Data Protection (LGPD).

In 2022...

- **There have been no substantiated complaints regarding breaches of privacy**
- **We have not received any complaints from regulatory agencies**
- **We did not identify any type of leak concerning personal data**

Trust is essential in our relationships. In addition to complying with legal requirements, MRV&CO seeks to be a reference in terms of data privacy and security.

MRV&CO maintains a specific area to deal with processes and issues related to Privacy. Independent in relation to the other directorates, it is within the Governance, Risk, and Compliance Executive Management (GRC), in order to avoid any conflict of interest, and has the autonomy to report directly to the Board of Directors



Suppliers

To build the future, we rely on a supply chain that must align with our visions and practices in integrity and in the different aspects of sustainability.

To this end, in the process of qualification and selection of suppliers, in addition to technical criteria, environmental and social criteria are also evaluated, as well as impact levels, among other topics that show not only compliance with legislation and the Group's standards - but also consistency with our culture of doing the right thing, always. This adds value to our products, our customers, and all the companies with whom we have a relationship.

By developing a conscious and responsible supply chain, we establish virtuous relationships with our suppliers - and extend the reach of everything we believe in.

Choice of suppliers

[GRI 308-1] [GRI 414-1]

The care in the selection of suppliers in MRV&CO goes from the stage of evaluation and approval, and unfolds in actions for monitoring risks and qualifying partners. In addition to the assessment of adherence to legal requirements through the Table of Legal Requirements, a socio-environmental questionnaire is applied, with 50 questions that assess factors such as materials, processes, and practices.

The Procurement area is responsible for examining the supply chain in terms of quality, health and safety, environment, social impact, and compliance, in a qualitative, annual process.

100% of suppliers answer the socio-environmental questionnaire

100% of wood suppliers submit mandatory environmental regularization

The inputs are also rigorously evaluated from the moment they are received at the construction sites, in terms of their adherence to technical norms and to safety and quality standards, according to the procedures and reports of ABNT NBR 15575, which deals with the requirements for the performance of buildings throughout their useful life.



Use of local suppliers

[GRI 204-1]

The option for local suppliers, besides potentially positive in terms of costs, can also represent positive impacts in environmental terms, especially in terms of logistics, and social.

In 2022,

55.35% of MRV&CO suppliers are considered local suppliers

(allocated in the same state where the service is provided)

Number referring to the volume of purchases in the year and not only to specific operational units.

Actual and potential negative social impacts in the supply chain and actions taken

[GRI 414-2]

- **Workers not receiving salaries**
- **Workers who do not receive benefits**
- **Workers forced to work overtime without being paid for time at the company's disposal**
- **Workers' accommodations without minimum necessary conditions**
- **Workers who come from other locations irregularly**
- **Lack of registration of workers**
- **Wage floors below that of the category**
- **Workers who pay to get the job**
- **Risk of use of forced or slave-like labor by service providers and contractors**

All third-party companies have in their contracts the term of acceptance to the MRV&CO Code of Conduct.

With regard to the measures taken to prevent and mitigate social impacts in the supply chain, control mechanisms are applied - such as registration of non-employees who provide services on construction sites on the Third-Party Management Portal (with complete documentation), access control to construction sites via turnstile and monthly follow-up with evaluation of these registrations. Sample surveys are also conducted via SMS with third parties about desirable practices. The Confidential Channel is also available for reporting possible issues.

Negative environmental impacts in the supply chain and measures taken

[GRI 308-2]

- Operations without due licensing or environmental regularization
- Incorrect or inadequate waste disposal, especially hazardous waste
- Indiscriminate use of natural resources

Among the measures adopted to prevent environmental impacts in the supply chain are:

- Guidance via self-declaratory questionnaire at the time of registration
- Prevention of registration of the supplier in case of irregularity or need for additional documentation
- Request for regularization/renewal of documents
- Disenrollment of the supplier in case of noncompliance with requests

For 2023, the incorporation of an ESG Due Diligence tool is planned for monitoring the indicators with suppliers and making information on best practices available



Relationship with Communities

[GRI 203-2] [GRI 413-2] [GRI 413-1]

Housing solutions naturally have a huge potential impact on the local community, the neighborhood, and the region, directly or indirectly.

Impact and transformation permeate all our operations; After all, dreams that come true transform everything around them - from space to people's perspectives.

In economic and social terms, the increase in the influx of people in the region, the generation of jobs, the dynamization of the local economy, and the improvements in quality of life (for example, with the improvement of urban mobility, green spaces, and living spaces) are among the most significant impacts.

Whether by the adaptation or implementation of structures resulting from the arrival of each MRV&CO development, improvements happen in different structural aspects - such as in urban equipment (public roads, water supply, sewage, rainwater collection/drainage, disposal and treatment of solid waste, electricity, telephone network, public transportation) and in public services and equipment (education, health, culture, social assistance, sports, leisure, public security, supply).

Urba stands out in this theme, with the development of complete neighborhoods in its subdivision business model.

The main actual and potential negative impacts identified in MRV&CO's operations are damage to residences, damage to public roads, effluents, air quality, fires, waste, and untimely noise. Each of them is subject to specific measures to minimize, correct and, whenever possible, avoid their occurrence.



Neighborhood Impact Studies

MRV&CO projects are guided by Neighborhood Impact Studies (EIV), that analyze in depth the implications of the implantation of our enterprises. Based on them, mitigation projects proposed by the Group and/or the government are developed.

The scope of the EIV must be expanded based on an assessment process - currently under development in the Real Estate Development (DI) area - to determine which MRV&CO developments have the Study and the regions of greatest impact, in order to anticipate the needs of the Sustainability Department.



See more in the Human Capital Chapter

Real involvement

The community is a fundamental and active part of MRV&CO's work. The relationship and open dialogue with residents of each region where our projects are located is essential - so that our presence is something that adds, so that the positive impacts happen in a systematized and structured way, and for the formation of integrated, sustainable, and mature communities.

MRV&CO's various work fronts and initiatives contribute to a real - and virtuous - involvement of the Group and its people with the community. These are avenues for dialogue, for engagement, and also for the transformation of lives.

Neighbor of Good Program

Created in 2016, Vizinho do Bem implements actions with impact, always focusing on local development.

The program keeps a structured agenda of community service and support to social organizations, and maps out the profile of the neighborhood to define activities according to each location. The harmony created with the region's residents enhances the relationship and is the basis for adapting improvements to the real local needs.

The Neighbor of Good is also a way to amplify the actions proposed in the Neighborhood Impact Studies (EIV).



In 2022:

R\$ 4.4 million

invested in actions with the community (consulting, training and education courses, relationship with the neighborhood, among others)

As an example of the actions taken by the Neighbor for Good Program, in 2022 we had 40 vacancies for courses in painting and ceramic tile laying, under the consultancy of SECONCI and made possible by Senai RJ, offered to residents living next to the developments in Vila Lage, in São Gonçalo in Rio de Janeiro.

Talking to You

We are aware that, with the nature of our operations, nuisances and negative impacts can occur around our sites.

For this reason, in each of them, Talking to You is a communication channel with the neighbors via e-mail or telephone to receive and handle requests, reducing possible inconveniences during the execution of the work.

 dialogocomvoce@mrv.com.br / 31 4005-1313

MRV Institute

One of the most deeply-rooted and important beliefs in the MRV&CO Group is about the **changing power of education**. This connects historically - and deeply - with our **vocation to transform people's lives**.

2014, Our volunteer actions were institutionalized in a structured program: the MRV Institute.

Today, the Institute has several pillars of action, enabling initiatives with the engagement of our team and with results that go far beyond our walls and our own business. They are:

MRV Volunteers

With a focus on education, it carries out actions with the donation of time and knowledge of its employees - who have 44 hours of work per year to dedicate to volunteer work.

To date, more than 18.8 thousand hours have been dedicated by our volunteers, directly and indirectly benefiting more than 99 thousand people, with more than 1.1 million BRL invested.

In 2022:

2,400+
volunteer hours

+ more than 5
thousand people reached
directly and indirectly



Educate to Change

It is the public call for proposals of the MRV Institute, which, by means of this program, invests in projects of Civil Society Organizations (OSCs), from all over Brazil. The main objective is to have a positive impact on education, seeking to solve or mitigate social problems and promote transformation in the most diverse contexts of society. Released in 2016, The program has already concluded seven editions and is currently in its eighth edition, supporting five projects from several cities in Brazil.

When the tenders are open, they are widely publicized nationwide, on websites, social networks, etc. The projects are selected by popular vote, after a curation of documentation and basic criteria performed by volunteers, in addition to a technical analysis and interview conducted by the MRV Institute team.

The awarded projects receive not only financial support, but also management training so that their initiatives gain traction and solidity as social businesses and can perpetuate themselves and generate legacies for their communities.

To date, 51 projects have been supported, directly and indirectly benefiting more than 212,000 people, with 5 million BRL invested.

In 2022:

5 projects
selected by the
8th edition

+ more than 17
thousand people reached
directly and indirectly.

BRL 100
thousand destined
to each initiative
(corresponding to the first
year of activities execution)



Your Child, Our Future

Here, education is in focus also inside “our” house, for the children of MRV&CO employees. Your Child, Our Future offers support for education from early childhood, with books that awaken the dream and the imagination, to adult life, with training courses that help make dreams come true - such as the FuturaMente Project, which offers professional development courses for young people aged 15 to 24.

Since 2017, More than 36 thousand children, teenagers, and young people have already been impacted, with an investment of more than 3.4 million BRL.



In 2022:
4,800+
children of
employees impacted

+ R\$880 mil
invested

iungo Institute

iungo was born in 2020, in the context of the challenges posed by the Covid-19 pandemic. The name comes from Latin, and means “to gather, to hitch, to join in pairs, to connect.

Confident in the great power of education, the iungo Institute connects teachers, managers, research centers, and education specialists to form and strengthen networks of teaching practices, production of materials, and exchange of experiences.

Making available relevant training that supports thousands of public school teachers in Brazil, iungo also establishes partnerships with state education networks and leading universities, produces qualified materials for teachers, and promotes dialogues with educators from all over the country.

Since 2020, 308,515 thousand educators were benefited directly by means of the different fronts in which iungo operates.

In 2022:
121,534 thousand
education professionals impacted

Since 2014, The MRV Institute treads a path of love and dedication for education, to build a better world for our children and young people. And this is only possible thanks to the support of MRV&CO, the Institute’s sponsor.

All the data is audited and can be followed on the MRV Institute’s website and in the MRV&CO Activities Report.

The MRV Institute between 2014 and 2022:
+ More than 2
million lives transformed by the direct
and indirect impact of the initiatives

+ 857,000
people directly affected

+ More than R\$ 42.1
million invested

An Innovation & Sustainability Ecosystem

[GRI 2-28]

As a highlight in Civil Construction, MRV&CO places itself in a position of reference in fundamental issues for the development of the sector.

Our capacity to **mobilize leaders and companies**, and our **experience in topics such as innovation and sustainability** find an important space in the active and strategic participation in associations and initiatives.

While connecting with visions and practices that converge with those of the Group, we also exercise something that we consider a responsibility as an organization: to inspire the ecosystem and boost the achievement of goals.



Outstanding institutional partnerships:

- SECONCI
- SINDUSCON
- ABRAINCO
- Pacto Global
- CBIC
- ICLEI
- Councils
- Fiemg/ Fiesp
- CNI
- CCC
(Commitment to Climate)
- ABSOLAR
- MISEC
- ADEMI
- ABRASCA

8 Natural Capital



Connecting impacts, challenges, and actions into a sustainable strategy that thinks beyond requirements.

When talking about civil construction, it is natural to consider the undeniable impact of the sector's activities on the environment.

In all stages of MRV&CO's business production chain, interaction with natural resources, biodiversity and ecosystems is a constant focal point - so that the quality of the housing solutions we deliver goes hand in hand with sustainable practices.

Good choices regarding the environment are reflected in every aspect of our operations - from land to suppliers; from the inputs to the techniques applied; from product life to day-to-day processes; from small gestures to initiatives that go beyond our walls.

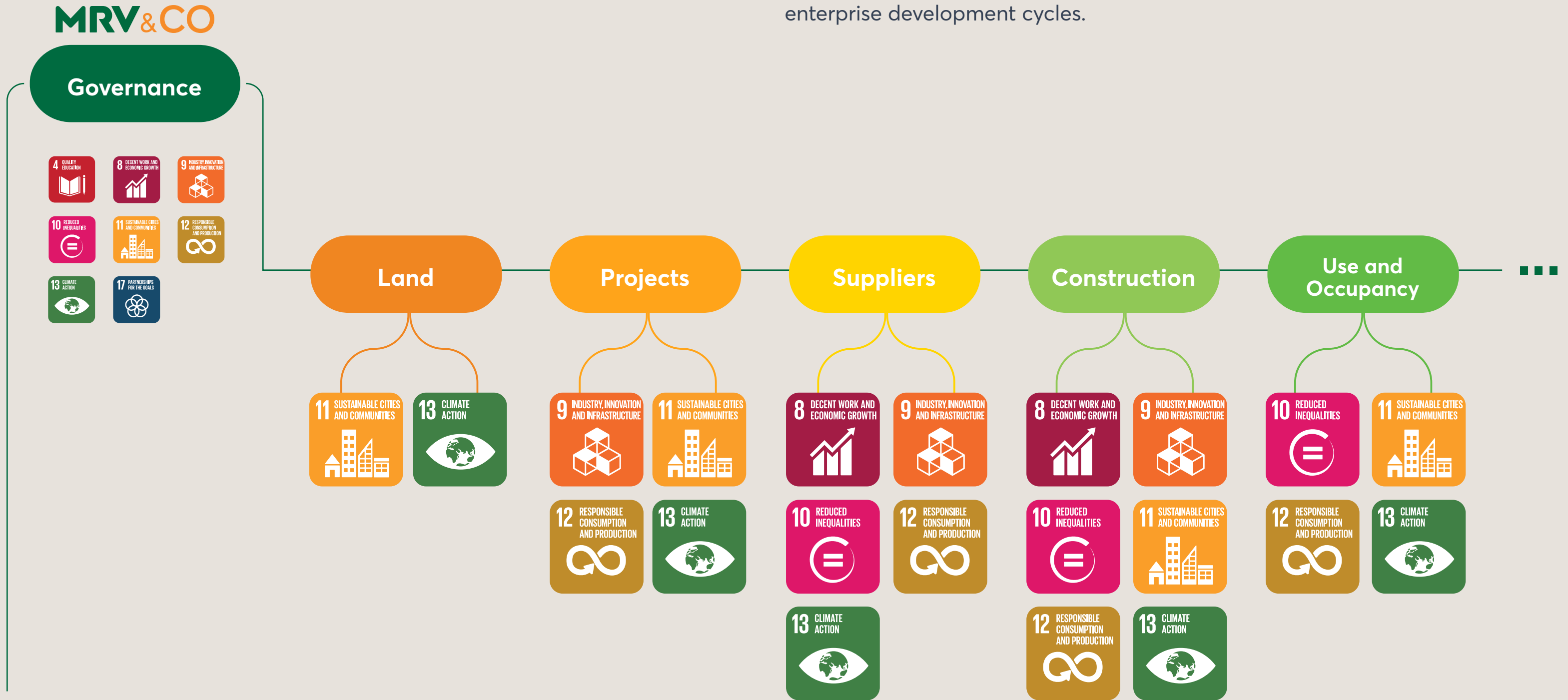
Thus, the Value Chain Analysis performed at MRV&CO covers from the purchase of the land to the delivery to the final customer, being integrally linked to the Sustainable Development Goals.



MRV&CO Value Chain

MVR&CO's sustainability is inserted in all stages of the development of the houses.

We mapped our entire **value chain** to understand which SDGs can be addressed at each stage of the product and enterprise development cycles.





Sustainable Construction is one of the main material themes for MRV&CO Group - and this brings a constant search for the reduction of negative impacts to nature. More than intention, this quest drives our already consolidated environmental governance.

Year by year, we evolve in **movements that connect into a sustainable strategy**, with a clear awareness of the challenges and of what needs to be done. Of the directions that need to be taken and how to convert them into effective actions - such as the use of innovative techniques, the improvement of systems for a more intelligent management of natural resource consumption, and our commitments to reduce greenhouse gas emissions and obtain renewable energy.

All this represents MRV&CO's engagement with sustainable development in environmental terms, as **signatories of the UN Global Compact and ambassadors of SDG 11** - Sustainable Cities and Communities, to meet targets set until 2030.

It is crucial that we are on the right track when realizing the dreams of thousands of people: striving, in every project, to apply nature-based solutions; working with the concepts of climate justice and decent housing; always choosing respect, intelligence in the use of resources, and innovation. After all, our business must take into consideration the homes of every family and also the planet - home for all of us.

Respect that begins at home

Since 2016, MRV&CO maintains internal certifications, which go beyond normative and legislative requirements, to establish sustainability criteria in its developments and ensure the sustainability of processes and products. These are seals audited by certifiers, with rigorous criteria and specific objectives, to encourage the adoption of best practices both during construction and after delivery of the property.

The certification allows the standardization and monitoring of the execution of actions in the projects and construction sites, also reflecting in higher levels of customer satisfaction and the strengthening of the Group's sustainable performance.

- **MRV + Green:** is the sustainability embedded in the product, certifying strategies in our developments that will bring environmental benefits in the use and occupation of buildings
- **Green Building:** points to the fulfillment of construction site and construction management processes in terms of lower environmental impact

Supply chain engagement

Possible environmental risks from the activities of our suppliers, particularly in relation to climate change, water management and forest management.

They are evaluated jointly by different MRV&CO areas - defining the Risk Matrix, under the management of the Supplies area. From this base, the documents related to the mitigation of the risks raised are requested, which will be analyzed via the supplier evaluation platform.

The supplier receives an exclusive invitation for pre-registration, to enter the platform and fill in the company's registration data and evidence according to the type of services or materials supplied, starting the certification process. Also on the platform, the completion of the Compliance and Socio-environmental questionnaires and the Supplier Code of Conduct Adhesion Term is requested.

Aiming to expand the control of environmental impacts, the Suppliers Management Program is being finalized, which offers support resources to minimize negative impacts and potentiate positive impacts.

Biodiversity & Environmental Relations

[GRI 304-2] [GRI 304-3] [GRI 3-3]

In the MRV&CO Group, the management of issues related to biodiversity and environmental protection areas remains connected to its different regions of operation. This is possible thanks to an intelligent, decentralized structure, so that we can act in depth and in specific contexts.

We go beyond conformity; beyond the basics, to build a future in which the environment and the dreams of each family are in harmony, always.

We maintain several initiatives on the topic, which include:

- **Thorough mapping** of the land and its surroundings to identify any possible impact on environmental preservation and conservation areas
- **Private social investment** in conservation/rehabilitation programs focused on areas of higher environmental vulnerability
- **Adaptation to the legal demands of each region**, considering different needs and local requirements
- **Environmental commitments** assumed together with entities and also with other companies in the search for solutions to environmental challenges

ICLEI: Partnership for Sustainable Development

In 2022, The MRV&CO Group was a pioneer among private companies worldwide in establishing institutional partnership with ICLEI - Local Governments for Sustainability, the world's leading association of local and sub-national governments dedicated to sustainable development.

ICLEI's consultative support is essential to raise the potentialities in urban sustainability of MRV&CO developments, expanding our possibilities of action and impact - including in new locations, and with great gain opportunities for society.

In addition, ICLEI will support MRV&CO in major strategic projects with Nature Based Solutions (NBS), integrating our products to urbanity and to the environment to be preserved, thus contributing to the reduction of urban drainage impacts..

Significant impacts on biodiversity

The constant monitoring of significant impacts of MRV&CO's activities, products and services on biodiversity allows the adoption of preventive and corrective measures.

Furthermore, it allows for a truly proactive attitude in terms of practices and programs aimed at the protection, conservation, and mitigation of environmental impacts - an action that goes beyond actions conditioned to counterparts from local governments.

Environmental Aspects and Impacts Assessment - LAIA

LAIA is a tool for diagnosing the environmental situation, which supports the decision-making process and the actions of environmental managers to mitigate impacts. MRV&CO applies the LAIA criteria for all its developments, taking into consideration the specific situations of each territory.

MRV&CO & biodiversity

Some examples of MRV&CO stance on biodiversity issues:

Agroforestry

A project integrated to the Brazilian Waters Program promoted by the Ministry of Regional Development (MDR) in the state of Bahia, the Agroforestry Basins to Conserve Waters aims to implement 60 agroforestry systems in two quilombola communities in the municipality of Muquém do São Francisco, in areas of vulnerability and environmental degradation.

With an investment of over 1.6 million BRL by MRV&CO and operated by Associação Humana Brasil, the project contributes to environmental revitalization, the sustainable use of natural resources, and the increase in water availability in 16 hectares in the São Francisco River basin, benefiting families with the improvement of infrastructure that ensures water security. Furthermore, Agroforestry encompasses environmental education actions for the population, focusing on soil and water conservation and the importance of the river and its ecosystem for the quality of life.

Tree Planting

Among several conditioning factors for MRV&CO's operations is the planting of seedlings to compensate for the vegetation suppression in the developments. On our own initiative, we plant species from the local biome - which facilitates adaptation and reduces the potential impact by inserting an invasive species.

From 2010 until November 2022, we have already planted 1,890,201 trees, which is equivalent to 929,517.12 tons of CO₂ removed from the atmosphere.

In 2022

138,804
tree seedlings planted

+ More than R\$ 7
million invested by MRV and Urba in tree planting throughout Brazil for various purposes - from landscaping to recomposition of preservation areas



Conscious use of wood

The process of wood supply for MRV&CO's activities is a great example of how we exercise conscious choices.

- We do not buy wood from protected and/or native areas
- We only acquire exotic woods (pine, eucalyptus and mixed wood with Cerflor (Brazilian Forest Certification Program) and FSC (Forest Stewardship Council) certificates
- We are signatories of the Amazon Charter (2020/2021), which focuses on ensuring that companies do not purchase wood from the Amazon unless it is FSC certified.

In this theme, MRV&CO once again goes beyond compliance with norms and certifications: we have committed not to buy wood from any native areas, blocking this type of input in all suppliers in our portfolio.

Amazon Council

Together with more than 50 Brazilian companies, the MRV&CO Group has been a member of the Amazon Council since 2020. The Council's purpose is to identify solutions to illegal deforestation in the region.



Water & Wastewater Management

[GRI 303-1] [GRI 303-2] [GRI 303-3] [GRI 303-4] [GRI 303-5] [GRI 3-3]

The conscious use of water is highlighted in the guidelines of the MRV&CO Sustainability Policy.

MRV&CO's most significant water consumption happens via public utilities, through the supply networks. The construction sites concentrate the largest volume of consumption, especially in the concrete preparation processes.

Among the important objectives for the management are the reduction of the volume used and the promotion of the conscious use of water, focusing on reuse - which also impacts on the generation of less effluents.

The water management process integrates the monitoring of indicators via Climas (ESG integrated information management system) and the SAP system to monitor and optimize the consumption ratio. Among the main objectives are the reduction of the volume used and the promotion of the conscious use of water, focusing on reuse - which also impacts on the generation of less effluents

Interacting with water as a shared resource

MRV&CO constantly monitors water consumption, establishing reduction goals, and acts in different ways to promote its better use:

- By means of Internal Rules (REG.38.011 - Identification of Aspects and Evaluation of Environmental Impacts) the guidelines for identifying impacts related to water are defined. The Regulations establish a specific tool (the form FOR.038.011.01 - Survey of environmental aspects and impacts) for determining the Water Life Cycle Analysis (LCA) and for environmental impact assessments.
- In the Environmental Aspects and Impacts Assessment (EIAIA) of construction projects, a reduction in the availability of water is predicted as a possible impact related to abstraction and consumption; and in the disposal, the change of the quality of the water and the soil.

- In a preventive approach, frequent awareness campaigns on water use are held for employees, as per FOR.38.012.03 - SHE Campaign Planning.
- We promote the environmental regularization of consumption sources, via procedure POP.36.020 - Granting Right (Tube Wells and Effluent Release) and checklist FOR.37.052.04 - Environmental Beacon.
- We have defined the issue of water resource use as a point of attention in the supplier qualification process, through REG 31.001 - Procurement Management and the supplier qualification tables; FOR.31.001.01 - Table of Legal Requirements for Services and FOR.31.001.02 - Table of Legal Requirements for Suppliers of Goods and Materials. By means of these devices, evidence of compliance with the applicable legislation is required (capitation grant, ANM registration/port, among others).

Young Innovators in SDGs Program

MRV&CO's water reuse project presented in the Program received funding from the National Council for Scientific and Technological Development (CNPq), making possible the constant research work of two fellows from the Federal University of Bahia (UFBA), of the Sanitary and Environmental Engineering department, focused on the analysis of water reuse technologies and data analysis of MRV's water consumption and disposal, allowing studies to control water payments and strategic evaluation for consumption reduction.

Water withdrawal / Fresh water consumption

Captação total da água: água de terceiros Consumo total	2,477.01111 megaliters
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Water withdrawal in water-stressed area*: water from third parties Consumption in water-stressed area	1,244.77861 megaliters megaliters (considering the Northeast region and the state of São Paulo)
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*The uptake in water-stressed regions is considered in the amount of total consumption

Information from the CLIMAS system, derived from the water bills posted in the SAP system.

Water efficiency

To increase efficiency in the use of water, MRV&CO's developments count on resources and devices that make a difference in daily life:

- **Saving devices: dual-flush flushing systems and flow reducers on faucets**
- **Retention and/or infiltration of rainwater**
- **Individual water measurement for customers**

MRV&CO periodically monitors water consumption in order to establish actions to reduce its consumption.



Reuse of water use on construction sites

MRV&CO works adopt objective practices to reduce the use of potable water and, whenever possible, encourage its reuse. Among them:

- **The reuse in urinal flushes** of the water used in the sinks of the changing rooms, meeting the requirements of NR18 and NR-24 with a device and trimming that allows the passage of water;
- The reuse for cleaning equipment and floors of the water from the cleaning of the concrete mixers, after decanting and filtering the impurities;
- The direction of rainwater Captured from the roof of temporary offices at the construction site for washing equipment, cleaning areas, and watering gardens (the same can be done with water from the air conditioning).

In 2022, the reuse initiatives at the construction sites provided a reuse volume of **722.3 m³** of water.

Management of impacts related to water discharge

Depending on the different types of effluent discharge possible in MRV&CO's operations, specific monitoring procedures are adopted - always aiming at the best levels of efficiency of the treatment system. In general, we use the standards of the most restrictive applicable legislation.

- Liquid effluent discharged into the public sewage collection system: the minimum standards stipulated by conditioning factors or by the concessionaire are taken into consideration. In the absence of these, and other applicable state/municipal legislation, the minimum standards established by ABNT Standard NBR 9800/1987 - Criteria for the discharge of industrial liquid effluents into the public sewage system are adopted.
- Liquid effluent discharged into water courses, rain gutters or infiltrated into the soil: MRV&CO monitors the parameters established by the environmental permit condition and/or standard in force in the state or municipal legislation. In the absence of these, we will adopt Conama Resolution 430 of 05/13/2011, Section II, art. 16.

MRV&CO estimates the discharge of effluents at **80% of the volume** of water collected **1,981.61 megaliters**

- Liquid effluent from a sanitary sewage treatment system not discharged into the public sewage collection system: the parameters stipulated in Section III, article 21, of Conama Resolution No. 430 of 05/13/2011 are monitored, in case of absence of conditioning standards and/or state/municipal legislation that apply.
- Effluents treated by a pit-filter-sink system: monitored based on the parameters of Section III, article 21 of Conama Resolution No. 430 of 05/13/2011 (even if there is no applicable legislation for monitoring effluents disposed of in the soil).

MRV&CO does not discharge effluents directly into water bodies. If this occurs, the water body profile will be considered.

Water disposal has deep attention at MRV&CO. We have adopted effluent control systems (a good example is the decanter for washing water from the concrete mixer) and implemented a sanitary effluent treatment system in the construction sites not served by the sanitation system.

These structures adopt the standards defined by the applicable local legislations, with internal regulatory procedures to ensure the best adherence of the operation to the norms.



Energy Resources

[GRI 302-1] [GRI 302-2] [GRI 302-3] [GRI 302-4] [GRI 302-5] [GRI 3-3]

Energy consumption is an extremely significant factor in terms of emissions - and is therefore a focus of MRV&CO's sustainability strategy, especially with regard to the energy transition to renewable sources.

At the core of our strategy for energy resources is the use of clean energy, as a way to promote decarbonization and efficiency in the Group's projects, developments, and activities.

MRV&CO's initiatives and investments in energy efficiency are linked to its Sustainability Policy and Climate Change Policy. Energy management is done via Climas (ESG integrated information management system), linked to SAP.

The consumption invoices issued by the utilities are incorporated into monetary values, and from there the calculation of energy consumption in Megawatt (MW) Gigajoule and Carbon is made. The process provides real consumption data, measuring the exact consumption: intelligent management to optimize the results.

Strategic Energy Management

Major fronts that stand out in the strategic energy management at MRV&CO:

1 Purchase of energy on the free market to supply the headquarters

2 Own solar farms to serve the offices, stores, and construction sites with energy from photovoltaic plants

3 Renewable energy systems in the developments to meet the demand of the common areas of the condominiums (adopted since 2017), including an integrated, real-time monitoring process of the installed photovoltaic systems - providing technical reports and periodic information about energy generation and consumption to assist building managers

4 Partnerships with companies specializing in photovoltaic energy to serve customers, offering discounts on energy for their homes

5 Renewable energy at construction sites, contributing to the reduction of the carbon footprint and Scope 2 emissions

By 2030, MRV&CO's goal is to reach 100% of its developments equipped with alternative energy sources from renewable sources, such as photovoltaic systems on their roofs, partnerships with companies that offer rebates, or solar farms.

Through the Mundo da Casa platform, customers can adhere to the **use of renewable energy with discounts on their bill**. Until the end of 2022, We accounted for more than 1750 active contracts, generating **savings of more than BRL thousand**.

Monitoring and Management of Clean Energy Generation

In 2022, A specific platform was deployed for the constant follow-up of information from all the undertakings equipped with photovoltaic plates, to monitor the effective production of energy, providing updated data on the performance of the equipment and the volume of energy generated - an innovative approach in relation to the product and to the customers.

Until the end of 2022,

60% of the plants delivered in undertakings were monitored.

The goal is to

reach 100% by the year 2023.



Variations in Consumption

Data referring to MRV.
Data being audited at the time of publication of this report.

Energy consumption in the organization (Gj)				
Precursor group	Precursor	Scopes		Totais
		Scopes 1	Scopes 2	
Non-Renewable Fuels	Diesel / Brazil	12,390.10		12,390.10
	Gasoline / Brazil	3,663.70		3,663.70
	Liquefied petroleum gas (LPG)	499.96		499.96
	Aviation kerosene / Brazil	20,109.57		20,109.57
Renewable Fuels	Renewable Fuels	1,281.10		1,281.10
Purchased electricity	Hydrous ethanol		99,543.85	99,543.85
Totais		37,944.43	99,543.85	137,488.28

This panel considers energy consumption in sources categorized as Scope 1 and 2. Although conservatively categorized as non-renewable fuels, "Gasoline - Brazil" and "Diesel - Brazil" contain added renewable fuels (i.e. ethanol and biodiesel, respectively).

- Consumption from non-renewable sources: **36,663.33 GJ**
- Consumption from renewable sources: **1,281.10 GJ**
- Electricity consumption: **99,543.85 GJ**
- Energy consumption within the organization: **137,488.28 GJ**
- Conversion factor: **GWP**

Consumption by SOURCE within the organization (mil Gj)							
	2018	2019	2020	2021	2022	Var. 2022 x 2018	Var. 2022 x 2021
Fuels from non-renewable sources	56	68	51	39	28	-50%	-28.2%
Diesel	28	38	33	25	10	-64.3%	-58.3%
Gasoline	7	6		3	4	-43%	+33.3%
GLP	1	1	0	1	0	-100%	-100%
Aviation kerosene	20	23	18	10	14	-30%	+40%
Fuels from Renewable Sources (Ethanol)	3	5	0	1.2	1.3	-57%	+8.4%
Electric power	82	83	74.4	79.5	108.9	+32.8%	+37%

Energy consumption (mil Gj)							
	2018	2019	2020	2021	2022	Var. 2022 x 2018	Var. 2022 x 2021
Total energy consumption within the organization (thousand GJ)	142	155	125	119	138	-2.8%	+16%
Energy consumption outside the organization (thousand GJ)*	3,122	2,914	2,094	2,506	1,787	-42.7%	-28.7%

In 2022, significant **variation was observed in energy consumption within the organization (40.3% increase)** - which is mostly due to the increase in internal electricity consumption.



Energy Intensity*							
	2018	2019	2020	2021	2022	Var. 2022 x 2018	Var. 2022 x 2021
Total energy consumption within the organization (thousand GJ)	142	155	125	119	138	-2.8%	+16%
Energy intensity (within the organization, in GJ/UP)	4.23	4.14	3.5	2.9	4.9	+16%	+69%
Energy consumption outside the organization (thousand GJ)*	3,122	2,914	2,094	2,506	1,787	-42.7%	-28.7%
Energy intensity (outside the organization, in GJ/UP)	80.55	69.67	59	61	53	-34.2	-13.1%
Total energy consumption of the organization (thousand GJ)*	3,263	3,070	2,220	2,625	1,954	-40.1%	-25.6%
Energy intensity (total organization, in GJ/UP)	84.79	73.81	62	64	57	-32.8%	-10.9%
UP - Units Produced		3,6977	35,752	41,321	34,008		

Energy intensity: 4 GJ/UP (Unit Produced) considering the energy consumed within the organization.

* **Energy types included in the intensity ratio: Electricity, Diesel, Gasoline, LPG, Aviation kerosene and Ethanol.**

* **There are no parameters for comparison with other periods, since previously the energy intensity calculation also included energy consumed outside the organization.**

Focus on clean energy

The MRV&CO Group maintains high ambitions in the clean energy theme. In line with advances in the topic of energy transition to renewable sources - such as solar energy - and with our climate change goals, we have continuously invested in more sustainable and emission-reducing energy models.

- The UFV Arquelau, MRV's photovoltaic plant located in Uberaba (MG), was turned on in late 2020, and has **an annual power generation potential of 1,125 MWh**
- by April 2022, The second clean power plant was inaugurated, in Bahia, **with an annual generation potential of 489.7 MWh**
- Since 2017, Most of our new developments are being supplied with **photovoltaic systems, which meet the energy demand of the condominiums' common areas.**

We have also invested in the internal development of an intelligent energy management platform that, among other objectives, aims to automatically apportion the energy credits generated by the company's photovoltaic plant, using optimization algorithms. A technological milestone, which applies algorithms that enable the acquisition of large amounts of data in reduced time, making it possible to develop artificial intelligence models to perform the automated reading of the Group's energy bills throughout Brazil.

The tool is also a benchmark for energy efficiency projects, besides measuring the potential gains from the initiatives and monitoring the results of the projects implemented in MRV&CO's operations. It is a strategic look that positively impacts both the Group's companies and society, contributing to the achievement of economic, social, and environmental development goals.

In the last year, we have reaped the fruits of a consistent track record of investments in renewable energy and efficient energy management: with the clean power plants in effective operation and the energy projects of the Sustainability and Analytics teams, we will exceed R\$ 1 million in savings in MRV&CO's construction sites, offices and stores by 2022.

More sustainable energy choices have already added up to more than R\$5 million in savings for customers. Our consumption of energy from non-renewable sources has been on a downward trend, signaling that we are on the right track.

A path full of perspectives - like the expectation, still for 2023, to perform the energy and water consumption prediction of all construction sites, further reinforcing our commitments to ESG and sustainable development.





Waste Management

[GRI 306-1] [GRI 306-2] [GRI 306-3] [GRI 306-4] [GRI 306-5] [GRI 3-3]

The process of waste management in MRV&CO has as its major objective the search for sustainability - taking into account not only the materials themselves, but also related factors - such as transportation, storage, among others.

Our commitment is to offer the maximum using the minimum.

The management of the acquisition of materials and supplies in MRV&CO is the responsibility of the Supplies area, thus connecting the issue to the management of the supply chain as a whole.

In this sense, MRV&CO conducts studies to search for materials with smaller environmental impact footprint, identifying intelligent and innovative options capable of generating less impact in production and use, as well as in their disposal.

As an intrinsic objective, MRV&CO seeks to keep within the GHG emission target proposed by SBTi (ceiling of 1.5° C of global warming).

Waste generation and its significant impacts

The disposal of construction processes represents our most significant impact on waste generation. As an inherent issue in our operations, it is subject to different approaches and actions for monitoring and mitigation.

The residues generated are managed by MRV&CO employees until their environmentally adequate final destination. For this, the construction sites establish their PGRCC - Management Plan for Civil Construction Waste, prepared in accordance with the guidelines set out in POP.36.005 - Solid Waste Management.

For monitoring, indicators are followed that show the various classes and final destination, types and volumes of waste. On a monthly basis, the construction teams enter data into the Climas system (also powered by SAP integration). Several control measures are applied, such as the Waste Inventory according to POP.36.005 - Solid Waste Management and the Waste Transportation Manifest (MTR) as required by SINIR or the corresponding state system.

When it comes to reducing waste generation, we have adopted processes and measures such as:

- **change in the construction process**
- **reuse of concrete at the construction sites, using it in decorative pieces**
- **destination of paper and plastic for recycling**
- **choosing to purchase more sustainable materials**
- **elimination of disposable cups at headquarters, with adoption of coconut fiber mugs**
- **among others**

Total generated and waste destination

The total waste produced at MRV&CO is 324,467.35 m³.*

	Total 2022 (m ³)
A-Class	159,634.0
B-Class	62,709.52
C-Class	67,308.63
Class D (hazardous)	34,815.10
Total	324,467.35

*Class C refers to Class C + ABC waste that is considered as mix and was destined for landfill.

Donation	Reverse Logistics	Reuse	Exit (landfill)	Sales
14,810.98 m ³	20.0 m ³	10,169.45 m ³	298,275.66 m ³	1,191.27 m ³

- **Waste for disposal:** those whose destination is landfills, including hazardous waste. Its total is 298,275.65 m³.
- **Waste not destined for disposal:** those destined for donations, reverse logistics, reuse, and sale. Its total is 26,191.70 m³.

Most Relevant Materials Used

[GRI 301-1]

See below the most relevant materials used by MRV&CO in the year 2022:

Main Materials	Quantity	Unit
Concrete	542,464.803	m ³
Laminate Flooring	1,557,188.25	m
Cement	66,413.214	saco
Sand	113,811.90	ton
Mortar	18,716,745.96	kg
Crushed Stone	116,335.25	ton
Texture	2,557,286.489	kg

Main Materials	Quantity	Unit
Electrical Cable	8,166,919.763	m
Windows	30,938	und
Crockery	14,606.257	und
Concrete Block	2,087,004.28	und
Fiber Tile	86,202.43	und
Rebar	6,077,678.814	kg



Climate Change

[GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 305-4] [GRI 305-5] [GRI 3-3]

MRV&CO's vision for the challenging climate change agenda involves a constant movement towards maturity - **evolving in practices, signing public commitments and adopting bold targets for the reduction of Greenhouse Gas (GHG) emissions.**

Our business is inherently linked to particularly emission-impacting chains such as cement, concrete, and steel. In light of this, the climate vulnerability agendas are more than a priority for our ESG management; are a driver of technical innovation and the adoption of public and measurable targets that add to our internal regulations - Climate Change Policy, Carbon Management Plan, Sustainability Strategy, and Sustainability Risks and Opportunities Matrix.

Our strategy is always to position MRV&CO as a reference in the global climate agenda.

An important milestone in this trajectory is the agreement signed in 2021 with the Science Based Targets Initiative (SBTi) - an unprecedented commitment in our sector - which studies, evaluates and establishes GHG emission reduction targets for production and processes aimed at restricting global warming to a ceiling of 1.5°C in temperature rise. As a signatory of SBTi, MRV&CO shares the goal of minimizing the impacts on climate change and contributes directly to the Paris Agreement.

Emissions management strategy and efforts

- **Gold Seal in the Brazilian GHG Protocol Program Participation in the CDP as a respondent, with a B- performance in the climate change section**
- **ISO14001 Certification**
- **Participation in ICO², B3's Carbon Efficient Index**
- **Offsetting carbon emissions related to scopes 1 and 2, through the purchase of carbon credits from CDM and VCS projects since 2015**
- **Support to the Compromisso com o Clima program of Instituto Ekos, in partnership with companies focused on purchasing carbon credits in the market, including offering discounts to suppliers who want to offset their emissions**

MOVE System - Climate Vulnerability Mapping

The MOVE program was developed for mapping the land bank, conducting studies of current and future climate risks, and looking for points of improvement and ways to favor the reduction of these risks in enterprises - with great impact on the development of more sustainable cities and communities.

In 2022, MOVE assessed 100% of MRV's land bank on aspects related to climate change (such as water crisis, risk of flooding or landslides, etc.), demonstrating with clear indicators probabilities, priorities, financial impacts, and bringing recommendations in terms of solution implementation.

As a goal for 2023, we have the development of a pilot project for the application of MOVE through the literacy of the Real Estate Development team in MRV regionals

Life Cycle Assessment (LCA)

MRV&CO conducts specific evaluation (revised in 2022) aimed at reducing the amount of inputs, carbon footprint, water and energy used in our processes, according to ISO 14040, for quantifying environmental impacts - resulting in robust communication about these impacts.

Carbon Footprint

For the Carbon Footprint, we follow the ISO 14067 standards. The studies on Carbon LCA support MRV&CO in its decarbonization planning, and are also a guide for decision making in changes and suggestions for product improvements, always seeking the reduction of GHG emissions.

The Carbon studies are the basis for building our decarbonization goals, within what is established by SBTi.

Changes in emissions

Data referring to MRV.

Data being audited at the time of publication of this report.

tCO ₂	2018	2019	2020	2021	2022
Scope 1	5,026	7,408	9,321	6,530	4,449
Scope 2	1,630	1,686	1,286	2,718	1,303
Scope 3	268,442	282,934	212,969	249,286	182,917

Gases included in Scope 1 calculation: CO₂, CH₄, N₂O

Gases included in Scope 2 calculation: CO₂

included in Scope 3 calculation: CO₂, CH₄, N₂O

% of Emissions by Scope	2018	2019	2020	2021	2022
Scope 1	1.8%	2.5%	4.2%	2.5%	2.3%
Scope 2	0.6%	0.6%	0.6%	1.1%	0.7%
Scope 3	97.6%	96.9%	95.3%	96.4%	97%

Biogenic emissions: 221.82 t CO₂

Greenhouse gas (GHG) emissions intensity							
Emissions Intensity (tCO ₂ /UP)	2018	2019	2020	2021	2022	% Variation (2022/2018)	% Change (2022/2021)
	7.44	7.36	6.25	6.26	5.89	-20.8%	-5.9%

Of MRV's total emissions in 2022, 2% are Scope 1 - which showed a 43% reduction compared to 2021.

With regard to Scope 3 emissions - 97% of total emissions in the year - it is worth noting the significant 27% reduction in relation to the previous year. The main drivers of the fall are:

- the application of more efficient building methods in terms of GHG emissions, such as the concrete wall and the verticalization of cement production;
- the involvement of external stakeholders, especially suppliers, in the adoption of practices to reduce emissions.

In relation to 2021, there was a reduction in total emissions of 27%. The intensity of GHG emissions also showed a reduction compared to 2021, of about 5.9% - calculated by tCO₂ and on units produced.

In 2022, **100%** of Scope 1 and 2 emissions were offset



Urba

Due to the MRV&CO Group's differentiated shareholding in the organization, some indicators are reported here specifically for Urba.

Biodiversity & Environmental Relations

[GRI 304-2] [GRI 304-3] [GRI 3-3]

The realization of Urba's undertakings sometimes presupposes the suppression of arboreal individuals. The suppressions are authorized by the competent environmental agencies and, whenever required, are compensated with the replanting of trees compatible with the local biome and in planned areas..

In 2022...

38,129 tree seedlings planted

Extension of replanting areas:

316,518.23 m²

Water & Wastewater Management

[GRI 3-3]

Interactions with water as a shared resource

[GRI 303-1]

The water supply for use in Urba's undertakings is provided by a concessionaire, by water collection from wells, rivers, lakes, and by tanker trucks.

- **For wells, rivers and Capture lakes, the Licenses for Execution - Granting / Waiver of Granting, issued by the competent bodies, which determine footage, flow and other necessary information are complied with.**
- **For the third-party water tankers, the suppliers are required to provide documentation that certifies the licensing of the source from which the water is withdrawn.**

The possible environmental impacts are analyzed since the project development stage, by multidisciplinary professionals and by Urba's Environment area. During the elaboration of the projects and the implementation of urban developments, the impacts and the activities in which there will be a higher consumption of water are perceived and surveyed.

In this sense, mitigation programs and measures are developed, such as:

- **Insertion of "impermeable" soil areas**, by buildings or by road implantation
- Study and implementation of an **efficient drainage system** for the projects - such as containment basins when applicable or other auxiliary structures (solutions developed in the project)
- **Environmental compensations that seek to strengthen the permanent preservation areas (APP)**, with water and spring preservation and recovery during the implementation of the Environmental Recovery Commitment Term (TCRA) in the enterprises
- **Soil compaction with the use of water** to achieve optimum soil moisture, where the water returns to the soil. The water applied has a controlled origin, in order to avoid contamination.

- **Concrete pouring with water discharge from the concrete mixer cleaning** with filtering system: the cleaning area is waterproofed and has a drainage channel, which sends the residue to a tank equipped with a bidim and gravel blanket pipe. Thus, the water is filtered from the concrete waste and then disposed of without contaminating the soil.

Urba performs strict control of suppliers, through documents that attest to compliance with legal environmental requirements, requested at the time of hiring and approval. This process is currently being expanded to extend the requirements in the case of suppliers with high water consumption in their production chain.

Urba has implemented the control of third-party water use, underground or surface, but there is no management related to public policies for water-stressed areas

Management of impacts related to water disposal

[GRI 303-2] [GRI 304-3]

Urba uses outsourced labor for septic tank installation, adopting Decree No. 8,468 art. 18 (inlet raw sewage) and art. 19A (outlet treated sewage) as the standard. At each septic tank removal or cleaning, a Waste Transportation Manifest (MTR) is issued, that documents total volume and weight, generator, transporter, and final destination, allowing complete control of the sludge removed.

Water consumption

[GRI 303-5]

- **Consumption = Capture - Disposal**
- **Total capture: 26,754.77 m³**
- **Effluent (septic tank sludge) = 473.60 m³ Total consumption = 26,281.17 m³**

Dados compilados a partir do Controle anual de captação das águas de superfície, subterrânea e de terceiros e de consulta ao ranking WRI Brasil para áreas identificadas com estresse hídrico.



Water capture and Disposal

[GRI 303-3] [GRI 303-4]

Capture in all areas:

- **Surface water: 3,209.26 m³**
- **Groundwater: 2,043.03 m³**
- **Sea water: n/a**
- **Produced water: n/a**
- **Third-party wate: 21,263.28 m³**
- **Water in a water-stressed location: 239.20 m³**
(30 viagens de 8 m³ para encher as piscinas em um empreendimento na Bahia)

Capture in water-stressed areas:

WRI Brasil identifies as the main areas of water stress in Brazil the regions of Bahia, Piauí, Ceará and Rio Grande do Norte, affected by “extremely high” levels of risk of a water crisis.

Urba maintains only one subdivision in Feira de Santana - BA, whose pools were filled with 30 water truck trips.

Water discharge: the indicator does not apply to the company's activities

Waste Management

[GRI 3-3]

Waste generation and significant waste-related impacts

[GRI 306-1]

Urba performs control via issue of the Waste Transport Manifest (MTR) and monthly completion of the Waste Output Control Form FOR, identifying material, volume/weight, storage location, supplier responsible for transport and final disposal, to prove the total volume destined for the worksite.

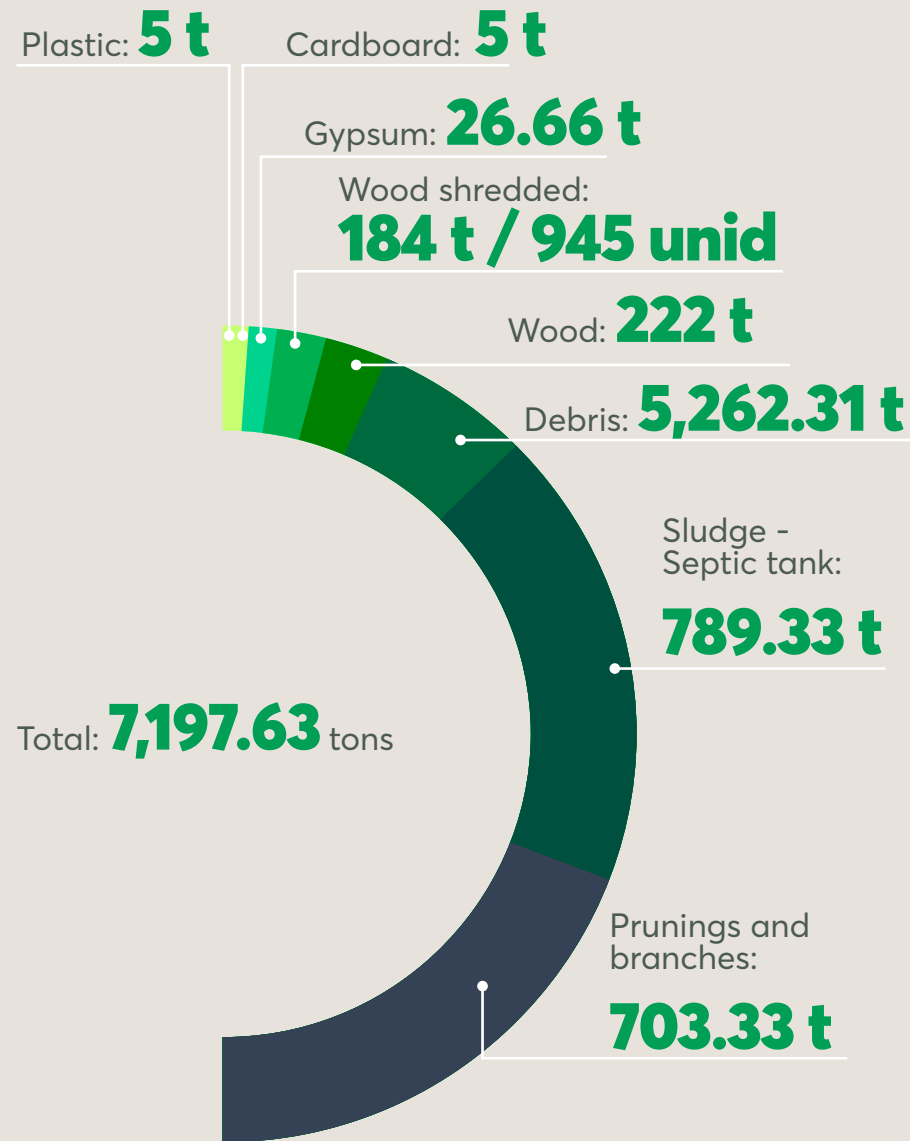
Management of significant waste-related impacts

[GRI 306-2]

In Urba's activities, all waste is sorted (wood, plastic, cardboard, garbage), from the moment it enters the building site until its destination. The residues are segregated in bays and buckets; They are then transported and destined to the correct location by certified suppliers with the pertinent environmental licenses (landfills, recycling plants, etc.).

Generated residues

[GRI 306-3]



By means of monthly control at the construction sites, the effectiveness in the segregation of residues in bays and buckets is monitored



Waste not destined for final disposal

[GRI 306-4]

Total: 184 tons

- **Within the organization: 184 t (volume referring to wood from suppression).** The 945 units of suppressed trees represent 571.53 t of wood from suppression used as fertilizer in green areas (not destined for final disposal)
- **Outside the organization: 1,240.33 t of rubble destined for the recycling plant**

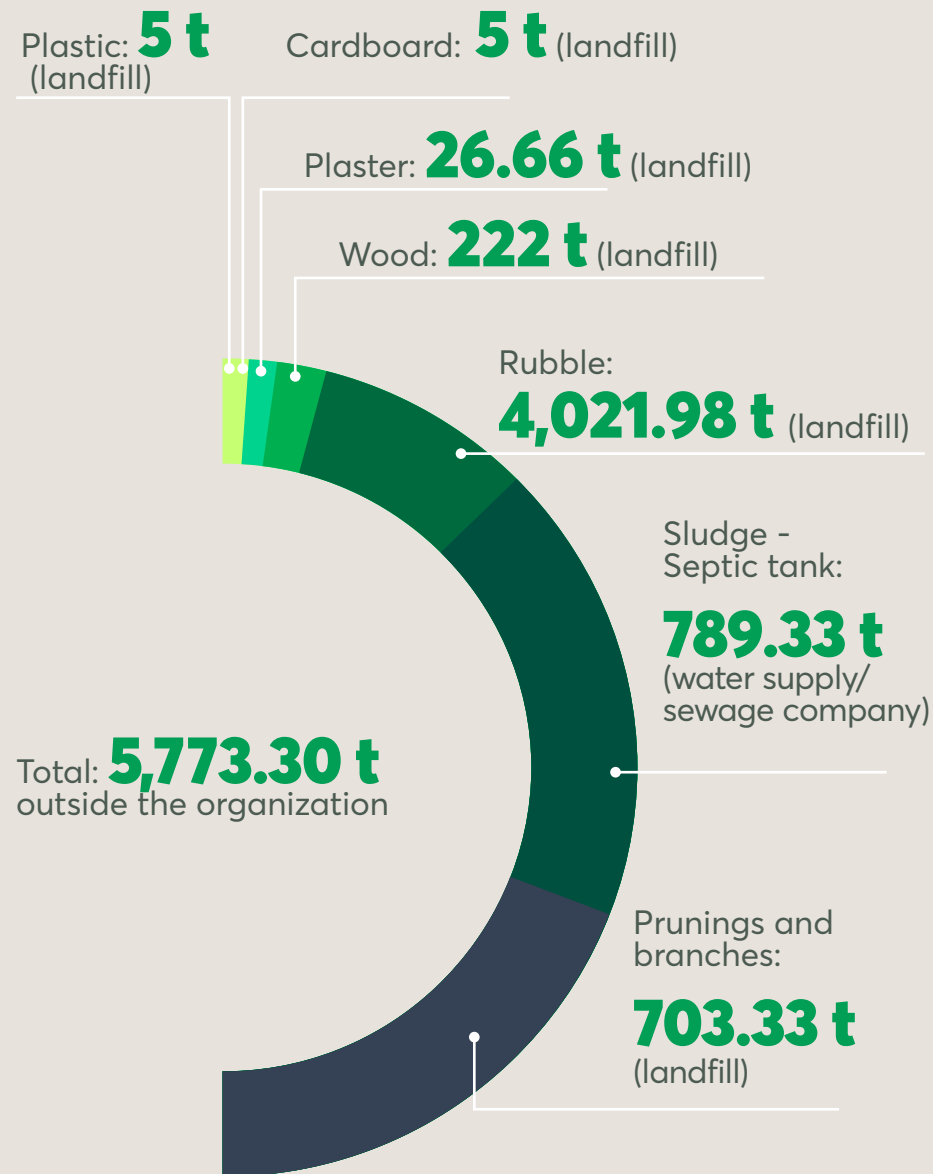
The residues that are not destined for final disposal and that can be reused on site are stored in bays until they are used - such as, for example, wood, which is reused in safe ways, waste disposal bays, identification plates, and as fertilizer for landscaping, after the grinding process.

- **Hazardous waste:** there is no weight control of hazardous waste
- **Non-hazardous waste:** there is no weight control of waste not destined for disposal. Those that can be reused are stored in boxes

Waste destined for final disposal

[GRI 306-5]

Rubble



Destinação:

- **Sanitary landfill: 4,983.97 t**
- **Water supply/sewage company: 789.33 t**

Climate Change

[GRI 3-3]

GHG Emissions

[GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 305-4] [GRI 305-5]

Urba keeps its own GHG inventory - carried out and monitored by the MRV team. Direct GHG emissions in metric tons are not yet controlled; However, the control of black smoke coming from the machines at the construction sites is done quarterly, pointing out the degree of smoke density on the Ringelmann scale (from 1 - less dense to 5 - more dense); the machine must be stopped if grade 3 is exceeded.

Urba carries out the planting of seedlings for the Capture of greenhouse gases, reducing GHG emissions, aiming at the fulfillment of environmental constraints.



9 Infrastructure and Innovation Capital



Intelligence, infrastructure, and innovation to connect profitability and sustainability

[GRI 3-3]

Housing changes people's lives. And to make the transformation happen now, with the quality, effectiveness and efficiency as always, MRV&CO relies on knowledge and innovation.

For us, innovation is not a "tool" - it is a transversal concept, which has as its raison d'être the synergy between corporate, operational, and sustainability results.

We believe that it is necessary to innovate always and in everything: how we think and do; how we act and react; how we respond to needs and challenges; how we incorporate changes in behavior, technologies, society, and people's aspirations into our business and our products. This attitude is a fundamental factor in maintaining the MRV&CO group in a position of reference in the civil construction sector throughout Latin America.

The Innovation Area is a support point for all other areas in MRV&CO. This is how we connect all this to value creation - for customers, for business, and for society. Culture and entrepreneurship; portfolio management; Open innovation and corporate venture capital are the major vectors of the area, materializing in different metrics. And in the last few

years, we have experienced significant evolutions, in strategy, management, technique, and technology - highlighting intrapreneurship, investing in the customer experience, and constantly improving our engineering and performance models.

By valuing the generation of knowledge and new visions, we evolve the way we "do things" - and this is deeply related to sustainability. We are talking about more effectiveness and efficiency; to improve the use of resources; of greater feasibility of execution and access to MRV&CO's products.

In operational terms, research and development in engineering and new materials seek more sustainable and efficient building processes, ways to decrease the carbon footprint, and reduced water and energy use; In terms of the business, the in-depth analysis of the solutions offered to customers and the mapping of the innovation potential of each project launch new possibilities and reinforce the harmony with the priority SDGs and MRV&CO's Vision 2030. This systemic vision of innovation, new business approaches, and the application of new technologies in the construction process allow us to address a number of key issues in the industry:

- **the need for diversification of the main inputs, beyond concrete and steel**
- **the challenges arising from supply chain stress**
- **the challenges of the lack of manpower qualification**
- **the reduction of the "artisanal" process in the works, for more efficiency in execution**
- **the rationalization of the use of economic, natural and human resources**
- **the reduction in the volume of waste generated**
- **the increase of the gain in scale along with the improvement of product quality**

Our intellectual, operational, and infrastructure capitals strengthen and realize different ESG and sustainability dimensions. This is what gives the strategic direction not only to the innovation area, but innovation as culture and attitude at MRV&CO - so that we are not only prepared for the changes that happen all the time, but also always ready to be an engine of positive transformations.

Innovation at MRV&CO

We understand that it is possible to generate value in MRV&CO's entire chain from the search for more modern, intelligent and sustainable production models and the encouragement of new ideas and approaches in strategies, processes and practices.

Innovation in MRV&CO goes beyond "how to do it" - it is a way of thinking about today and tomorrow: evolution and revolution that happen in the daily routine of our areas, our construction sites, and especially our people.

In 2022, **MRV&CO** **invested R\$ 34.3 million in innovation**, in projects developed internally or acquired externally, according to internal survey among different areas involved.

To verify the generation of value from innovation, the results, evolution, and return from different initiatives and ongoing projects are closely monitored.

As an example: MRV&CO constantly measures the value generation potential of the developments where new technologies have been applied; in 2022, The analysis pointed to potential savings of R\$19 million.



Technique, technology, processes, and knowledge

Operation, engineering & construction

We are talking here about innovation applied to the day-to-day operation and production/performance of our products. From the digitalization of processes, in joint development with the IT area, to new technologies and systems applied to the construction process, MRV&CO's efforts result in significant positive changes.

Good examples are the new building systems, adopted in an increasing number of developments - such as concrete form and flex form, solutions under development for specific aspects such as foundations, or industrialized walls - approaches that optimize the process, time, and material use. MRV&CO also maintains constant studies in several fronts that may represent important advances:



innovative building methods and construction strategies, such as offsite construction, which reduces waste on construction sites;



diversification of materials used, considering not only cost reduction, but the potential reduction of negative impacts on the environment (especially in waste and emissions) - such as the use of mining waste to compose mortars and concretes, reducing water and cement, and the evaluation of new uses for recycled or reforested wood.



External partnerships are important assets of innovation in MRV&CO. Some examples:

- **Center for Eco-efficient Construction, together with the University of São Paulo (USP)**
- **Open innovation projects in engineering with SENAI-MG**
- **Project for sustainability in particulate materials, carried out with UFBA**
- **Projects with nature-based solutions (SBN) in partnership with Iclei for MRV&CO smart cities projects**

Inova Program: innovation that comes from within

MRV&CO supports the innovation ecosystem - and this starts here inside, with Inova - an intrapreneurship program that encourages the generation of ideas for innovative and sustainable solutions among employees.

Based on the challenges defined for each cycle, the program stimulates the formation of multidisciplinary groups to develop the new ideas, and makes available to the participants four hours a week to dedicate to the projects.

The journey involves a flow of evaluation and validation in four stages - submission of the idea, development, pitch, and implementation plan, in a gamified dynamic: the selected groups are rewarded with MRV Coins, digital coins that are exchanged for prizes available on a proprietary platform. The finalist groups are recognized based on the financial return of the implemented solutions, with prizes that, added together, can reach up to R\$1.5 million per challenge.

Today, more than 400 employees are involved in some project of the Inova program. Besides fostering innovation itself, the program generates a series of positive results - such as valuing the intellectual assets and creative freedom of the team, the engagement of people, and stimulating "thinking outside the box", so deeply connected with the entrepreneurial attitude and with one of our most important values: innovate to transform.

With a purpose that goes far beyond financial return, the Inova Program makes room for the protagonism of those who make things happen at MRV&CO. In 2022, We had as challenges two exciting themes: operational efficiency with impact and efficiency in the sales conveyor belt - making it even clearer the scope of the ESG and sustainability themes throughout the organization and providing the opportunity for great integration of the areas.

By the end of 2022, The Inova Program brought MRV&CO the Innovation Awards 2023, promoted by GROW Plus - startup accelerator and investment manager.



Technical Core

MRV&CO's Technical Nucleus acts in the evaluation of quality and performance of new products and technologies, and covers various ESG aspects.

The work of the Nucleus directs and leverages solutions proposed by different areas, making innovation tangible – i.e., turning projects and intentions into practices and processes that are

effectively applicable in the different areas and forms of operation of the Group's companies.

A significant example of the decisive participation of the Technical Center is the creation of the CO₂ Calculator - the result of a great integrated effort of data collection and process development, to map all the possibilities of obtaining information related to emissions. The material is now used by several areas of MRV&CO.

Innovation in practice

In an enterprise under construction, which goes through the entire cycle of evolution in practice, one can effectively measure and verify the efficiency of the approaches adopted. This is the case of the gated condominium of houses Palácio de Turim, in Ribeirão Preto (SP), that applies - from conception to execution - a series of new, more innovative and sustainable techniques and technologies.

Habitability: looking to the future

For MRV&CO, acting in the civil construction sector is not only about executing our deliveries with excellence. It also involves thinking about the very future of dwelling, to keep an eye on the prospects for society and the planet. After all, livability is not just about preparing the world to be inhabited by people - it is also about preparing people to inhabit the world.

The Habitability platform materializes this movement of thinking beyond the now - promoting conversation, questioning, and reflection about the future of living, with a broad and independent editorial line in the format of news, interviews, and opinion articles by experts with different worldviews.

Habitability connects living with inhabiting, exploring ways and solutions for more sustainable cities, better for all beings and better for the planet; talking about housing, education, health, diversity, technology, production, mobility, environment, quality of life, and much more. An intelligent and plural space for discussion, knowledge construction, and perspectives and ideas about issues that are so relevant to all of us.



SEE MORE: [Habitability Portal](#)

Infrastructure investments

[GRI 203-1]

Investments in infrastructure and support to services in MRV&CO are mainly related to urbanization projects, fulfillment of counterparts to the developments and donations. An outstanding point in this sense is the constant attention to the real needs of the localities where we operate: For us, listening to the communities is a key aspect.

In 2022, more than

R\$ 235 million, were

invested in urbanization, with infrastructure improvement works in the cities where our projects are located, raising the quality of life level of the neighboring population.

To positively impact the lives of not only our customers, but also the surrounding communities, is extremely connected to our purpose of building dreams that change the world.

Our private social investments take shape in improvements made concomitantly with the construction of the projects, to ensure accessibility, mobility, safety, leisure, health, and education, among other priority issues. By spontaneous initiative or through public-private partnerships, works such as opening and paving roads, revitalizing public spaces, building schools, courts, health clinics, and water and sewage treatment stations, among other examples, were carried out, always in line with the demands of each region.

From 2009 to 2021, MRV&CO has invested more than 1 billion BRL in urbanization projects. These are actions that integrate the business strategies and the Group's positioning to deliver housing solutions; After all, the concept of living well goes beyond a quality apartment: it is inseparable from the neighborhood, the people's quality of life, and the community in which the dweller is inserted.



Donations and sponsorships are made in full compliance with the legislation in force and with the rules provided for in the Standard Operating Procedure, in the Code of Conduct and in other MRV&CO Group norms on the subject.

- **No donations should be offered or promised for the purpose of influencing, directly or indirectly, business decisions; action, omission or decision of a public organ or agent; or business decision that is incompatible with the legislation in effect, with MRV&CO's interests or with its regulations (nor to give room for it to be so interpreted).**
- **Donors must be in good standing, and be proven to be legitimate and suitable, as well as in accordance with the values and principles set out in the Code of Conduct.**
- **Donation projects must be compatible with the Company's ethical values and strategies and contemplate institutional or relationship interests.**

The Group can make donations in kind as well as in goods and services, including unused goods. The donations will be made to entities and institutions in support of health, educational, cultural, scientific, social, and sustainable causes.

Urba

[GRI 203-1]

Due to the MRV&CO Group's differentiated shareholding in the organization, some indicators are reported here specifically for Urba.

Investments in Urba's infrastructure and support services are made in return for the realization of the developments, as determined in municipal regulations.

In general, the investments are made in kind - for example, donation of machinery and air conditioners for hospitals - in addition to the execution of improvements in the project's surroundings.



10 Vision for the Future and Final Considerations



Connecting sustainability and efficiency in balance: the challenge that drives us.

For the MRV&CO Group, the future is drawn in the daily search for balance between positive results for the business and positive results for the world. And so, the challenges we face are related not only to our area of activity - civil construction - but also to what is good for society and for the planet.

Every step on our ESG path must be integrated with value creation from a comprehensive perspective.

This requires intelligence and responsibility, to identify, prioritize, and activate the ideas that make the most sense in a logic of broad sustainability - that can reflect positively on our strategy, our image, our deliverables, and in financial return; and that can positively impact the communities, the environment, the new generations.

Our power as an organization is reflected in the protagonism we assume in the discussions and initiatives that define the directions to follow. Our reach as a business, the geographical scope of our operations, the decades-long deep experience with our customers, the ever-renewed knowledge not only of the market, but of people's needs and dreams: all of this places us in a role of reference in the construction industry and in the corporate ecosystem. MRV&CO assumes and is proud to have a role not as a spectator, but as an agent of change.



Changes happen faster and faster - and the MRV&CO Group doesn't just want to keep up with them; we want to be inducers of positive transformations.

This active movement in building the future we want requires attitude. At MRV&CO, an attitude that reveals itself in different ways:

In conscious pragmatism – in tune with reality, with people, with the expectations of our stakeholders, and with the socio-environmental challenges of our time;

In responsible optimism – because we know that it is possible, with effort, courage and common sense, to advance a little more each day;

In consistent proactivity – enforcing our protagonism as a booster of reflections and actions that can make the difference in finding the essential balance.

This is why we believe in the importance of thinking about the future of dwelling.

It is in this exercise that we connect our performance as an organization with our role in the world.

We know that this can lead to intense changes - including in our business models. Human relationships, new behaviors, environmental and socio-economic challenges - all of this continually calls into question constructed conceptions, many of which are so ingrained. And it's good that this is so - because by reflecting on the future of housing, by proposing spaces for conversation and exchange, we are effectively embracing the challenge that stimulates us: connecting sustainability and efficiency.

It will not always be easy; It will not always be simple; but it will always be necessary. Life in cities, coexistence among people, with spaces, with nature, are pressing issues connected to a

tomorrow that is knocking on the door of all of us, and that asks: how to move towards more sustainable cities to produce, live, and coexist; better cities for all beings, for society, for the economy and for the planet?

Discussing the issues that impact this tomorrow - infrastructure, housing, mobility, education, health, technology, environment, and so many others - and, to do so, mobilizing people, institutions, academia, and everyone else who wants and can contribute, in a plural environment of knowledge construction, is a bold step that connects with our pragmatic, optimistic, and proactive attitude. A step that takes shape in the consolidation of the Habitability Portal - the most evident materialization of a "thinking and doing beyond the now and beyond our walls".

To question, explore, create alternatives and solutions for a future that is actually quite close, is to think about quality of life - at levels that go beyond the feasible and come closer and closer to the surprising.



An ambitious goal - as ambitious are the goals we align ourselves with when reaffirming commitments as a Group, companies, and leaders.

Our vision of the future encompasses public commitment: MRV's Vision 2030, our role as ambassadors of the Transparency Movement 100% and of SDG 11, our engagement with the UN Global Compact and with initiatives such as SBTi, ODS Ambitions and Leadership with ImPacto - some of the examples cited throughout this Report - demonstrate the willingness to apply our relevance and our decision-making power to address the important issues in the scopes of sustainability and ESG practices. At the same time, they enable the necessary articulations to make it happen and expand our capacity to positively influence our value chain, the market as a whole, and society.

We also believe in innovation as a powerful acceleration factor towards sustainable development, overcoming historic challenges in housing and civil construction, and coping with conjunctural fluctuations.

Innovation in processes, in business models and production models, in techniques and technology; innovation as a way of thinking and doing: this is what will allow MRV&CO Group's performance to be disruptive, bold, and absorb behavioral evolutions and trends that give new meaning to life in the community - such as the collaborative economy, smart cities, and the rise of expectations regarding sustainability in cities. Investing in innovation breaks paradigms and paves the way to that future we want.

It is innovation that makes us capable of developing new approaches, new solutions, and that makes it possible for us not to be at the mercy of change, but to be part of it - minimizing uncertainty and ensuring room for progress in our strategies.

We also understand that the continuous improvement of historical pillars of sustainability in the MRV&CO Group - education, solid relationship with communities, conscious urbanization - are key factors for the generation of value driven by our performance to be amplified and lasting; so that our pride in making a positive impact reverberates in society; so that it becomes a legacy.

The different capitals we mobilize converge to make this happen, and our vision also requires a constant rethinking not only of the practices related to each of them, but especially of the way they connect - for the sake of synergy between people, areas, initiatives; of the synergy between corporate, financial, social, and environmental results. The challenges we mentioned at the beginning of this report and the balance we are aiming for require this transversality.

Still, we are in an industry capable of minimizing one of the most serious social problems of our time: the housing deficit - and with it, its many consequences. The obstacles are many, but we know that the way forward is to enable the construction of and access to housing and all that it represents.



Thus, when thinking about legacy, we are necessarily also talking about expanding this synergy beyond our walls - involving all that is needed, different public and private agents in movements to uncomplicate, standardize, rationalize... make it possible.

And if the convergence of different fronts has the power to make it happen, we certainly believe in diversity as a driving element in the attitude we adopt towards the future. Diversity that fuels innovation; that incorporates looks; that invigorates the leadership; that revitalizes relationships; that launches new perspectives for our housing solutions; that empowers our team; that values our Green Blood.

Diversity brings us even closer to the people and strengthens us as a housing platform.

By accelerating our maturation in diversity, we advance our learning and our ability to inspire, to belong, to see tomorrow with pragmatism, optimism and proactivity, and to be a truly diverse organization - like the locations where we are; as the communities that coexist in our enterprises; as the solutions we seek to deliver.

Our vision for the future is based on the certainty that making the dream of housing come true is much more than building real estate, planning subdivisions, and delivering structural excellence. **Realizing the dream of housing is to participate in a decisive way in the transformation of people's lives, their prospects, and the world in which we all live.**

And we move to make this change really positive. To do the right thing, do it for the collective, reduce environmental impact, improve social impact, develop healthy relationships. To induce and motivate our sector, other companies, the different spheres of power, society to follow a different path; **a better path,**

one of integrity, ethics, responsibility, and balance between sustainability and efficiency.

A path that also leads to positive results for the entire "MRV&CO universe" - who lives, who invests, who is a neighbor, who works with us.

For us, sustainability relies on this virtuous connection with everything and everyone we touch - to really think, create, and act towards building the future we want. A true pact, which breaks down barriers and brings together forces, fronts, minds, instruments, wills, and powers - the private initiative, the public power, institutions, and people..



We are, all of us and definitely, connected. And it is from this connection that all the best that is to come can, in fact, become reality. Because building the future is about connecting ideas and actions to change - and go beyond.

11 GRI Summary



GRI CONTENT SUMMARY

GENERAL DISCLOSURES

STANDARD	CONTENT	INFORMATION AND REASONS FOR THE OMISSION	PAGE(S)	ODS ALIGNMENT
Organizational Profile				
GRI 2:	2-1 Organization Details	Av. Professor Mário Werneck, 621 - Estoril, Belo Horizonte - MG	11	-
GENERAL CONTENTS 2021	2-6: Activities, brands, products and services		60	-
Governance				
	2-9 Governance structure and its composition		38	
	2-10 Nomination and selection for the highest governance body		38	
	2-11 Chairman of the highest governance body		38	-
	2-12 Role of the highest governance body in overseeing impact management		38	16
GRI 2:	2-13 Delegation of responsibility for impact management		38	16
GENERAL CONTENTS 2021	2-14 Role played by the highest governance body in sustainability reporting		38	16
	2-15 Conflicts of interest		45, 46	16
	2-16 Communication of critical concerns		38	
	2-17 Collective knowledge of the highest governance body		38	
	2-18 Evaluation of the performance of the highest governance body		38	
Strategy				
	2-22 Sustainable Development Strategy Statement		44	
	2-23 Policy commitments		4	
	2-24 Incorporation of policy commitments		44	
GRI 2: GENERAL CONTENTS 2021	2-25 Processes to repair negative impacts		45, 49	16
	2-26 Mechanisms for counseling and raising concerns		45	16
	2-27 Compliance with laws and regulations		46	16
	2-28 Participation in associations		118	
Stakeholders Engagement				
GRI 2: GENERAL CONTENTS 2021	2-29 Approach to stakeholders engagement		29	
	2-30 Collective bargaining agreements		74	8

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Reporting Practices

FOUNDATIONS	Declaration of use	This report has been prepared in accordance with the GRI Standards		
	2-2 Entities included in the organization’s sustainability report		13	
	2-3 Reporting Period, Frequency, and Point of Contact	2022, Annual, sustentabilidade@mrv.com.br. The financial and sustainability report covers the period from 01/01/2022 to 12/31/2022.		
GRI 2: GENERAL CONTENTS 2021	2-4 Information restatements	No reformulation of information from the previous cycle (2021)		
	2-5 External Verification	The information contained in the 2022 Integrated Report was submitted to external verification by BVQI		

Approach to material themes

	3-1 Material Subject Definition Process		28	16
	3-2 List of material themes		29	16
GRI 3: MATERIAL THEMES 2021	3-3 Material issues management		29, 44, 45, 47, 54, 55, 63, 68, 71, 79, 85, 87, 99, 100, 110, 124, 128, 132, 137, 140, 143, 145, 146, 150	16
Material Theme: Sustainable Construction				
GRI 3: MATERIAL THEMES 2021	3-3 Material issues management		124, 128, 132, 137, 140, 143, 144, 146, 148	

Emissions

	305-1 Direct greenhouse gas (Scope 1) emissions		140, 148	3, 12, 13, 14
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from the acquisition of energy		140, 148	3, 12, 13, 14
GRI 305: EMISSIONS 2016	305-3 Other indirect emissions (Scope 3) of greenhouse gases (GHG)		140, 148	3, 12, 13, 14
	305-4 Greenhouse gas (GHG) emissions intensity		140, 148	13, 14, 15
	305-5 Reduction of greenhouse gas (GHG) emissions		140, 148	14

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Energy			
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	132	7, 8, 12, 13
	302-2 Energy consumption outside the organization	132	7, 8, 12, 13
	302-3 Energy Intensity	132	7, 8, 12, 13
	302-4 Reduction of energy consumption	132	7, 8, 12
	302-5 Reductions in energy requirements of products and services	132	7, 8, 12
Biodiversity			
GRI 304: BIODIVERSITY 2016	304-2 Significant impacts of activities, products and services on biodiversity	124, 143	14, 15
	304-3 Protected or restored habitats	124, 143, 145	14, 15
WASTE			
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	137, 146	
	306-2 Managing significant impacts related to waste	137, 146	3,6,12
	306-3 Specific Contents: Generated Waste	137, 146	-
	306-4 Specific contents: Waste not destined for final disposal	137, 147	3, 12
	306-5 Specific Contents: Waste for final disposal	137, 147	-
Water, effluents and waste			
GRI 303: WATER AND WASTEWATER 2018	303-1: Interactions with water as a shared resource	128, 144	6
	303-2: Managing impacts related to water discharge	128, 145	6, 12
	303-3: Water Capture	128, 145	6, 12
	303-4: Water Disposal	128, 145	6, 12
	303-5: Water consumption	128, 145	6, 12
Material Theme: Occupational Health and Safety			
GRI 3: MATERIAL THEMES 2021	3-3 Material issues management	85, 99	

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DECLARATION OF INDEPENDENT VERIFICATION – BUREAU VERITAS



**BUREAU
VERITAS**

INTRODUCTION

Bureau Veritas Certification Brazil (Bureau Veritas) has been contracted by MRV Engenharia e Participações S.A. (MRV&CO), to conduct an independent verification of its 2022 Annual Sustainability Report (hereinafter referred to as the Report).

The information published in the report is the sole responsibility of the MRV&CO management. Our responsibility is defined according to the scope below.

SCOPE OF WORK

The scope of this verification covered the Global Reporting Initiative™ standards for Sustainability Reporting and refers to the reporting period from January 1 to December 31, 2022.

RESPONSIBILITIES OF MRV&CO AND BUREAU VERITAS

The preparation, presentation and content of the Report are the sole responsibility of the MRV&CO management. Bureau Veritas is responsible for providing an independent opinion to the stakeholders, in accordance with the scope of work defined in this declaration.

METHODOLOGY

The verification covered the following activities:

1. Interviews with those responsible for the material topics and the content of the Report;
2. Remote verification of corporate and operational processes (verification of material indicators GRI and sampling of information);
3. Analysis of documentary evidence provided by the MRV&CO for the period covered by the Report (2022);
4. Evaluation of the systems used to compile data;
5. Analysis of engagement activities with interested parties (stakeholders) developed by MRV&CO;
6. Evaluation of the system used to determine the material aspects included in the Report, considering the context of sustainability and scope of the published information.

The verification level adopted was Limited, in accordance with the requirements of ISAE 3000², incorporated into Bureau Veritas internal verification protocols.

1. Materiality, Stakeholder Inclusion, Sustainability Context, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity and Reliability
2. International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information



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LIMITATIONS AND EXCLUSIONS

Excluded from this verification was any assessment of information related to:

- Activities outside the reported period;
- Position statements (expressions of opinion, belief, objectives or future intentions) by MRV&CO;
- Accuracy of economic and financial data contained in this Report, extracted from financial statements, verified by independent auditors;
- Greenhouse Gas (GHG) emissions inventory, including energy data;
- Data and information of affiliated companies or outsourced employees, over which there is no operational control by MRV&CO.

The following limitations have been applied to this verification:

- The principles of Data Accuracy and Reliability were verified on a sample basis, exclusively in the light of the information and data related to the material themes presented in the Report;
- The economic information presented in the Report was specifically verified against the principles of Balance and Completeness of the GRI.

OPINION ON THE REPORT AND THE VERIFICATION PROCESS

- For the preparation of this Sustainability Report, MRV&CO used the result of the strategic materiality process developed in 2022 within the concept of Stakeholder Capitalism, taking into account the relationship and engagement with stakeholders as pillars of effective management and organizational performance;
- In our understanding the MRV&CO Sustainability Report presents the impacts of the company's activities in a balanced way;
- The MRV&CO demonstrated an adequate data collection and compilation method in relation to the GRI Reliability Principle;
- The inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.

RECOMMENDATIONS

- Regarding the indicator GRI 304-3 (Protected or Restored Habitats), it is recommended for the next cycle, the disclosure of the data: size and location of all habitat areas, whether they are environmental protection areas or restored areas, and whether the success of the restoration measures has been approved by independent external experts.
Still on this topic, it is recommended to describe the most critical impacts related to biodiversity.
- Regarding the theme of Water Management, it is recommended to carry out a specific study to determine areas of water stress.
- Regarding the traceability of the information, it is recommended that MRV&CO perform all calculations via excel, which facilitates the search and verification of the data; in addition, it is also recommended that MRV&CO hold the entire primary base of the data entered in the report, regardless of whether it comes from a third party company that manages the information.

- It is recommended that the primary database used to quantify the total number of MRV&CO&CO employees be the same, since this data serves as a basis for calculations of various indicators. This information is managed by a third party company, as well as its own employees, through the SAP system.
- Regarding the indicators GRI 416-1/416-2 - cases of non-compliance in relation to health and safety impacts caused by products and services, Power BI – Quality Inspection for the management of Non-Conformities (NCs) is used; however, the search and consolidation of information is manual and there is no risk classification. Thus, it is recommended to adjust the platform in order to facilitate the search by the user, such as filtering all NCs applied in 2022, risk classification, among others.

CONCLUSION

As a result of our verification process, nothing has come to our attention that could indicate that:

- The information provided in the Report is not balanced, consistent and reliable;
- MRV&CO has not established appropriate systems for collecting, compiling and analyzing quantitative and qualitative data used in the Report;
- The Report does not adhere to the Principles for defining the content and quality of the GRI Standard for sustainability reporting.

CLAIM OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Certification is an independent professional services company specializing in Quality, Health, Safety, Social and Environmental management with more than 190 years of experience in independent assessment services.

Bureau Veritas has implemented and applies a Code of Ethics throughout its business to ensure that its employees maintain the highest standards in their daily activities. We are particularly attentive to avoid conflicts of interest.

The verification team has no other link with MRV&CO, other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification carried out by our team.

The team that conducted this verification for MRV&CO has extensive knowledge in verifying information and systems that involve environmental, social, health, safety and ethical issues, which combined with the experience in these areas, allows us a clear understanding of the presentation and verification of good corporate responsibility practices.

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São Paulo, July 2023.



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