



SUS TAIN ABIL ITY

MRV & CO
2023
Annual Report

MRV&CO
2023
Annual Report

About the Report

Message from the CEOs

- 1 MRV&CO
- 2 Sustainability Management
- 3 Governance
- 4 Social
- 5 Environmental
- 6 Economic and Financial Performance
- 7 Vision of Future

Annexes & GRI Content Index

**SUS
TAIN
ABIL
ITY**

WELCOME



GRI 2-3 | 2-5

About the Report

The future of living involves a present of sustainability.

And sustainability involves all of us.

It's being sure of this that MRV&CO Group is constantly evolving as a platform for housing solutions.

Through the transformation driven by housing in each person's life, we contribute in different ways to make a better future for everyone. At the same time, we have grown as a business, improving practices and results.

MRV&CO Annual Sustainability Report has been published since 2012. Over this time, it has become more than a recording and communication tool: it is a true commitment that we have made publicly to a broad ESG agenda, closely aligned with the 2030 agenda of the UN Global Compact and in tune with our times.

Besides our efforts and movements on environmental, social and governance subjects, the ASR also reflects our ideals as agents of the necessary changes and evolution, and allows us to reflect on our moment in terms of sustainability – always maturing our management and identifying opportunities to do more and better.

During 2023, MRV&CO Group deepened its understanding of the roles and responsibilities of different areas and how it is possible to work together and in synergy. We celebrated a more advanced level of connection – which was the subject of the 2022 Report – with steps towards greater cultural alignment, and in a challenging year that required a realistic, pragmatic, fulfilling attitude, as we know how to be.

And now, for this report, we are bringing as our subject what the focus, the engine and the power of sustainability for us is. We are

aware that our work is feasible (and worthwhile) only if it is combined with positive changes for the planet, for society and, above all, for people.

MRV&CO 2023 Annual Sustainability Report has people as its main subject. People – who mobilize, make tangible and carry out sustainability.

When we talk about the environment, social responsibility, governance, at the end of the day we are always talking about people – the great motivation for the positive impacts and legacies of value that we seek with our products, services, strategies, initiatives, targets and ambitions.

Over the next few pages, you will see, besides figures and indicators, a little of what inspires us to always do the right thing; to build dreams that transform the world; to relentlessly seek out different ways of making the ideal housing solution happen for each person. That which gives sustainability a prominent place in MRV&CO Group, and puts us in a position where our practices and visions reverberate in our sector and in the market as a whole.

For this year, we have chosen an objective structure based on the ESG macro-subjects and have indicated access to supplementary data at various points. The information in this issue refers mainly to the period from January 1 to December 31, 2023. We also bring a bit of historical context, for a more comprehensive view of our ESG scenario over time.

And behind this information, there are also many stories, real and human, which we are very proud to share with you. They give context to what we do and allow for learning and evolution – not just our own, but also of everyone who finds inspiration in these pages.

Happy reading!

If you have any questions about the 2023 Sustainability Report, please contact us via chat on MRV&CO website, via e-mail on sustentabilidade@mrv.com.br or by telephone: **(31) 3165-7100**.

MRV&CO 2023 Sustainability Report has undergone independent external verification by Bureau Veritas, and applies the Global Reporting Initiative (GRI) standards, in the Essential option. The Report was also checked internally by the audit areas and subjected to verification by internal controls, and was approved by the Board of Directors and by the GRC Committee.

More information can be found in the Verification Statement at the end of this report.

GRI 2-22

Message from the CEOs

Over four decades of operation,
no indicator is as powerful
as the people we impact.

Affordable, feasible, quality housing is a dream come true amongst many others that find room to start. We know that **our business is life-changing by nature**. A kind of transformation that isn't limited to the walls of a property and doesn't end when the keys are handed over – definitely not, that's when it really begins.

We are a **platform for housing solutions** – and housing solutions are like a shaft that radiates positive impacts, for families, neighborhoods, cities, society as a whole. And this happens through people.

It's people who start to have more space – and we're not talking about square meters here. We are talking about room to be and grow. Life quality. More comfort, fun and conviviality. People surrounded by more structure. With real access to better health, education, mobility and working conditions.

It's about dignity – and more: about concrete prospects for progress. New possibilities for the future.

MRV&CO Group's position as a housing solutions platform materializes our vocation and desire to find more and more ways to act in transformation. Because we know that people's needs, desires and challenges change every moment of their lives. Dreams change all the time – and we always wish to keep up with them.

We know that sustainability in MRV&CO Group gives meaning and unity to this journey, and keeps us up to date in an ever-changing world.

By following the incessant pace of dreams, knowing our world, understanding our time and moving forward with it, we can develop truly sustainable solutions in a sustainable business.

For us, that means building something new that effectively integrates with what already exists, thinking about the people who will, more than dwelling there, live there; delivering products that really work – in other words, that meet people's needs, while at the same time ensuring continuity of the Group's companies.

And from that point, make the difference.

What's more,

we know that the best thing about being a big group is being able to make a big difference.

At MRV&CO Group, reach, capillarity, history and experience are all instruments of a movement made up of practices, ideas and ideals that evolve non-stop.

A movement that has been on forever – since the birth of MRV, the first of the five companies that currently make up the Group – and in which sustainability was not incorporated, but emerged naturally.

Sustainability in MRV&CO Group is a natural manifestation of the way we work. A materialization of our values, of our culture of integrity; of our shared belief in the importance of doing the right thing, always.

And **doing the right thing always** gain an even broader meaning in this context –
that goes beyond what obligation is;
that is not limited to the law requirements;
that transcends the unquestionably correct relations with customers, public and private entities, suppliers and investors; and that goes beyond our walls.

It goes far beyond buildings and projects – conquering cities; taking care of the planet, our great home, the space for all resources and people; finding **the collective**.



Eduardo Fischer e Rafael Menin



Sustainability for whom?

When it comes to sustainability, one of the fastest ways forward is to find the collective. And that means realizing what is really important to it. **What really matters to people.**

At MRV Group, we see this as a historic responsibility, to which our existence and growth are linked. There is no possible transformation from housing without this very special product being contextualized in people's reality.

We understand that this is the case for those who idealize, those who plan, those who design, those who build, those who sell, those who move in, and everyone else who, in some way, contributes to each person achieving the ideal home for their way of being, their way of living, their moment in life.

People are in the core of our business.

In the core and everywhere.

People motivate us, inspire us, move us. People make our deliverables possible. People make our day-to-day happen. Our challenges come from people, and it is by relying on them that we succeed in overcoming our limits. We are people who build for people.

That way, as natural as it is for sustainability to be intertwined with our business logic, is the fact that it has essential focus on people. **Our ESG agenda is designed and carried out BY and FOR people.**

It is through people that we have the Environmental pillar always in focus, with intelligence, innovation and responsibility.

We work to reduce **potential negative environmental impacts**, seeking greater operational efficiency, improving processes and engagement of the production chain; we balance **progress, economic feasibility and sustainability** in a constant exercise of evolution in practices and regulations; we have made **public commitments** and assumed bold targets on climate justice; we apply **innovation** in technology and processes to incorporate clean energy, the efficient use of natural resources and the reduction of greenhouse gas emissions into the reality of our construction process and our products.

It is through people that we have exponentially expanded the scope of our Social pillar over the years – a direct result of the growing debate on subjects connected with the “S” of ESG within the Group.

Positive impact is the key word: whether in the **communities** where our projects are developed, through open dialogue with our neighbors, through partnerships and through careful study; whether in valuing **education** as a way to a better society in every sense – more aware, more prepared to progress, happier – with initiatives ranging from formal education to professional capacity-building, profoundly touching many lives and directly and indirectly impacting society; or in the expansion of our actions in favor of **diversity**, with more gender balance in our staff, more equity and more inclusion – which also enriches our skills as a diverse organization capable of positively influencing the market and developing better solutions.

It is through people that we maintain practices, policies and organizational structures that reflect what we believe in our Governance pillar.

Solid values accompany MRV&CO Group. More than ideals, they are constant inspirations for a day-to-day life of integrity. Our Governance is reflected in what we do and how we do it, to involve all our people.

We are people working for people, building not only real estate projects – but also virtuous human relationships, sustainable businesses and, above all, a legacy of value, guided by ethics and transparency, in which ESG results go side by side with business results.

We are proud to present you our **2023 Sustainability Report**. Pride that is also bolstered by the moment that the whole world and all organizations are going through in some way.

The obstacles are never few – but the first few years after the pandemic have proved especially challenging. We are still experiencing a series of side effects from a period with unprecedented impacts in all aspects. Naturally, we had to keep our feet on the ground and streamline our investments.

We are focusing our efforts on the **main sustainability challenges in the construction sector**, with reference to the UN's 2030 Agenda and the Sustainable Development Goals (SDGs). Our strategies are consolidated in this sense, and our vision of the future in sustainability comes with the clarity that **achievement requires action and, many times, making choices**.

Today we know that we can overcome challenges and manage their aftermath. And we are able to do this without losing focus on people – and using our prominent and leading position to inspire our sector and the market to do the same, maturing our ESG vision every day.

A comprehensive, smart ESG vision. An ESG vision that has people at its core, as motivation and driving force.

People who make the real world sustainable and define the future of living – something we want to be not just part of, but agents of positive impact.

People who justify our leading role and our responsibility as mobilizers of change – by example, by inspiration, by the lessons, buildings and evolutions that we share here.

People who give our business an impact potential that has always been in our green blood – after all, when we make homes feasible, we change the world. And while we raise our business, we have the opportunity to give back to society with valuable legacies.

At MRV&CO Group, we have been doing this in several ways for over 40 years. And we want many more decades to come to share more and more of the ideals that guide us, the new ideas, the values of a lifetime – with each person, with all our stakeholders. We reached the milestone of 500,000 keys delivered by MRV in 2024, and we know that this is just the beginning: it's this appetite to do more and better that we want to share with you.

**We're sure there's much more to come.
And only with a real commitment to
sustainability is this path possible.**

Eduardo Fischer and Rafael Menin
CEOs

MRV & CO



MRV&CO Group

A story of many protagonists.

The history of MRV&CO Group began almost 45 years ago with the founding of MRV. It is built from the understanding of people's desires, needs and dreams and the importance of having a home in their lives.

A solid history that places us today as a platform for housing solutions. We are 5 companies that develop housing solutions for the most different moments in life, goals, projects and profiles – from the first apartment to smart rental, from flexible plant to investment; from land to condominium; in Brazil and abroad.

A dynamic, bold business model, looking to the future and ready to anticipate changes and absorb trends; ready for the developments in the market, technology and behavior, and to develop the full life-changing potential of housing.

A model in which sustainability is in all dimensions – present in all areas; inspiring our vision of future; interconnecting the micro-stages of our business cycle.

A model that is aware of the potential impact we have and how important it is to make it as positive as possible; that it's not about complying with legislations, but about developing products that, as well as having quality, contribute to the development of sustainable communities and to progress in solving housing problems.

At MRV&CO Group, housing is a means of promoting social sustainability.

We make feasible more than just properties; we make feasible prospects that grow with quality housing. We make security, health, stability, mobility, infrastructure and life quality feasible.

That's why our story is not just ours – it's also of thousands of people who have lived, live and will live in a MRV&CO property. They are families, achievements, memories, moments; they are destinies that are interlaced with our own progress as a business. **Futures that we make happen** together with more than half a million customers.

After all, sustainability is about that too: the assurance that **the best way to predict the future is to build it.**

No Brasil

21 states

+ DF

In the USA

3 states

Florida • Georgia • Texas

45

years

+ than 18.8 K

colaboradores diretos

31.456

housing units produced in 2023

BRL 8.548 billion

in PSV in 2023

Timeline

**Our solutions transform the world.
And transform themselves, too.**

And this is happening at the pace of behavioral changes, new concepts connected with living, people’s demands and desires. Over time, we have conquered markets, expanded our operations and opened up new possibilities.

A diversified portfolio that actually materializes what it means to be a housing platform – continuously integrating business models, visions and responses to housing developments.



1979 MRV Foundation

2007 IPO MRV

2019 Luggo

2020 Sensia

1994 MRV expands throughout Brazil

2012 Urba

2020 Positioning the group as MRV&CO

2020 Internationalization: acquisition of Resia [formerly AHS]

GRI 2-2

Our Brands

**Everyone has a dream.
Every dream has a
way to come true.
And all of them can
make a better world.**

MRV&CO



The five MRV&CO brands have an extensive portfolio of products and services, contributing with different business models to build a true platform of housing solutions, capable of offering diversified responses to multiple demands.

Sharing values – excellence, ethics, transparency, quality, valuable relationships and respect – each of the companies is a key element for achieving results in the Group's business strategy.



A benchmark for innovation, sustainable growth and shareholder returns.

The main focus is on the customer, to foster urbanization with social responsibility and sustainability: smart projects and the best cost-effectiveness to make the dream of home ownership come true.

Since 1979, MRV has delivered life quality, comfort and innovation to thousands of families and contributed to reducing housing deficit in Brazil. It is the largest construction company in Latin America in its segment, with products that combine economy with quality and good location. It continuously invests in excellence, adopting the best construction practices and meeting demanding standards in environmental, health and safety management, among others.

It operates from end to end – from land development to marketing of projects for B, C and D publics – in tune with the needs of each location, valuing the neighborhood, infrastructure, environmental respect, mobility and coexistence.

**See more:
MRV Website**



Responsible, smart and sustainable urban development.

Investments in city growth vectors and inspiration in key smart city concepts.

MRV&CO's interest in Urba is 52%, according to MRV&CO Results Release. For detailed data on 100% of Urba operations, access [Urba Results Release](#).

Urba has sustainability as a pillar of its culture – and this has a direct impact on the business. Since 2012, the company has made it possible to improve the life quality in strategic locations that become neighborhoods with all the infrastructure: water, sewage and energy networks; mobility and paved roads; living and leisure spaces; proximity to nature in squares, preservation areas and landscaping; planned characterization of commercial, residential and industrial areas.

Leading transformations in the regions where it operates, Urba puts architectural planning within the reach of the middle and lower classes, in subdivisions that give shape to a better life in planned and integrated neighborhoods. Sustainability and economy – with efficient processes, technology and innovation, reducing displacement and impacts on cities and aiming to develop a sense of community based on the connection between people and the place where they live.

**See more:
Urba Website**



Experience, technology, freedom, simplicity and convenience: innovation in an uncomplicated rental model, in our own projects.

Sustainability: collectivity and shared economy to streamline the use of resources.

Luggo's bold business model, the potential diversity of its customers and its focus on ESG aspects, with sustainability as a strategic axis, are fundamental pillars of its vision – and they are contributing to the interest of major international asset management players, leaders in impact investments.

Since 2019, the Luggo business model has enabled collective benefits and evolved the experience of living and socializing. Proptech offers residential properties for the B and C classes, in strategic locations, with reduced bureaucracy – renting is simplified and 100% online; a complete structure (from pay-per-use services and shared spaces to technology) and an approach that meets different needs.

Luggo absorbs MRV's expertise in land purchase, development and construction and aligns itself with the company's sustainable practices, acting with a long-term vision and a continuous commitment to sustainability in its specific field – property management/administration of projects for rental and sale to real estate investment funds (FII).

**See more:
Luggo Website**

RESIA

Development and management of apartment complexes for rent – to invest or to live in – in several cities in the United States.

A key milestone in MRV&CO Group's international expansion and diversification strategy.

Resia (formerly AHS Residential) was founded in South Florida, USA. Vertically integrated, it operates at all stages – development, construction and management – to offer quality, low-cost housing close to major urban centers, with easy access to transport, workplaces, schools and leisure, prioritizing regions with the most significant housing deficit.

Focusing on a public profile with huge potential – the North American workforce – Resia develops multifamily projects that value family life, life quality in the community, as well as being prepared for the various regional weather conditions

It stands out for its highly efficient construction solutions and in the administration: Resia Production System, a proprietary system that covers everything from design to delivery of the property, is the backbone of a series of processes that exponentially optimize production time. In terms of technique, the various components of the buildings are manufactured offsite for later aggregation – which optimizes labor, streamlines resources, eases daily logistics on site, increases safety and significantly reduces environmental impacts – such as waste generation, for example.

With great expertise in managing rental projects, Resia increases MRV&CO's customer base in terms of geography and profile, expanding the scope of operations to markets with high potential for growth and open to options that respond to their specific demands.

**See more:
Resia Website**

SENSIA

INCORPORADORA

Development focused on intermediary and high life standard and quality.

The best locations; personalization at its apex.

Sensia has projects in the main Brazilian markets, with flexible floor plans for ample customization possibilities, superior finishes and aesthetic care in every detail – in neighborhoods with distinctive surroundings.

The projects value each person's way of being and living, making the place where they live a reflection of their identity – with ample possibilities for personalization.

See more:
Sensia Website

This is a report on MRV&CO Group. The companies forming it – MRV, Luggo, Sensia, Resia and Urba – are autonomous.

Therefore, it is important to note that not all the information always refers to all the companies.

- When we talk about MRV&CO, we are bringing information that is common to the group's brands or companies, or that refers 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 of this Report refers to MRV, the group's first and largest company and the one with the most mature management. Content and indicators referring in particular to another company or brand will be clearly indicated.
- Each of the Group's companies has its own existence and financial statements.
- This Annual Sustainability Report considers the impacts of each of the companies on the scope of MRV&CO Group's material subjects.

Certifications & Awards

Recognition that reflects the effort and commitment of our people, the trust of our customers and the partnership with our stakeholders.

MRV&CO Group and its subsidiaries, brands and initiatives are consistently awarded in Brazil and abroad by important organizations and institutions and by the press.

In 2023, there were more than 50 awards and recognitions in multiple categories and subjects, attesting to the scope of the Group's excellence and its benchmark market position in ESG and Sustainability; in expertise, relevance and impact in the housing subject; and in areas such as Corporate Governance, Compliance, Legal, HR, Workplace Safety, Production, Marketing, Customer/Consumer Relationship, Innovation, among others.

**See more:
Certifications & Awards**

Pró-Ética Seal

An initiative of the Office of the Federal Controller General (CGU) in partnership with Ethos Institute, it is the highest recognition of integrity and ethics in the corporate environment. MRV was awarded the Pro-Ethics seal 2020-2021 and renewed it for the 2022-2023 period, with a score of 71.

Casa Azul Seal Caixa Econômica Federal

MRV is the construction company certified with the highest number of CEF's Casa Azul seals – an ESG classification tool for housing project proposals that adopt efficient solutions in the design, execution, use, occupation and maintenance of buildings.

Sustainability

- Melhores do ESG, Exame 2023: 2nd place in the Construction and Real Estate sector (MRV)
- Cliente SA Award: Bronze (Sustainable awareness)

Employer Brand

- Employer Branding Brasil: Winner of the Employer Experience category, "Ser Sangue Verde" case

Customer Relationship & Experience

- Reclame Aqui Award: Winner
- Consumidor Moderno Award: Excellence in customer service • Sector Winner
- Latam Cliente S/A Award: Reclame Aqui Case • Bronze
- Smart Customer: Winner
- Conarec: Customer Relationship • Sector Winner
- Mesc Award: Sector winner

In Consumer Recognition, we were the sector's winners in several awards, including: Top of Mind Santa Catarina, Top of Mind Uberlândia, Top of Mind Ceará, Top List Award, Marcas & Valores RS Award.

Innovation

- Valor Inovação: 2nd place in the sector
- Future Law Awards 2023: Winner
- 29th edition of the ABEMD Award: Bronze
- Innovation Winners 2023 – Amanhã Group: 2nd place in the sector
- Open Corps Award from the 100 Open Startups Ranking: 1st place in the real estate construction category
- AEVO Intrapreneurship Award: 2nd place in the Open Innovation category (ITBI Project case and Mundo da Casa with EmCash); 6th place in the Sustaining Innovation category (Optical Fiber in Enterprises project)
- Inovativos: 1st place in the sector, customer experience category (Mundo da Casa case on the digital platform)

Certifications

- ISO (International Organization for Standardization)
- ISO 9001: business management quality, with focus on customer satisfaction [MRV]
- ISO 14001: comprehensive Environmental Management System at construction sites [MRV]
- ISO 45001: international standard for Occupational Health and Safety Management Systems (OHSMS) to improve performance in Occupational Health and Safety (OHS).

Communication, Marketing, Brand

- A Gazeta Brand Recall: Winner in the sector (Commercial ES)
- Top 5 Communication Executives in Southeast Mega Brasil: Simone Maia (Top 5 SE Region)
- Jatobá Award: Finalist (Habitability)
- Marcas Mais O Globo: Winner in the category (Rio de Janeiro Consumer Recall)
- Companies that communicate best with the press: Sector winner
- Echo Latam Award: Bronze
- Marcas & Valores Award in NH RS Newspaper: Sector Winner
- Marcas Mais ES: Sector winner
- Marcas de Valor A Gazeta: Sector winner

And more:

- Líderes do Brasil Award (Lide): Sector Winner (President, Eduardo Fischer)
- Influential Business Women • Influential women in Florida: Winner (Selma Rabelo)
- Empresas Mais Estadão – Innovation, ESG, Governance and Ethics: Sector Winner Brazil and SP
- Melhores da Dinheiro: 2nd place in the sector; 1st in Innovation and Quality; 1st in Governance; 3rd in Financial Sustainability; 3rd in Social Responsibility; 3rd in HR
- Seconci-SP Occupational Health and Safety Award: 9 winning works
- Legal, Financial and Compliance Executives Análise Awards 2023: Guilherme Freitas, 17th position (Legal) and Alex Medeiros, 21st position (Compliance)
- Top Real Estate 2023: 2nd place in Construction, 4th place in Development, 5th place in Sales, 3rd place in Production
- O Empreiteiro: Sector's best (Production)
- CBIC Award – Brazilian Chamber of the Construction Industry: 3rd place Company Case (Grade 10 School)
- Voll Award: Sector Winner (MRV Institute)

Organizational Culture

In order to offer quality housing solutions for people of different profiles, we need to go beyond the basics, the obvious and our walls. We need to go beyond the projects to neighborhoods, coexistence and livability as a concept and action.

We need to encourage a sense of community, belonging and exemplary practices – and incorporate sustainability into everything, into a consistent culture that drives us and is a reference for a consistent and ethical approach to actions and decisions for us and for the sector.

Making things happen is in our DNA. This is how we build our own future, inspired by challenges and encouraged by the new, with the best in mind for all the people we reach: this is where MRV&CO Group's vocation to achieve and the power to transform come from.

PURPOSE

**Building dreams that
change the world.**

MISSION

**Make the dream of home ownership come true by offering
properties with the best cost-benefit ratio for the customer.**

VISION

**Be the best real estate development,
construction and sales company in Brazil.**



VALUES

WE ALWAYS DO THE RIGHT THING

We act ethically and transparently: we believe that this is the only way to build dreams. In order to achieve targets and goals while maintaining our values, everyone's commitment is essential. Every day, we build a story based on integrity, on what is right, on big and small attitudes and trusting in the choices each of us makes.

OUR CUSTOMER IS OUR COMMITMENT

Each new home has the power to change people's lives. And each person is different. We get to know our customers; we understand their reality, their needs and motivations and their desires. We are attentive to changes and anticipate the new. Presence, empathy, relationships and knowledge, to make every dream come true in the best way.

WE SHARE OUR ACHIEVEMENTS

Our essence lies in the relentless pursuit of better and sustainable results in the long term. That's why we value everyone who is part of our growth, the strengthening of our housing platform and the generation of value and positive impact for people, society, the environment and the business itself.

OUR TEAM IS OUR STRENGTH

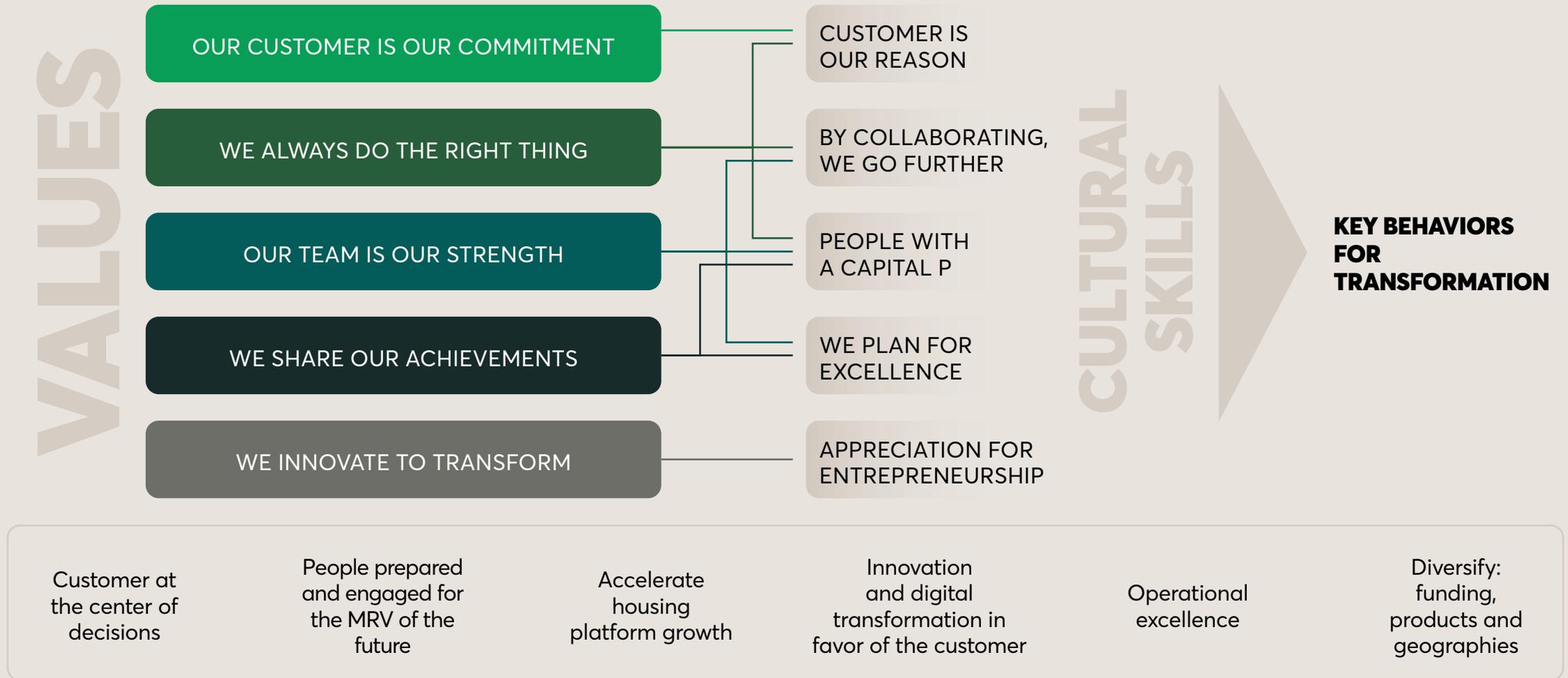
People who are truly committed to our purpose, who respond enthusiastically to challenges and contribute talents that make the difference to the transformation we want for the world: our team is the expression of our way of being, our sustainable leadership and our protagonism.

WE INNOVATE TO TRANSFORM

We are aware of the innovative journey we have built, making us a benchmark in the market. With it comes the commitment to maintain a leading role in the evolution of the construction sector and the development of housing in the territories where we operate. For this purpose, we seek to transform the business while looking at living from the perspective of the future, always focusing on innovation and digital transformation with a customer focus.

Culture every day

At MRV&CO, Culture is about living it in practice. Our values are reflected in skills and behaviors in the form of widely disseminated information: after all, engagement is fundamental for our way of being and acting to truly belong to all of us.



STRATEGIC PILLARS 2021 / 2023

GRI 2-1 | 2-2 | 2-6

Business & Strategy

See more:
Investor Relations

MRV&CO is a publicly traded company listed on B3 S.A. (B3), under the acronym MRVE3, with head office located at Avenida Professor Mário Werneck, n. 621, 1st floor, in the City of Belo Horizonte, State of Minas Gerais, CNPJ/MF n. 08.343.492/0001-20.

Through the activities of its companies, the Group operates in construction and development in the residential project segment. It is currently present in Brazil in more than 160 cities in 21 states plus the Federal District, and in the United States (Resia) in 13 cities in 3 states.

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

- administration of own and third-party assets;
- development, construction and marketing of own or third-party properties;
- provision of engineering services relevant to the duties of the responsible technicians, real estate consultancy services, intermediation of supply of goods and services in the residential real estate segment;
- holding interest in other companies as a partner or shareholder.

Entities included in the consolidated financial statements
MRV Incorporação (MRV + Sensia) • Resia • Luggo • Urba

The development of real estate projects and the construction of properties are carried out directly by the Group's companies or by other partners, with solutions that are integrated into the housing platform based on a holistic and comprehensive strategic approach.

The **partners** act directly in the development of projects through their participation in Special Purpose Entities (SPE) and Special Partnership (SCP).

MRV&CO supply chain has a wide range of partner suppliers that serve the business.

In 2023:

- **12,817 suppliers active in the base**
- 39.94% local suppliers (from the same state as the project)
- 68.20% have a long-term business relationship (contract)
This includes contracts with material suppliers, service providers, equipment rental and contractors.

GRI 2-1

Shareholding Composition

Our shareholding structure combines shares held by the **founder and controlling shareholder** with shares held by **investment funds, executives, directors and other minority stakeholders**. The principles that govern our governance and management bodies ensure a balance of vision between the parties.

Our shares are traded on B3 S.A. - Brasil, Bolsa, Balcão ("B3") since 2007, on the Novo Mercado - the highest level of governance, and are listed on 18 national indices - including the ISE B3, an indicator of the average performance of the share prices of companies recognized as being committed to corporate sustainability and the permanent adoption of ESG practices, with more comprehensive requirements than those imposed by Brazilian legislation and specific requirements.

MRV&CO Headcount [december 2023]

**+ than
30.9 K**

18,876
collaborators [Holding]

3,154
self-employed brokers

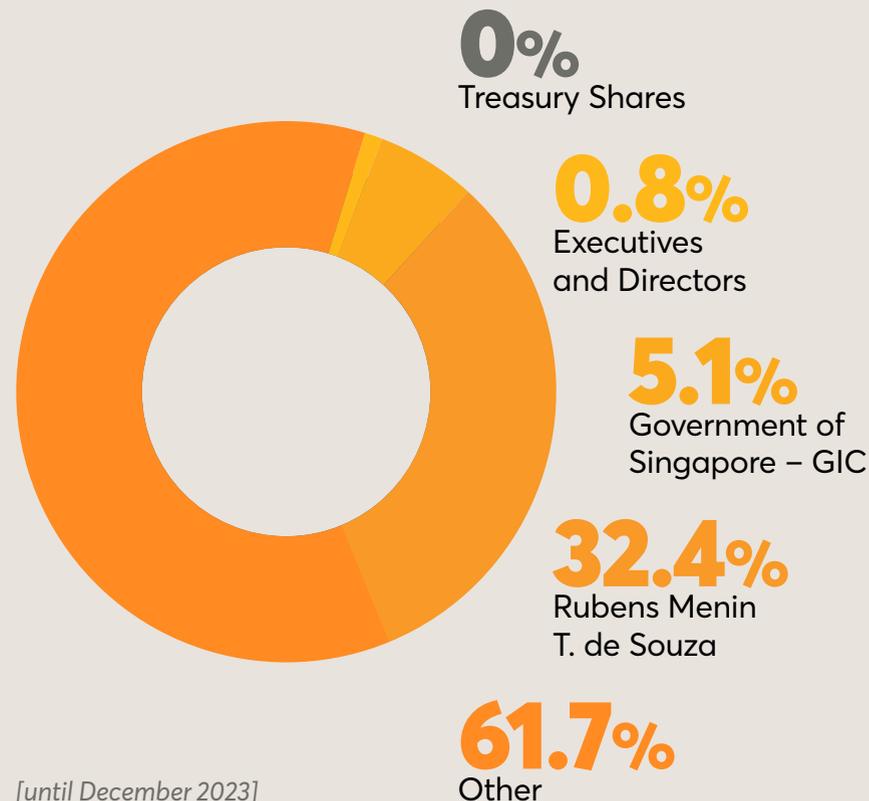
8,857
contractors

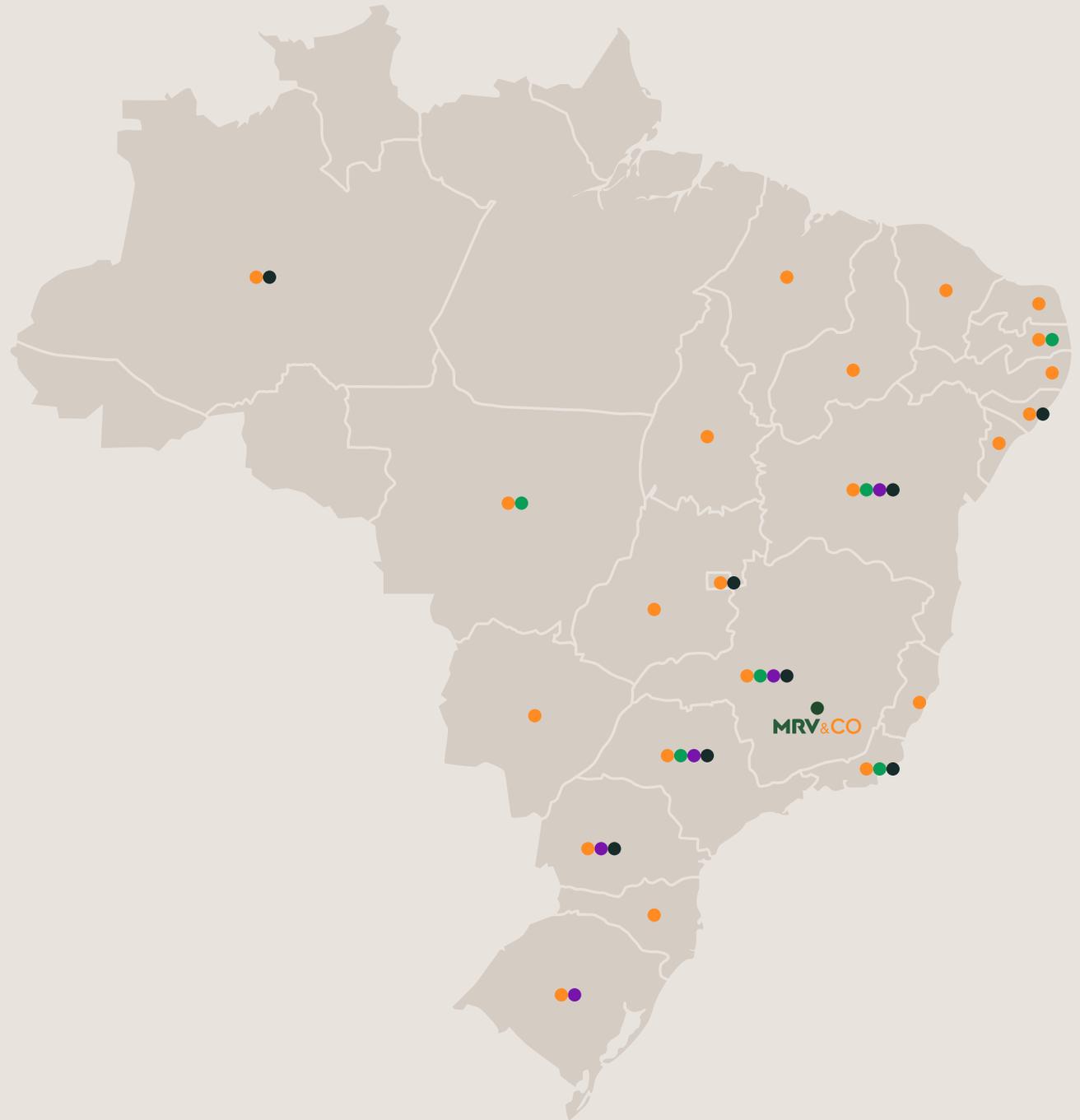
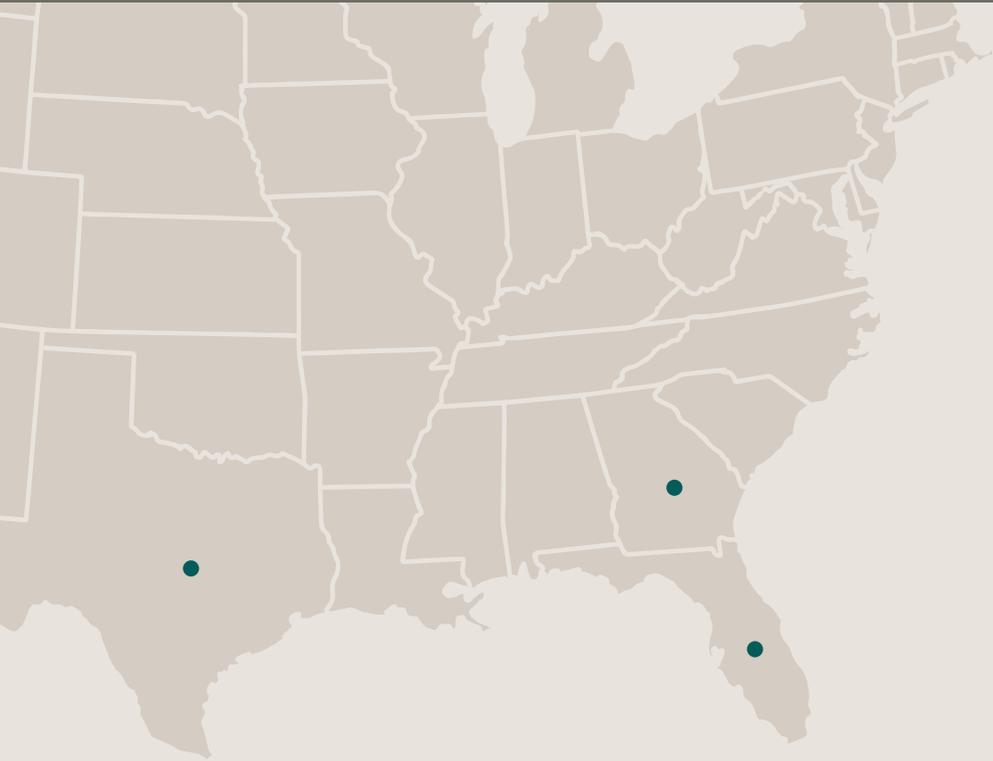
6,085
contractor
collaborators

2,772
service provider
collaborators

MRVE3 shares in 2023

- Quote: BRL 11.23 (at the end of the year)
- Market Cap: BRL 6.31 billion
- Financial volume traded: BRL 119.6 million (average/day)
- On December 31, 2023: 561,970,557 shares, of which 1,348 are treasury shares





Location & Markets

- MRV
- Urba
- Luggo
- SENSIA INCORPORADORA
- RESIA

GRI 2-6 | 3-3

Value Chain

More than good choices, we maintain a consolidated strategy for the development of quality housing for people of different socio-economic profiles, at their most different moments in life.

Sustainable construction is a focal point and material subject for MRV&CO Group. Our business therefore requires a **transversal position on sustainability** throughout our value chain.

Our guidelines and processes reflect, at every step, the sustainable practices and business vision that ensure an integral and profound link to the Sustainable Development Goals.

The following mapping illustrates the SDGs linked to each of the stages in the development cycle of our products and projects:



Our business cycle



LAND ACQUISITION

DEVELOPMENT OF HOUSING PROJECTS

CONTRACTING AND PARTNERSHIP WITH SUPPLIERS

CONSTRUCTION

USE AND OCCUPATION OF THE PROPERTIES

The understanding of MRV&CO product cycle is constantly evolving, starting with product engineering, new production methods, process improvement and the strategic integration of environmental issues, in interconnected stages that may vary according to region, local regulations and the specifics of each project.

The aim is always to integrate sustainability into all phases of real estate development, minimizing negative impacts and contributing to a more equitable and environmentally responsible development.

Our business cycle



LAND ACQUISITION

- **Prospecting and Planning**
 - sustainable criteria for choosing
 - environmental and social impact assessment in the area of interest
 - active checklist for land search focusing on environmental and social aspects
 - analysis of environmental and social risks
 - assessing the land's capacity to withstand sustainable construction
- **Purchase:** sustainable negotiation, considering environmental and social aspects, balancing financial flows and protecting the business



DEVELOPMENT OF HOUSING PROJECTS

- **Project Definition**
 - sustainable design principles
 - green building practices
 - planning the efficient use of resources such as energy and water
- **Economic and Financial Feasibility**
 - linked to institutional belief – covering various dimensions for the sustainable operation of the project
 - financial return assessment together with sustainability criteria
 - incorporation of costs connected with energy efficiency and sustainable practices



CONTRACTING AND PARTNERSHIP WITH SUPPLIERS



CONSTRUCTION

- **Development**
 - implementing green technologies and energy efficiency
 - sustainable construction practices
 - use of eco-efficient materials with low environmental impact
- **Legalization and Approvals**
 - compliance with environmental and social standards and regulations
 - ensuring accessibility and inclusion in accordance with local laws
 - minimizing legal and image risks
- **Operation**
 - efficient construction waste management
 - adoption of renewable energy systems
 - water conservation practices
 - promoting sustainable mobility on the premises

USE AND OCCUPATION OF THE PROPERTIES

- **Maintenance and Renovation**
 - sustainable maintenance programs for infrastructure and landscaping
 - upgrades to incorporate more efficient technologies
 - long-term waste management practices
- **Monitoring and Evaluation**
 - sustainable performance indicators
 - continuous monitoring of environmental and social impact
 - adaptation and improvements based on results and feedback
- **Communication and Engagement**
 - transparency in the dissemination of sustainable practices
 - engagement with the local community
 - promotion of sustainable values and actions

LAND COMMITTEE

A decision-making process that summarizes strategic information about the land and the project's potentials: selection stages, overlapping income levels of the working population, water and sewage infrastructure, associated costs,

improvements in the surrounding area, among other data and aspects connected with urbanization, socio-economics, the environment and competition. In practice, this represents proactivity in processes connected, for example, with the required legalizations, contributing

to efficiency and agility. The Committee also plays a decisive role in evaluating the business itself and its positive value for the organization – showing the commitment to **sustainability**, the quality of **strategic decisions** and with the **efficiency** in real estate development processes.

GRI 3-3

Research, Development & Innovation

We innovate
for people.
We innovate
to transform.

Innovation is not a “what”; it is a “how” in MRV&CO Group. A transversal way of thinking and acting, which is in our principles and is a lever for **positive transformation and value generation along our chain.**

The year 2023 marked an important structural change: previously concentrated in one area, innovation is now **distributed in niches, allocated to different areas in the group, with its axis in the IT area as Digital Transformation and Innovation.**

The Human Development and Project Management areas are heavily involved in aspects connected with Research and Development, especially with regard to internal processes and product improvement initiatives.

Innovation everywhere engages people, encouraging them to act in the genesis and incorporation of change.

The transversality of innovation is a strategic move that enriches the process of strengthening **innovation as a culture and experience** and boosts motivational engagement and adherence. It's a permanent look at innovation; a look of everyone – because we know that it's essential to innovate always and in everything: in thinking and doing; in actions and reactions, in our platform's responses to the clients' needs and challenges.

We don't observe change: we are part of it and we try to be at the forefront, as inducers. We incorporate learning, new behaviors and people's aspirations, evolving our performance and delivery models. And, in this process, we have established ourselves as a benchmark in the construction sector throughout Latin America

- in the development of more modern, smart and sustainable products and production models;
- in new ways of doing things that generate profits, which can be passed on to the end consumer;
- encouraging new approaches in strategies and processes;
- in ESG practices;
- in ideas and in everyday life;
- in the way we see the future – of our products, of the communities where we are present, of society, of the planet and of each person.

We have experienced great evolution in recent years in strategy, management, technique and technology. And in a particularly challenging period for all segments, innovation in its broadest sense has been instrumental in maintaining the constant movement towards improvement in multiple aspects that cut across our activities – from engineering to customer experience; from technology to reducing our carbon footprint and water and energy use; from cost optimization to the business model, and much more.

We believe that the solution to the many issues affecting the construction sector lies in innovation as a culture and attitude:

- the need to diversify the main inputs
- supply chain stress
- the challenges of the lack of skilled labor
- the reduction of the "artisanal" process at the works, for greater efficiency
- streamlining the use of economic, natural and human resources
- reduction in the volume of waste
- increased economies of scale combined with improved product quality

For these and other challenges, **the answer comes from systemic innovation – and from encouraging those who make it a reality.**

We generate knowledge and consistent results, with more effectiveness and efficiency; improved use of resources; greater feasibility of execution; better and more accessible products. We are people who innovate for people, in line with our priority SDGs and MRV&CO's Vision 2030.

+ than BRL 121 MM

invested in innovation in 2023 –
in internal or externally-acquired projects, according to a survey of the areas involved

52 **teams** participating in innovation initiatives, with the engagement of collaborators and third parties.

Innovation at the service of value creation and ESG impact

for customers, for the business and for society.

At MRV&CO Group, we give innovation a pragmatic meaning, consistent with our fulfilling DNA: there are – and must always be

- sustainability vision;
- connection with return on investment;
- commitment to operational and financial results;
- coherence with a positive ESG impact and a legacy of value.

The business value pillar based on digital transformation and innovation encompasses three major ecosystems, connected with business processes, to meet the demands of digitalization, optimization and transformation.

- **PRODUCTION:** with integrated planning through product delivery
- **CUSTOMERS:** from launch to sale and use of property
- **OPERATIONS:** real estate development and shared services center

Innovation in practice

At MRV&CO, Research and Development are applicable to macro and performance ESG visions to the Group's core business – to deliver the best to each customer, including from the point of view of sustainability.

Projects and intentions are converted into practices and processes that are actually applicable in the different areas and ways in which the Group's companies operate, based on constant evaluation of the quality and performance of new products and technologies, covering various ESG aspects and directing and driving solutions proposed by different areas, to **make innovation tangible**.

Within the logic of economic feasibility, direct action in product engineering has been shown to be a subject where innovation brings objective gains, contributing to streamlining of the use of materials. The **optimization of the product portfolio and the plants** has a positive impact, favoring an increase in the degree of efficiency of the constructions.

In our day-to-day, we have made significant progress in **digitizing processes and adopting new technologies** that support operations and systems applied to the construction process.

We also maintain research and development initiatives in the **production and execution of projects** and studies on fronts that could represent important advances in the future:

- study of the performance of materials, with permanent research groups in concrete and steel – inputs that are prevalent in our products
- diversification of materials used, considering their performance, as well as reducing costs and negative impacts. This concept is applied to MRV&CO's entire materials supply chain, with constant assessment of aspects such as durability, structural and technical performance and environmental impact
- the search for greater eco-efficiency in concrete mixes, with studies for the use of constituent materials with a lower CO₂ footprint, with a view to reducing costs and potentially reducing negative impacts on the environment, especially in terms of waste and emissions – such as the use of mining waste in mortars and concretes, reducing water and cement, and possible new uses for recycled or reforested wood
- innovative construction methods and approaches, such as off-site construction (e.g. using 3D printing) to reduce waste
- exploration of the modular construction model, with optimization of process, time and material use, in search of a balance of economic feasibility

Partnerships: strategic assets for innovation at MRV&CO

Also stand out:

- the **diversification of business models** within the housing platform – in addition to construction and sales, there are revenues from rentals, servitization, marketplaces, among others
- collaboration through **open innovation to solve specific challenges**, such as digital signatures with facial recognition
- the **effective use of artificial intelligence**, especially on the MIA relationship assistant: it currently processes 4,000 to 5,000 contacts a day and initiates 70% of sales

Through partnerships in the Innovation and Technology ecosystem, MRV&CO participates in and supports a series of initiatives. Among them:

- **Hubic**: a concrete innovation hub focused on reducing the CO₂ footprint in the cement chain by improving the efficiency and sustainability of the material; it is made up of construction companies and is supported by the University of São Paulo (USP) and Brazilian Portland Cement Association (ABCP)
- **Órbi Conecta**: pioneering hub for innovation and digital entrepreneurship in Brazil, founded in 2017 by the San Pedro Valley startup community together with large companies from Minas Gerais – Inter, MRV and Localiza – to connect startups, large companies, academia and other initiatives to drive digital transformation in Brazil
- **Acate – Vertical Construtech**: an initiative of the Santa Catarina Technology Association made up of more than 60 companies that work in the development and marketing of technological solutions for the construction and real estate industries
- **FDC Angels** – Fundação Dom Cabral's initiative to invest in startups with focus on impact and ESG, as the main sponsors of the Civil Construction vertical
- **Projects with nature-based solutions (NbS)** in partnership with ICLEI for MRV&CO's smart cities projects
- **Federal University of Juiz de Fora (UFJF)**, participating in an innovation call for proposals
- **Federal University of Minas Gerais (UFMG)**, involved in nanomaterials research
- Open innovation model partnerships with suppliers and startups dedicated to construction-related processes and materials

Inova 2030 MRV

The Inova 2030 MRV intrapreneurship program encourages the generation of ideas for innovative and sustainable solutions among our collaborators.

The positive results are many: stimulating innovative thinking in itself; valuing intellectual assets, creative freedom and an entrepreneurial attitude; engaging people; integrating different areas; strengthening the culture of innovation as an element of transformation.

Hundreds of collaborators are now involved in projects under the Inova program. Each cycle of the program brings specific challenges for multidisciplinary groups to develop new ideas, and participants have four hours a week available for their projects. The dynamic is gamified, with a flow of evaluation and validation in stages – at each stage, the selected groups are rewarded with MRV Coins, to be exchanged for prizes available on their own platform. The finalists are recognized with cash prizes, calculated on the basis of the financial return on the solutions implemented.

The Inova Program generates more than a financial return: it gives **a leading role to those who make it happen**, and each cycle focuses on challenges that highlight the transversality of ESG and sustainability issues throughout MRV&CO Group.



Habitability: looking to the future

Habitability isn't just about preparing the world to be inhabited by people – it's about preparing people to inhabit the world. And for MRV&CO Group, working in civil construction is more than just building buildings with excellence: it is also thinking broadly about the future of living.

The Habitability platform makes “thinking beyond now” a reality by promoting conversation and reflection on the future of living, with a comprehensive and independent editorial line: news, interviews and articles by experts with different worldviews and a constant eye on the prospects for society and the planet, connecting living and dwelling.

It's innovation all the time: Habitability explores sustainable paths for cities; better solutions for all; it talks about housing, education, health, diversity, technology, production, mobility, the environment, life quality, ESG and much more. A plural space to build and develop knowledge on topics full of possibilities, fundamental to the sustainability of our business and extremely relevant to people and the planet.

The platform periodically holds the Habitability Award, which recognizes impactful initiatives in citizenship, innovation, education, sustainability and urban mobility, including nominations from experts and the general public.

See more:
Habitability Portal

In 2023:

2.3 million
unique users

3.9 million
accesses

294
contents published

+55%
in organic audience

+32%
in the general audience

6,662
external links from institutions
referencing Habitability content



CIDADE SETE SÓIS

Cidade Sete Sóis: MRV's Smart City

A new life quality experience.

Evolution in the way of living, in a greener, more accessible, smarter place.

A revolution in people's relationship with space and community.

See more:
Cidade Sete Sóis

In 2023, MRV&CO innovated in the development of an unprecedented product: we consolidated a concept that materializes various aspects of sustainability in a project designed for the MRV public, with the engagement of different areas of the company and specialists.

Cidade Sete Sóis is a project based on seven pillars that represent the best and most relevant practices in sustainability, life quality, housing and urbanism, shaping planned neighborhoods that redefine housing. Everything for a smart life. Everything to surprise and create possibilities. And to bring a new way of living **within the reach of thousands of Brazilians** in various cities: **more than living, experiencing life – every day.**

In 2023, Cidade Sete Sóis Pirituba (São Paulo/ SP) and Cidade Sete Sóis Paralela (Salvador/ BA) were officially launched, and preparations were underway for the inauguration of Cidade Sete Sóis Campo Grande (Rio de Janeiro/ RJ).

The seven pillars:

Live green | Living a daily life integrated with nature

Safety | Coming, going and being safe

Urban development | Planning evolution with balance and efficiency

Mobility and accessibility | Walk or cycle to get where you want to go

Conveniences | The convenience of having everything close to home

Good neighborliness | Choosing to rescue the value of collectivity

Technology | Combining life quality with rational use of resources

DUE TO MRV&CO GROUP'S DIFFERENTIATED SHAREHOLDING IN THE ORGANIZATION, SOME INDICATORS ARE REPORTED HERE SPECIFICALLY FOR URBA.

Improving life quality: a purpose that directly impacts our actions.

Urba values belonging to the community and is the protagonist of positive transformations in the regions where it operates. Among its responsibilities is its role as a base for civil construction, revealed in the importance of infrastructure for the quality of urban development.

A sector benchmark in consolidated sustainability culture, Urba represents an important vector of ESG approaches and innovation in MRV&CO Group, integrating practices and promoting mutual learning. It also represents important inspiration on the subject for the various players in the real estate development sector.

GRI 2-1

An open corporation with no shares traded on the stock exchange. Its controlling shareholder is MRV Engenharia e Participações S.A., holding 53.55% of the capital stock.

The IPO brought significant changes and progress towards structured growth in line with MRV&CO strategy.

GRI 2-3

Urba's internal communication is undergoing a process of strengthening, seeking greater consistency in the dissemination of ESG actions, in line with the need to monitor results in order to map and identify opportunities for improvement.

GRI 2-6

Urba's main activity is the sustainable development of urban areas – projects aimed at greater convenience and life quality, with the possibility of combining residential and commercial plots and shared living spaces. It develops open and closed allotments and residential condominiums, with focus on middle- and low-income groups and located in the growth vectors of cities.



DUE TO MRV&CO GROUP'S DIFFERENTIATED SHAREHOLDING IN THE ORGANIZATION, SOME INDICATORS ARE REPORTED HERE SPECIFICALLY FOR URBA.

SUSTAINABILITY AND ORGANIZATIONAL CULTURE

Sustainability is embedded in the culture and values of Urba, which is investing in the evolution of its operational structure towards sustainability and the SDGs, especially in gender issues.

In addition to being well-structured, Urba's organizational culture relies on the commitment of the team, and the quality and physical and emotional safety of the work environment have positive impact on the performance of activities.



RESEARCH, DEVELOPMENT & INNOVATION

GRI 3-3

Urba takes an innovative and sustainable approach to its projects in terms of infrastructure and communities.

STRUCTURAL INNOVATIONS:

- Introduction of innovative matrix project management model (later applied in MRV regional offices)
- Innovation in allotment processes: structuring in banks and emphasis on governance and ESG
- Undertaking the first funding for the production of allotments, showing the company's capacity for innovation and its positive influence on the other brands of MRV&CO Group

SUSTAINABLE AND SOCIAL INNOVATIONS:

- Initiatives in allotments such as concrete sidewalks, free Wi-Fi, security cameras, a neighborhood app and encouraging local micro-businesses
- Emphasis on delivering open neighborhoods for the city, with an environmental focus on issues such as energy and water efficiency



SUSTAINABILITY

MANAGEMENT

GRI 3-1 | 3-2 | 3-3 | 2-14 | 2-29

Sustainability Management

We are transforming the
Civil Construction sector.
And we're doing it
for the people.

For a long time, sustainable construction was almost a paradox. But the ESG maturity of construction companies has brought the segment and sustainability irretrievably closer together.

We are talking about a sector that faces some of the biggest challenges in terms of socio-environmental responsibilities: a sector that has wide-ranging impacts, with intense consumption of resources, as well as the generation of waste and gas emissions;

that involves a significant human contingent and deals with multiple safety and collaborator relations issues on a daily basis; that also relates to countless communities and a vast supply chain; a sector that has huge life-changing power at different levels and a profound impact on people's lives.

It is no longer possible to disconnect the future of building from the future of the planet and society. Whether through practices and policies that improve governance, through innovation as a tool for tackling historical challenges and others to come, through public commitments made, or through a great and smart articulation of all these fronts and more, the fact is that there is no room for inertia. There's a lot being done, there's a lot to do and there's no time to lose.

We are attentive to this scenario, which demands a truly transversal ESG attitude and vision – and this conviction guides sustainability management at MRV&CO Group companies.

We understand the Social, Environmental and Governance agendas as crucial elements for operational planning and economic performance strategies. **Referenced by the 2030 Agenda and the UN Sustainable Development Goals, we mobilize resources, assets and ideas that involve all levels and areas in MRV&CO Group.**



Sustainability in MRV&CO Group

MRV&CO Group is a recognized leader in Civil Construction – in sustainable growth, consistent performance and shareholder returns. A leading role that comes largely from a long history of valuing ESG issues – long before it was even agreed to bring together visions and actions connected with social and environmental responsibility and corporate governance under the acronym.

We have a deep understanding of the different requirements of our segment, which reinforces the constant need to optimize processes, improve practices

and policies, and always innovate. And, in particular, we believe that, despite the strength of our environmental and governance agendas, **the social aspect has historically been highlighted in our ESG journey.**

The social dimension connects not only to our product – housing – but also to our purpose of transformation. Our business transforms society, the planet and people's lives. It transforms the world. And this amplifies our responsibility and makes our strategic ESG focus on people imperative.

Transversality and Commitment: MRV Vision 2030

See more:
MRV Vision 2030

MRV Vision 2030 is a set of ambitious goals, strategies and indicators, aimed at combining economic and financial performance with the best impact performance, with 2030 as the evolutionary milestone.

Each of the targets established has specific metrics, related ODS and links in the production chain, making up an instrument of commitment and responsibility to cooperate with the efforts of the United Nations on a better future for the next generations.

Developed from the diagnosis and mapping of the positive and negative impacts of our activities, MRV's Vision 2030 is also aligned with the purpose, business vision and adherence of the SDGs to Brazilian reality and the construction sector.

MRV Vision 2030 is in addition to the various public commitments that show its commitment and willingness to the sustainable development agenda, and which strengthen the links needed to achieve more and more.

- UN Global Compact, including being ambassadors for SDG 11 – Sustainable Cities and Communities
 - 100% Transparência Movement
 - Net Zero Movement
 - + Water Movement
 - Science Based Targets Initiative (SBTi)
 - ODS Ambitions
 - Liderança com ImPacto
- Among others.

Dynamic in nature and taking into account changes in the global scenario, the document is periodically revisited and updated, always remaining current in its ability to address the challenges of sustainability.

MRV Vision 2030 is organized around three main axes:

- **Management and relationship with people: collaborators, customers, contractors and society**
- **Circular economy in construction: supply chain, product life cycle and legacy generation**
- **Climate emergency and mitigation: adaptation to change and climate justice**

MRV Vision 2030 brings the transversality of ESG into the daily reality of the business in a pragmatic, measurable and effective way, helping to accelerate progress towards the Sustainable Development Goals and consolidate our role as a benchmark in strategic sustainability management.

Strategic Materiality

MRV&CO Group's sustainability management is based on the **most relevant material subjects on the ESG agenda, which support MRV&CO's strategy and value creation**. These are the most significant subjects within the reality of our work, capable of guiding effective decisions that make sense with the Sustainable Development Goals.

The subjects emerge from analyses that put into perspective our relations with the environment and society and our way of producing results, highlighting **current, realistic and dynamic priorities** – since the materiality is reviewed and updated every two years.

Thus, the material topics act as a lever for achieving the Group's sustainability goals and give a practical dimension to our ESG agenda.

In the Materiality Matrix, the material topics are distributed from the point of view of **relevance and strategic alignment with the business**, showing the range of the mapping and pointing out focuses for concentrating efforts – an essential prioritization in a global situation that requires organizations to be able to answer objectively:

What can improve the operation and ensure sustainability of the business?
What choices do we need to make for sustainability of the business as we believe in?

Naturally, the various visions that contribute to the identification of material subjects sometimes diverge. And to define the choices that make the Social pillar the highlight at MRV&CO, we are pragmatic: we start from being sure that when we build responsibly, we also promote a series of positive impacts, although indirect, on the environment – which will be added to the specific movements in this pillar.

GRI 3-1

Defining the Material Subjects

Our potential for impact in sustainability goes far beyond our own operations. Our importance in the construction sector and in the market as a whole places us in a position of great responsibility and influence.

Given this, and the ESG maturation process experienced by MRV&CO Group, the definition of material topics for the 2023/2024 biennium is guided by the **Double Materiality** approach – in which the organization identifies the most relevant topics for its business, from a perspective of risks, impacts and value generation, taking into account the perceptions of different internal and external stakeholders.

The Double Materiality process contributes to sustainable development by considering negative and positive impacts in a transparent and objective way, through **two perspectives that, when integrated, support the definition of material subjects:**

- **Financial impact: the potential for ESG subjects to impact the business** from an operational and/or financial performance perspective in the short, medium and long term.
- **Socio-environmental impact: the organization's potential to impact certain socio-environmental subjects**, generating impacts on society and the environment in the short, medium and long term.

This way, the impacts take into account not only the operations themselves, but the practices developed along the value chain, considering upstream and downstream movements, the relationship with the surrounding communities and the engagement of other stakeholders beyond contractual relations.

Double Materiality, as a methodology, is more connected to the range of the value chain of businesses such as MRV&CO Group, understanding materiality in a much broader way and thus representing a tool for capturing stakeholders from an ESG perspective – including involving them in identifying and prioritizing material topics and subjects for resource investment.



Development stages

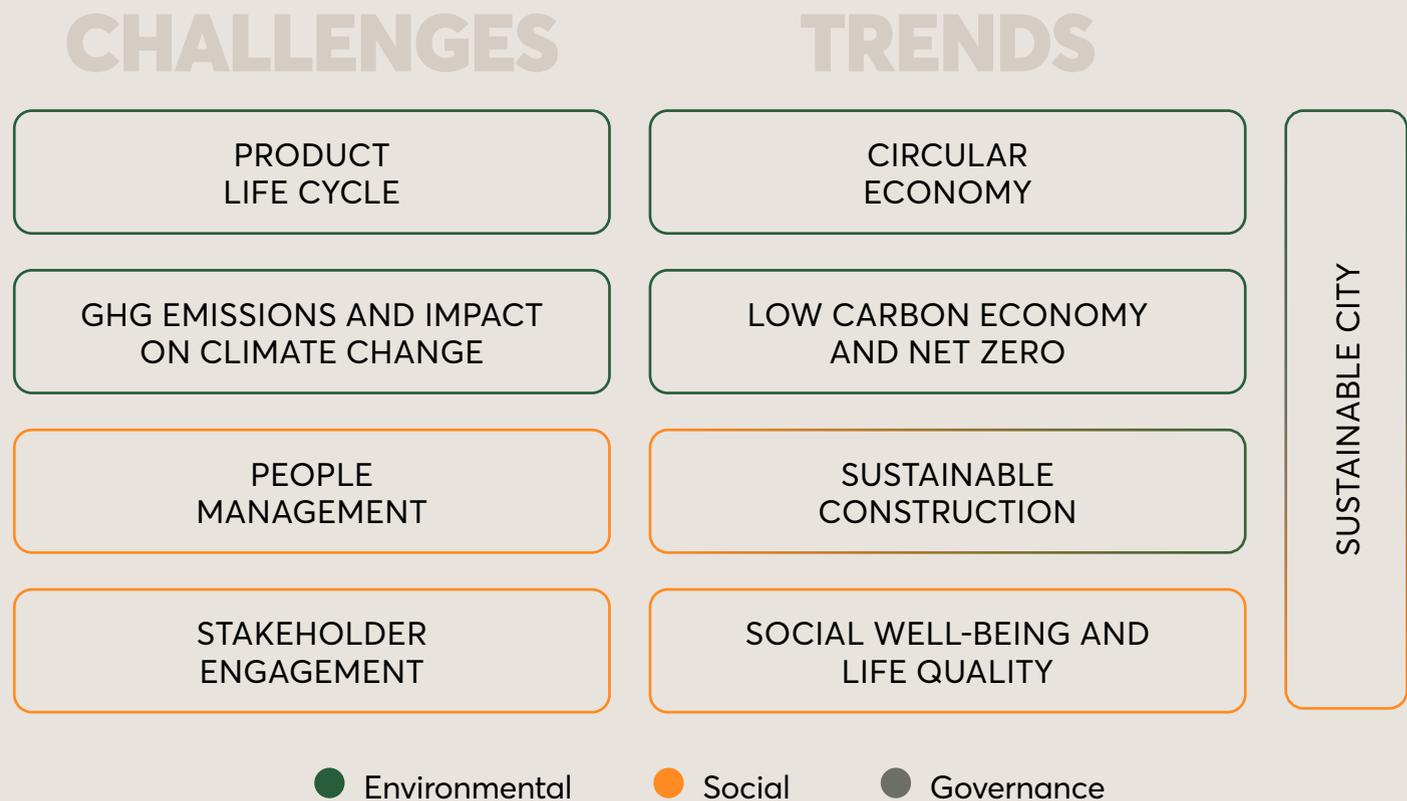
SECTOR ANALYSIS (CHALLENGES & BENCHMARKING)

Analysis focusing on the construction sector and based on studies carried out by global organizations and sectoral research, identifying the main socio-environmental challenges and trends. 2023 is the third year in a row in which there has been growth in the construction sector, and according to experts, the trend will continue for 2024.

WORKSHOP WITH INTERNAL STAKEHOLDERS (ENGAGEMENT & VALUE CHAIN)

Based on the results of the first stage, topics relevant to the sector and the business were raised, to be discussed in structured workshops using the design thinking approach. In a SWOT analysis, the stakeholders brought their vision of socio-environmental and financial impacts into the value chain, in line with the risk and opportunity logic of MRV&CO's operations and actions. A prioritization of 20 key subjects was also carried out.

MAIN CHALLENGES FACING THE MARKET (AND MRV&CO) CONSIDERING TRENDS ALIGNED WITH STRATEGIES AND THE ESG GOVERNANCE PILLAR



STAKEHOLDER LISTENING & ONLINE RESEARCH

Fundamental to identifying the relevance of the issues highlighted for MRV&CO Group, from the perspective of each group of stakeholders (internal and external). At this stage, an impact, risk and opportunity assessment is carried out, integrated with the vision of how each topic impacts MRV&CO, from the socio-environmental and financial dimensions.

Stakeholders were listened to through in-depth interviews, from which ideas and qualitative information were extracted. The online survey, in turn, was widely applied to all MRV&CO stakeholders, resulting in quantitative data used in statistical analysis. The result of the stage is the basis for a ranking of priority material topics.

IN-DEPTH LISTENING:

External Stakeholders: 7 interviews
Internal Stakeholders: 18 interviews

ONLINE SEARCH:

1277 respondents
Customers • Community and Neighborhood • NGOs • Sectoral Associations • Collaborators • Shareholders and Investors • Public Authorities • Suppliers and Service Providers • Academia • Press

PRIORITIZING THE SDGS

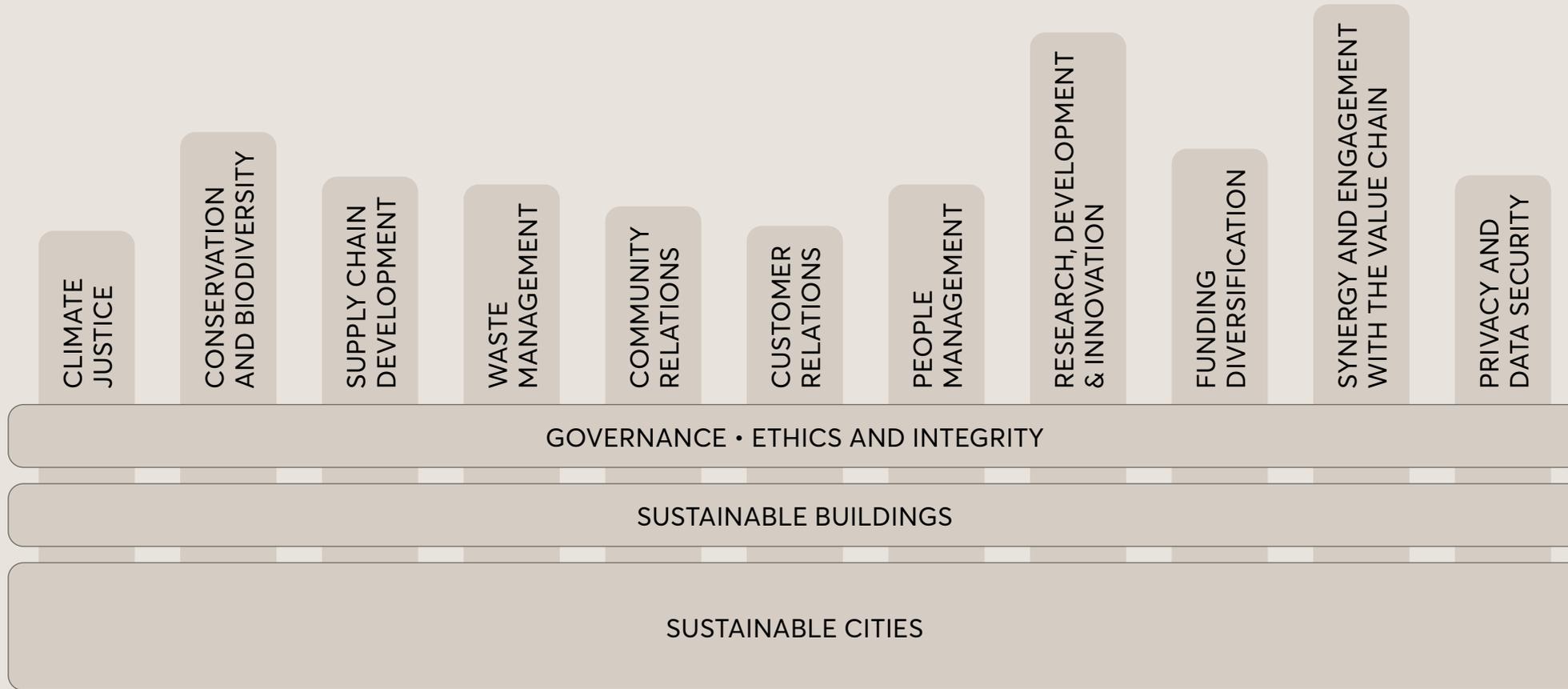
It is based on the alignment of each of the 17 SDGs and their targets and their relationship with the Value Chain, also taking into account aspects of the SWOT context analysis (strength, weakness, opportunity and risk). The degree and characteristics (positive and negative) of the impact are also assessed, as well as the suitability of purpose and alignment with strategic planning based on the material topics, in order to identify the priority SDGs in the ranking of material topics.

STRATEGIC MATERIALITY

The actual definition of the material topics, together with senior management and the sustainability area, based on the discussion and validation of the topics listed with the strategic planning of the business. Metrics, indicators, policies and action plans can also be developed here.

In practice, the result of Strategic Materiality guides the organization in building a strategy and management aligned with the sustainability agenda, in order to generate value not only for the business itself, but also for all the stakeholders involved and impacted.

GRI 3-2



MRV&CO Material Subjects

The updating of MRV&CO's materiality assessment process with the adoption of a dual analysis approach – considering impact and risk, as well as economic and socio-environmental aspects – anticipates market demands, which increasingly require greater comprehensiveness in this process. The results presented here replace the previously reported subjects.

GRI 3-2

MRV&CO Material Subjects

GOVERNANCE, ETHICS AND INTEGRITY

This subject is present in all the links in the chain, at all stages of the product cycle and is proposed to all the stakeholders with whom MRV&CO interacts, so that everyone is in line with our principles.

SUSTAINABLE CITIES

We propose to take part in the process of renewing and reframing the construction of sustainable and smart cities, either through the considerations of the businesses with positive focus on sustainability or through housing solutions offered with transversal and strategic aspects of sustainability.

SUSTAINABLE BUILDINGS

Our aim is to build with quality and efficiency, minimizing negative impacts and boosting positive ones. This topic is closely linked to the material subject of sustainable cities, in which strategic aspects and innovation are fundamental to advancing the agenda.

CLIMATE JUSTICE

A globally topical issue on the environmental agenda, climate change is at the heart of MRV&CO's sustainability strategy. As a material subject, climate justice aims to incorporate these issues more and more into the product strategy, going beyond what is already done in emissions monitoring and management and expanding the application of the MOVE climate vulnerability analysis system. More than adapting to climate change in works and projects, the main elements here are data transparency and mitigation.

CONSERVATION AND BIODIVERSITY

This subject is directly connected with climate change, highlighting the growing concern on the part of MRV&CO customers and encompassing issues such as the suppression of vegetation on the land and in the surroundings and the chasing away of fauna and flora. The issue is significantly impacted by MRV&CO's incipient control of these aspects, and points to the Group's commitment to maturing the processes of control and reporting of indicators.

MRV&CO Material Subjects

SUPPLY CHAIN DEVELOPMENT

In order to contribute to the maturing of the value chain as a whole in relation to the sustainability agenda, we believe in the strength of the engagement with suppliers – enabling positive joint work in the constant search for more sustainable alternatives beyond the scope of Research and Development.

WASTE MANAGEMENT

Since the construction industry is seen as a major generator of inert solid urban waste, the issue has high impact in terms of perception, especially among customers and the communities surrounding MRV&CO projects. New ways of segregating, disposing of and using waste, as well as less waste-intensive construction methods, are part of the scope.

COMMUNITY RELATIONS

The impact of our housing solutions on the localities – with the construction work itself, the increase in the region's population, the structural improvements made – requires MRV&CO to work directly with the neighboring communities. But that's not all: MRV&CO also makes itself relevant and powerful through social programs and projects. We believe it is necessary to advance and mature in these practices – with a proactive stance and the incorporation of sustainability as a fundamental element, accentuating the sense of legacy of this work.

CUSTOMER RELATIONS

One of the most critical aspects for MRV&CO's business – because of the financial factor, but mainly because of the impact perspective. Looking at customer engagement must go beyond commercial and satisfaction issues, understanding that the most significant socio-environmental impact generated by the business takes place during the use and occupation of the property. This points to the need for all processes – from construction to after-sales – to be responsible and based on sustainability.

PEOPLE MANAGEMENT

A subject that highlights the role of collaborators at MRV&CO. Fundamental to the Group's success, they are also at the center of a series of aspects of great importance to the Construction sector and to the business itself, such as diversity, equity and inclusion; turnover, attraction and retention; human rights in the workplace, workers' health and safety and labor compliance.

MRV&CO Material Subjects

RESEARCH, DEVELOPMENT & INNOVATION

Innovation as a material subject and transversal concept at MRV&CO consolidates a strategy to leverage the necessary evolutions and value generation in our entire chain, ensuring a permanent look at the subject and shared responsibility between different sectors and levels within the Group.

FUNDING DIVERSITY

Varied solutions connect both with the constant evolution of market demands and with our own business model and strategy. New ways of building and new approaches keep our housing platform alive, and this material subject highlights the importance of the constant search for new answers in housing solutions.

SYNERGY AND ENGAGEMENT WITH THE VALUE CHAIN

Strategies, management and practices to raise the level of sustainability in relations with suppliers, considering their own complex conditions, are extremely important – especially taking into account the relevance of MRV&CO Group as a player in the market and its referential position in terms of its potential to impact and influence the value chain and the sector, by acting in the upstream and downstream vectors with suppliers, customers, collaborators, investors, the community and governments.

PRIVACY AND DATA SECURITY

This is an extremely sensitive aspect of high value and risk for MRV&CO Group, considering the large volume of data involved and accessed in our various operational processes – from customers, suppliers, own collaborators and outsourced workers. This topic is directly connected with the GRC and Privacy Department.

GOVERNANCE



GRI 3-3

Governance

Ethics, transparency, a culture of integrity and a commitment to best practices are a constant at MRV&CO Group.

Our Governance incorporates sustainability in all aspects, while at the same time adding instruments so that we can act, position ourselves and promote what we believe in a demanding scenario where accountability is indispensable.

It's not for many – it's for all. Governance in MRV&CO Group is based on solid values that are widely disseminated at different levels throughout the organization. Values that determine attitudes, that guide businesses and that guide balanced, humane and fair relationships, in order to grow with sustainability.

Growth in a sustainable business model is achieved by doing the right thing, always. With a smart strategy, consistent principles, fluid dialog and real engagement.

Our reach and the range of our results depend on it; so does the transformation we propose for people's lives and for the world; our impact on economic and social development; our legacy of value.

Since 2016, MRV has been a signatory to the United Nations (UN) Global Compact - showing our commitment to excellence in corporate governance and business sustainability.

We also adopt practices, guidelines and organizational structures in line with the standards and guidelines of the main institutions connected with the subject – such as B3's Novo Mercado, Brazilian Institute of Corporate Governance (IBGC), Brazilian Securities and Exchange Commission (CVM) and the Corporate Sustainability Index (ISE).

The Corporate Sustainability Index (ISE) is one of the most important metrics for assessing the growth and evolution of MRV&CO Group's strategies.

GRI 2-9 | 2-10 | 2-11 | 405-1

Organizational Structure

The Organizational Structure of MRV&CO Group companies aims to strengthen a shaft of corporate governance with **guidelines that broadly (and in practice) integrate sustainability**. It also focuses on **constant progress** on subjects such as diversity – gender, age, ethnic-racial – in senior management.

MRV

See more:
Executive Board, Board of
Directors and Committees

- Board of Directors [7 members]
- Executive Boards [9]
- Supervisory Board
- Advisory Committees
[6 statutory committees + 2 non-statutory committees]

Board of Directors

The highest governance body. The collegiate body that guides the Group's business, deciding on strategic aspects for business and management:

- general strategic policies
- commercial policies
- risk management
- feasibility of expanding new businesses
- evolvement of the ESG agenda, seeking the engagement of the whole team

RESPONSIBILITIES:

- election of the company's main executives and officers
- quarterly performance evaluation and Annual Management Report, showing the main strategic environmental and social indicators
- examination and evaluation of corporate policies
- ensure the adoption of practices in line with the purpose and values
- periodic evaluation and inspection of management, ensuring long-term economic and financial sustainability and focusing on social and environmental responsibilities

7 members

4 independent directors: good governance practices

2 women **5** men

Gender diversity in senior management

**See more:
Internal Regulations of the Board of Directors**

The choice of directors follows a formal nomination policy, with a systemic evaluation from different perspectives in order to achieve diverse profiles. The fundamental criteria are: technical qualifications, previous experience, an unblemished reputation, alignment with MRV's purpose, values and culture and knowledge of economic, social and environmental aspects – as well as aspects of diversity and gender and race equity.

Directors may not hold positions in competing companies, have conflicts of interest with MRV or have been

declared ineligible by the Securities and Exchange Commission. Nor can they be barred by special law, or convicted of bankruptcy, malfeasance, bribery, concussion, embezzlement, crimes against popular economy, public faith or property, or criminal penalties that bar access to public office. Their term of office is two years, with the possibility of re-election at the Annual General Meeting.

In line with good governance practices, the Chairman of the Board is not a member of the Executive Board. Furthermore, no Chief Officer is a member of the Board of Directors.

Rubens Menin Teixeira de Souza • Chairman of the Board of Directors
 Leonardo Guimarães Corrêa • Vice-Chairman of the Board of Directors
 Maria Fernanda Nazareth Menin Teixeira de Souza Maia • Director
 Betania Tanure de Barros • Independent Director
 Antônio Kandir • Independent Director
 Sílvio Romero de Lemos Meira • Independent Director
 Paulo Sergio Kakinoff • Independent Director
Election: 04/25/2023

Executive Board

MRV's officers are responsible for managing the company's business in general and for carrying out all necessary or convenient acts, with the exception of those for which the General Meeting or the Board of Directors is empowered under law or these By-laws.

RESPONSIBILITIES

- planning, implementing and ensuring compliance with short-, medium- and long-term strategic guidelines, in line with the guidelines approved by the Board of Directors and Chief Executive Officers
- specific individual responsibilities, established by MRV's By-laws and by the Board of Directors

The MRV Executive Board can have up to 12 members, elected by the Board of Directors, for a unified term of two years with the possibility of re-election. There is no set age for their compulsory retirement and they can be removed from office at any time before the end of their term.

Rafael Nazareth Menin Teixeira de Souza • CEO
 Eduardo Fischer Teixeira de Souza • CEO and Production Director
 Ricardo Paixão Pinto Rodrigues • Finance and Investor Relations Director
 Thiago Corrêa Ely • Commercial and Credit Director
 Júnia Maria de Sousa Lima Galvão • Administration and Human Development Director
 Raphael Rocha Lafeté • Institutional Relations and Sustainability Director
 Rafael Pires e Albuquerque • Real Estate Development Director I
 Ronaldo Pedreira Ayres da Motta Filho • Real Estate Development Director II
 Rodrigo Martins de Resende • New Business and Innovation Director
Election: 05/15/2023

Supervisory Board

See more:
 Internal Regulations
 of the Supervisory Board

Corporate body
 independent of management
 and external auditors.

RESPONSIBILITIES

- inspect the actions of the administration and verifying compliance with its legal and statutory duties
- analyze, at least quarterly, the financial statements and express an opinion on them
- opine on the annual management report

The Audit Board was installed at the request of the shareholders at the Annual General Meeting in April 2023, on a non-permanent basis, as provided for in MRV's By-laws.

3 directors and
 their alternates:
**minimum requirement of the
 Corporations Law**

Thiago da Costa e Silva Lott
 Sicomar Benigno de Araújo Soares
 Marcelo Marques Pacheco
Election: 04/25/2023

Advisory Committees

Internal advisory committees to the Board of Directors to propose solutions for more effective decisions.

The members of the committee have knowledge of finance, accounting and legislation applied to the capital markets. They are elected by the Board of Directors, in an internal nomination and appointment process or via independent professionals for consultancy and opinions on candidates, also involving Integrity Due Diligence. The Compliance department carries out a background check on the indications and issues its integrity opinion to support decisions.

STATUTORY COMMITTEES • MANAGEMENT COMMITTEES

- **Governance, Risks, Compliance and Privacy:** Betania Tanure de Barros, Eduardo Fischer Teixeira de Souza, Junia Maria de Sousa Lima Galvão, Maria Fernanda Nazareth Menin Teixeira de Souza Maia and Paulo Sergio Kakinoff
- **People:** Betania Tanure de Barros, Eduardo Fischer Teixeira de Souza, Junia Maria de Sousa Lima Galvão, Marcos de Aguiar Morgado Horta, Maria Fernanda Nazareth Menin Teixeira de Souza Maia, Rafael Menin Teixeira de Souza and Rubens Menin Teixeira de Souza
- **Operations:** Eduardo Fischer Teixeira de Souza, Leonardo Guimarães Corrêa, Rafael Menin Teixeira de Souza and Rubens Menin Teixeira de Souza
- **Innovation:** Junia Maria de Sousa Lima Galvão, Rafael Menin Teixeira de Souza, Reinaldo Ferreira Sima, Rodrigo Martins de Resende, Rubens Menin Teixeira de Souza, Sílvio Romero de Lemos Meira, Thiago Corrêa Ely, Raphael Soares Paiva and Silvio Luiz Gava
- **Legal:** Eduardo Fischer Teixeira de Souza, Guilherme Silva Freitas, Maria Fernanda Nazareth Menin Teixeira de Souza Maia, Raphael Rocha Lafetá and Rubens Menin Teixeira de Souza
- **Auditing:** Antônio Kandir, Leonardo Guimarães Corrêa, Pierre Carvalho Magalhães

Annual performance self-evaluation

The Board and the Audit Committee assess its performance on an annual basis in objective and subjective aspects, on its own platform and with information submitted to a parameterized analysis methodology. The results are cross-referenced and periodically applied as a basis for improvement by members and their peers. Aspects such as:

- vision and goals
- value promotion at MRV
- shaping strategic development
- risk appetite
- external and stakeholder relations
- integration with advisory committees

NON-STATUTORY COMMITTEES

- **Ethics**
Members with voting rights: Eduardo Fischer Teixeira de Souza, Leonardo Guimarães Corrêa, JÚnia Maria de Souza Galvão, Maria Fernanda Nazareth Menin Teixeira de Souza Maia and Rafael Nazareth Menin Teixeira de Souza
Non-voting members: Alex de Souza Medeiros
- **Finance:** Antônio Kandir, Leonardo Guimarães Corrêa, Rafael Nazareth Menin Teixeira de Souza, Ricardo Paixão Pinto Rodrigues and Rubens Menin Teixeira de Souza

Urba

See more:
Urba
Corporate Governance

Board of Directors

Deliberates and defines guidelines on topics of high interest in business and management.

- election of the company's chief executive and its directors
- the Company's quarterly and annual performance evaluation
- ensure the adoption of practices in line with the purpose and values
- periodic evaluation and inspection of management, ensuring long-term economic and financial sustainability and focusing on social and environmental responsibilities

The Board is chosen on the basis of criteria involving technical capacity-building, cultural alignment, reputation and diversity of profiles, for a two-year term. None of the three current members hold executive positions at Urba.

Rubens Menin Teixeira de Souza • President; Founder and Chairman of MRV
Rafael Nazareth Menin Teixeira de Souza • Director; Co-CEO of MRV
José Felipe Diniz • Independent Director; non-controlling shareholder
Term of Office: 04/25/2022 to 04/30/2024

- Board of Directors [independent of MRV]
- CEO
- Executive Boards
- Advisory Committees

Executive Board

Erika Matsumoto • CEO

José Roberto Diniz Santos • Finance and Investor Relations Director

Term of Office: 04/25/2022 to 04/30/2024

Advisory Committees

- **Finance Committee:** Erika Matsumoto, José Roberto Diniz Santos, Rafael Nazareth Menin Teixeira De Souza, José Felipe Diniz
- **People Committee:** Erika Matsumoto, Fásia Germana Bezerra Braga, José Felipe Diniz, Rafael Nazareth Menin Teixeira de Souza
- **Governance, Risks and Compliance Committee:** Erika Matsumoto, José Roberto Diniz Santos, Junia Maria de Sousa Lima Galvão, Fásia Germana Bezerra Braga, Marco Túlio de Oliveira Alves, Davidson dos Santos Caires, Juliana Aschar

Resia

Board of Directors

It was set up in line with the MRV Board and shares some of its members with it.

BOARD OF DIRECTORS

Rubens Menin
 Rafael Menin
 Leonardo Correa
 Ernesto Lopes
 Ricardo Blas

Executive Board

It is located at the company's head office in South Florida and is responsible for the day-to-day management of the company. The Executive Board has an organizational structure and job titles that follow American management principles.

CORPORATE OFFICERS

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

23%

women in senior management

0 C-Level

1 VP

2 Directors

Advisory Committees

- **People:** Ernesto Lopes, Ricardo Blas, Leonardo Correa
- **Finance and Investment:** Ernesto Lopes, Ricardo Blas, Carlos Gonzalez, Thiago Caixeta, Rafael Menin, Ricardo Paixão, Leonardo Correa
- **Design:** Ernesto Lopes, Ricardo Blas, Selma Rabelo, Osvaldo Marchante, Juan G., Carlos Gonzalez
- **Development:** Ernesto Lopes, Ricardo Blas, Carlos Gonzalez, Juan G.

Luggo Sensia

Due to the nature of their operations, Luggo and Sensia do not have their own Executive Board or exclusive organizational structure.

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

GRI 2-12 | 2-13 | 2-14 | 2-16 | 2-17

High leadership & Impact

Transversality, comprehensiveness and commitment are key concepts for sustainability in MRV&CO Group.

The root of our attitudes is the energetic action of senior leadership, promoting the ideals and practices that drive the generation of positive impact and the building of a legacy of value, every day – and creating the conditions for them to spread at all levels.

A culture of values that results in positive impact on the world and society emerges from engaged leadership.

In order to keep sustainability issues effectively connected to governance and the sense of sustainability truly incorporated throughout MRV&CO's structure, we believe in **synergy between the Board, Executive Boards and Committees**. Maintaining alignment and creating the necessary bridges is a constant movement.

The biannual definition of MRV&CO Group's Material Subjects and strategic materiality relies on the active participation of senior management, in a process of joint construction that ensures their adherence, feasibility and relevance.

CEOS

Together, they formulate the company's strategies, operational guidelines and goals for the short, medium and long term and establish criteria for implementing the resolutions of the General Meeting and the Board of Directors.

MRV EXECUTIVE BOARD FOR INSTITUTIONAL RELATIONS AND SUSTAINABILITY

Created on 03/15/2019, it leads ESG initiatives in partnership with the various areas to **seek compliance with the Sustainable Development Guidelines**, among other skills defined in the By-laws.

GRI 2-12 | 2-13

Responsibilities in impact management

Managers of areas that may have a correlation with strategic impacts and risks are responsible for:

- Implementing internal controls recommended by the Risk area
- Ensuring the implementation of risk mitigation action plans
- Proactively identifying risks and communicating them to the Risk area (including risk of loss of opportunity)
- Applying risk management methodologies
- Identifying, documenting, recording and reporting to the Risk area all operational losses resulting from failure, deficiency or inadequacy of internal processes, controls, people and systems, or from external events
- Comply with senior management guidelines for risk management and risk appetite
- Ensure the veracity and comprehensiveness of the information contained in the indicators and controls provided

The Risk and Opportunity Analysis is conducted by the Risk and Audit Team, which discusses it with the GRC committee, and is submitted to the Board of Directors at least every six months. The impact treatment – whether positive or negative – is escalated to the business area responsible for carrying out the mitigation. The progress of projects and mitigation actions is followed up by the same Risk and Audit team until their conclusion (impact mitigated or persistence as a strategic business risk).

GRI 2-16

Communicating crucial concerns

The communication of crucial concerns is addressed through the Internal Risk Exposure Diagnosis Report, issued every six months. General risk monitoring is periodically monitored and assessed by the Risks area and reported to Senior Management and the GRC and Privacy Committee.

In 2023

29 risks

were identified, connected with environmental, social and governance issues, of various natures: environmental, cyber, conjuncture, credit, image, legal/regulatory/compliance, liquidity, market and operation.

GRI 2-14

Building the Sustainability Report

The Executive Board of Institutional Relations and Sustainability works to prepare the Annual Sustainability Report at each of its stages, with the valuable support of management from various areas of the Group – both for gathering information and for validating it. Leaders of the different MRV&CO Group companies are also involved.

- The **information is gathered** through thematic interviews involving Officers and Managers from the focus area, as well as Managers and Coordinators from the Institutional Communication and Sustainability areas and a partner consultancy; the data is collected through the Climas platform and involves, in addition to the consultancy partner, the Sustainability area.
- The entire **repertoire is analyzed jointly** by Sustainability, a specialist consultancy and the Communications department, which coordinates the creation of the content.
- The **approval of the information** is coordinated by the Sustainability area, which directs the relevant topics to each area and company for validation by the respective managers during the content writing process.
- After approval, all the material is consolidated into the final format of the Report by the Institutional Communication area, for the Audits required for publication. The information is subject to **third-party assurance**, as can be seen in the Verification Letter at the end of the Report.

GRI 2-17 | 2-23

High governance: knowledge and commitment

In order to develop the Group's Culture of Integrity and the alignment and participation of Senior Management, MRV&CO Group seeks to ensure the **commitment of its leaders and their knowledge of ESG subjects.**

CEOs and Executive Officers actively participate in discussions on the ESG strategies of the companies and the Group. An example of this is the personal accompaniment of CEO Eduardo Fischer and Executive Officer of Institutional Relations and Sustainability Raphael Lafeté in the progress of the SBTi target studies and in deciding which proposals are in line with the Group's macro business strategy.

In 2023, in line with our commitments to the UN Global Compact Principles and the Sustainable Development Goals (SDGs), the Board of Directors unanimously approved linking the Executive Board's Profit Sharing Program to the achievement of ESG targets:

- Directors and Executive Officers taking courses on MRV&CO Code of Conduct and Culture of Integrity, either as a refresher course or upon joining the company
- Permanence in the ISE Portfolio
- Greenhouse gas emissions reduction initiative by scope 1, 2 and 3
- Escola Nota 10 Initiative (as recommended by the People Committee)



GRI 2-15 | 2-24 | 2-25 | 2-26 | 2-27 | 406-1 | 205-1 | 205-2 | 205-3 | 3-3

Compliance, Transparency and Integrity

A culture of integrity
experienced by people.

Integrity in MRV&CO Group is not an idea – it is an everyday experience. We maintain responsible business conduct, based on transparency and respect in our relationships, which spreads throughout all levels of the organization.

Our Culture of Integrity takes shape in the governance instruments that make it a reality. Highlights include the Integrity Program, a comprehensive Code of Conduct, MRV&CO By-laws, specific Policies and Regulations for MRV, Sensia and Luggo, and Urba's exclusive Integrity Program.

See more:
Ethics and Integrity
Documentation

But there is also a fundamental point:
everyone's commitment.

For this to happen, crucial subjects – who we are and who we want to be, our way of thinking, acting and relating – are shared in various ways: in solid and accessible knowledge bases, in internal communication, in interactions with suppliers and partners, with dedicated training and retraining, and by the example and watchful eye of leaders.

We experience shared responsibility for Integrity and Transparency, which is bolstered by information, commitment and learning; and which continuously nurtures and reinforces our Culture of Integrity – inspiring actions, guiding organizational strategies and coming to life in everything that happens at MRV&CO.

MRV AND THE 100% TRANSPARENCY MOVEMENT

The 100% Transparency Movement is the first initiative to foster corporate transparency in Brazil, mobilizing companies to fight against corruption in order to achieve the SDGs of the 2030 Agenda. Organizations are engaged in 5 ambitious goals, and empowered to go beyond legal obligations and strengthen their transparency and integrity mechanisms.

MRV was a pioneer in joining and since 2022 it has been an ambassador of the Movement, assuming a position of reference: more than acting, **we inspire leaders and companies in positive and effective practices** and reinforce our commitment to the agenda of promoting integrity and the partnership with the Brazil Global Compact Network of the United Nations (UN), of which MRV has been a signatory since 2016.

The company's journey of participation and engagement with the 100% Transparency Movement has been fundamental in the development of concrete actions to achieve the 5 ambitious goals by 2030 – such as the transparency of the Compliance and Governance structure (included in MRV&CO Sustainability Report since 2022) and the inclusion of a Compliance goal in the variable remuneration of the organization's Statutory Executive Board, connected with the goal for 100% Integral remuneration of Senior Management.

GRI 2-15 | 2-24 | 2-25 | 2-27

Integrity Program

Comprehensive agenda, pragmatic vision, action at all levels: this is how we involve people in the daily practice of Integrity.

MRV&CO Integrity Program fosters **positive attitudes and perceptions** about the Group, the companies, the brands and the collaborators.

With a profound impact on the strength of the Culture of Integrity and the institutional image, it increases trust in relationships, protects the reputation of the organization and its people and contributes to increasing the market value of the Group and its companies, insofar as it enables and strengthens anti-corruption and transparency mechanisms.

See more:
Integrity Program

The Integrity Program is present in people's daily lives through actions at all levels of MRV&CO Group companies and is coordinated by the Compliance area. In practice, it mobilizes MRV&CO's corporate instruments to **prevent, identify and solve ethical deviations, fraud and irregularities**. It is structured around pillars that contribute to strengthening ethical conduct:

- Commitment and support from senior management
100% of senior management Executive Officers have undergone training on MRV&CO Code of Conduct and Culture of Integrity
- Reputational assessment of third parties
- Integrity risk assessment
- Integrity Training
- Communication
- Code of Conduct, Integrity policies and procedures
- Confidentiality Channel and Consequence Management
- Continuous monitoring

CONTROL, MONITORING AND AUDITING MECHANISMS

- Annual external audit
- Quarterly report on the main activities to strengthen the culture of integrity and risk prevention for monitoring by the Statutory Governance, Risks and Compliance Committee
- Reporting meetings to the Board of Directors

**PRO-ETHICS SEAL:
THE HIGHEST RECOGNITION FOR
INTEGRITY AND ETHICS IN THE
BRAZILIAN CORPORATE ENVIRONMENT**

The Integrity Program and voluntary commitments to national and international entities based on integrity, transparency, fairness and corporate responsibility made MRV the first construction and real estate company to be awarded the Pro-Ethics Seal in 2020-2021.

At the end of 2023, the company received the distinction again, raising its score to 71, being one of the 84 organizations approved and recognized by the initiative carried out more than a decade ago by the Comptroller General of the Union (CGU), in partnership with Ethos Institute.

The evaluation of integrity programs identifies and encourages the adoption of good practices, while also making companies aware of their important role in the fight against corruption.

GRI 2-24

Code of Conduct

MRV&CO Group's guide to business and relations. Built on our values, it brings together ethical and behavioral guidelines for collaborators and partners, customers, public officials, suppliers, third parties and others.

Collaborators must know, respect, comply with and enforce the Code of Conduct. It is the benchmark for actions and decisions, inside and outside the companies, to preserve the credibility and reliability of people and the Group – and is the subject of mandatory periodic training for everyone. Failure to comply with its rules (as well as the laws in force) is unacceptable – and is subject to the punishments described in the **Consequences Policy**.

**See more:
Code of Conduct**

GRI 2-24

Compliance Policies

Rules and recommendations based on the best standards in business ethics practices, with specific subjects (Anti-Corruption, Consequences, Risk Management, Donations and Sponsorships, among others) and approved by the Board of Directors.

The Policies set out our approach to Compliance, in full alignment with MRV&CO's goals and strategy, and show our commitment to transparency and excellence in Governance.

**See more:
By-laws, Policies
and Regulations**

GRI 2-15

Conflicts of Interest

MRV&CO is gradually improving its mechanisms to **prevent and avoid conflicts of interest**.

Information on this type of situation is periodically disclosed to stakeholders in public documents – such as the Reference Form, available on the Investor Relations website.

Information on people linked to members of the Board of Directors, Executive Board and Committees is also monitored and controlled on an annual basis, in order to better comply with Accounting Standard CPC 05 (which addresses transactions with related parties) and CVM Instruction 44 (which addresses movements in the Company's shares).

The Annual Link Declaration Campaign

Since 2021, the Annual Link Declaration Campaign has been held: this is the time for all collaborators to declare personal links with other collaborators, suppliers or public officials and to report parallel activities. With a dedicated technological platform, the process is made easier for declarants and the Compliance area.

The analysis of the declarations is shared with the Audit, Human Development, Attraction, Institutional Relations and Controllershship areas for recording and dealing with them.

Encouraging participation and mobilizing the entire team, the Annual Campaign boosts declarations, which previously took place via one-off calls on the Talk to Compliance channel.

Related party transaction policy

Defines the guidelines to ensure that all decisions, especially those involving related parties, are taken in a transparent process, with the interests of the Group and its shareholders in mind.

Managers' role

It is vital that managers serve the organization loyally, and that the interests of MRV&CO Group always take precedence over the personal interests of the decision-makers.

In case of conflict of interest, even a potential one, the manager must report the situation and is prevented from participating or even intervening in the operation/decision. He/she must record his/her impediment in the minutes of the Board of Directors or the Executive Board.

If a manager who may have a potential private gain from a decision does not disclose his conflict of interest, any other member of the body to which he belongs may do so.

GRI 2-27

Compliance with laws and regulations

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

For MRV&CO, 'significant' means any legal or regulatory non-compliance that may materially affect its ability to carry out its activities or that may adversely affect its economic, financial or operating condition.

GRI 2-25

MRV&CO Compliance Area

The Compliance area acts broadly in favor of Integrity aspects in the Group:

- Preventing, detecting and remedying breaches of the Code of Conduct and other policies the non-compliance with which may go against our principles and values;
- Managing the Integrity Program
- Preventing, through due diligence, real and potential sustainability risks in the qualification, contracting and monitoring of suppliers and in the Group's activities.

With the dynamic support of committees and agents, the area contributes to ensuring that the Culture of Integrity takes place on a daily basis, has the participation of many and comes to life in internal and external initiatives; and that collaborators, partners and suppliers disseminate "doing the right thing, always" as the axis of MRV&CO's work.

Compliance: 2023 highlights

Integrity on the Agenda

Collaborators trained by Compliance, with scripts and supplementary materials developed by the areas, bring learning and reflection on essential topics that should be part of everyday life to the teams at the end of the day – construction sites and stores – in face-to-face awareness-raising moments. There were four editions this year.

See more on Communicating integrity

Policy Application Training

Online and face-to-face, they favor the practical application of policies, especially at the Group's operating sites. As an example of the dissemination of knowledge, we have seen greater and more correct use of communication channels and whistleblowing instruments.

4th Ethical Perception Survey

Confidential survey to measure the assimilation and experience of collaborators in relation to ethics in their area, in leadership and in the Group. This is very important feedback for evaluating current integrity actions and defining future moves.

- **Participation: 56%** of eligible administrative collaborators
- **eNPS of Ethical Perception: 70** points, showing that collaborators understand the subject.

Integrity in Practice Workshops

In-person sessions for different areas on the Integrity Program and Code of Conduct guidelines

- Mundo da Casa: 43 collaborators
- Contracts and Receipts: 74 collaborators
- Supplies: 132 collaborators

Annual declaration of personal and professional ties campaign

Annual and compulsory for all collaborators, whether or not there is a link to declare.

Disclosure of the gifts directive

Collaborators and suppliers have been duly informed that, in order to avoid conflicts of interest and maintain relationships guided by ethics and integrity, the Code of Conduct prohibits the receipt of items other than institutional gifts with the company's logo. Suppliers are also advised not to offer gifts, presents or hospitality.

Compliance: 2023 highlights

Confidential Channel Live

A moment to explain, demystify and give visibility to the work of the Confidential Channel and to show its importance in identifying ethical deviations and fighting against fraud, harassment, labor violations, corruption, etc., while also clarifying the appropriate disciplinary, administrative and/or remedial measures. The subjects presented were also reinforced by the publication of cuts from the live in the form of content pills.

Qualifications and specific training:

- Anti-discrimination and Confidential Channel for Diversity Committee: 25 participants
- Preventing and Fighting Against Moral and Sexual Harassment for CIPA at the head office: 12 participants
- Moral and Sexual Harassment and Discrimination
 - Security Guards and Doormen Collaborators (head office): 12 participants
 - Third-party cleaning service providers (head office): 22 participants
- Fraud prevention in sales to Commercial: 235 participants in 2 editions
- Luggo Integrity Training: 72 participants

Participation in the Good Practices – Procurement event

Introducing the Compliance area and the interface of integrity and ethics subjects in the activities of the Supplies areas

Integrity Guardians: qualification and missions

The Integrity Guardians are selected collaborators who are committed to MRV&CO's values. They are multipliers of the culture of always doing the right thing, in the different realities of the group. In addition to disseminating the Integrity guidelines, they help to identify non-conformities and become a support channel for all collaborators.

In 2023, the Guardians promoted the culture of integrity in **2 missions** focusing on the Talk to Compliance and Confidential channels and on the topic of Privacy and Data Protection. Also noteworthy was the **We Always Do the Right Thing Moment**, which raised awareness among teams about conflicts of interest and the fight against corruption and fraud.

GRI 205-2 | 412-2

Communicating integrity

The engagement of everyone in MRV&CO Group is vital for a consistent movement to fight against corruption, misconduct and unethical practices

Strengthening the culture of doing the right thing is always ensured by broad access to different formats of knowledge and capacity-building on the subject:

- Communication about the Integrity Program, Code of Conduct and Anti-Corruption Policy via internal network to all areas
- Training and workshops to reinforce values and commitments
- Actions in diversified and engaging formats, such as theaters and campaigns
- Senior leaders acting as spokespersons for principles and instruments of integrity, ethics and transparency
- **Integrity Guardians:** volunteer collaborators who become benchmarks for practices and behavior in their areas and locations

Collaborator capacity-building and mobilization

Collaborators with digital access must undergo **mandatory training** (e-learning) on the Code of Conduct and Culture of Integrity. The platform has accessibility for the disabled. Learning is verified and an electronic signature is requested on a Term of Adherence to the Code of Conduct and Anti-Corruption Policy.

In 2023, of the collaborators with internet access...



Data related to MRV, Luggo and Sensia

Integrity is made up of people who are aware that every attitude makes a difference.

TRAINED COLLABORATORS • CODE OF CONDUCT AND CULTURE OF INTEGRITY

JOB CATEGORY	CODE OF CONDUCT			CULTURE OF INTEGRITY		
	TRAINED	ELIGIBLE	%	TRAINED	ELIGIBLE	%
Apprentice/Intern	590	638	92%	591	599	99%
Coordinator	44	45	98%	49	50	98%
Officer	0	3	0%	1	1	100%
Manager	52	52	100%	55	57	96%
Administrator	10	11	91%	13	13	100%
Operational	1	12	8%	2	2	100%
Professionals	1,107	1,202	92%	1,067	1,086	98%
Supervisor	57	57	100%	57	57	100%
Board	3	5	60%	-	-	-
Presidency	1	1	100%	-	-	-
TOTAL	1,865	2,026	92%	1,835	1,865	98%

Specific resources are used for work in stores without internet access:

- **Integrity Kit:** materials to disseminate and clarify the Code of Conduct’s subjects
- **Integrity on the Agenda:** a face-to-face moment to raise awareness about human rights, ethics and integrity

INTEGRITY ON THE AGENDA 2023

SUBJECT	OCCUPATIONAL SAFETY TECHNICIANS	OWN AND THIRD-PARTY COLLABORATORS AT CONSTRUCTION SITES	MANAGERS IN STORES	BROKERS IN STORES
Privacy and protection of personal data	163	6,816	77	712
Diversity and anti-discrimination with focus on the LGBTQIAPN+ public	166	7,699	105	1,065
Confidential Channel and Talk to Compliance	156	7,009	137	1,709
Preventing and fighting moral and sexual harassment	139	6,552	109	1,136

Engagement and information for suppliers

Transparency in relations and ethical practices with regard to suppliers in MRV&CO Group are reinforced and requested in various ways:

- We require suppliers to **accept the Code of Conduct** and download the guidelines material
- The **contracts** contain clauses on awareness of and adherence to the Code of Conduct and Anti-Corruption Policy
- The Supplier Portal, a support platform for financial queries and doubts, gives **access** to the Code of Conduct and the Confidential Channel.
- **Recurrent communication on ethics and integrity:** in order to establish business relationships based on integrity, the fight against corruption and the exercise of free competition, MRV&CO's suppliers and partners receive a monthly e-mail encouraging them to join the Movement for Integrity in the Engineering and Construction Sector (MISEC) and to adopt good compliance practices. *MISEC seeks to transform the engineering and construction sector with good compliance and integrity practices.*
- **Capacity-building actions** to fight against corruption and promote integrity
 - Treinamento presencial e virtual para 594 colaboradores na sede
 - Face-to-face and virtual training for 594 collaborators at head office
 - Integrity in Business Moment: 240 collaborators trained in fraud prevention
 - Training on Code of Conduct guidelines



100%

of suppliers and third parties

are informed that, by registering, they accept and undertake to follow the guidelines of MRV&CO Code of Conduct and the Golden Rules for interaction with public authorities.

GRI 2-26

Communication Channels

Open channels so that integrity can flow every day.

Communication spaces dedicated to transparency and integrity are key instruments of governance. Uncomplicated, accessible and known by all collaborators, over the years they have seen increasing adherence and effective use – a reflection of the relationship of trust between companies and teams.

Talk to Compliance

The ethical consultation tool for MRV&CO collaborators. A direct channel that responds quickly and records history and management for calls of various kinds:

- Clarification of doubts and general guidance
- Expressing ethical concerns
- Declaration of gifts and presents (practice provided for in the Code of Conduct)
- Request for Integrity Assessment / Due Diligence
- Engagement letters
- Official Letters

In 2023:

430

calls dealt with

Integrity Assessment Due Diligence: 162
Declaration of gifts and presents: 137
Engagement Letters: 77
Questions and Guidance: 54

GRI 2-16 | 406-1

Confidential Channel

Exclusive channel for securely recording occurrences of unethical conduct and breaches of the Code of Conduct, MRV&CO's internal guidelines and standards or the legislation in force, to be investigated by the Risks area and by Internal Audit after screening and processing the information.

Behaviors such as ethical misconduct, corruption, harassment, discrimination, conflict of interest, improper financial transactions, theft, fraud, manipulation, favoritism/collusion, improper payment or receipt, information leaks, among other irregularities, can be reported.

- For internal and external audiences – own and third-party collaborators, suppliers, partners, customers
- Reports may or may not be anonymous, but confidentiality is always guaranteed
- Available 24 hours a day, every day
- Service via telephone, website or e-mail, operated by an independent and specialized company, ensuring absolute confidentiality of the information exchanged and appropriate treatment of each situation
- Safe complaint: MRV&CO's Code of Conduct does not allow for retaliation or punishment of anyone who raises doubts, questions or reports in good faith.
- After the complaint protocol has been closed, a satisfaction survey is available to the whistleblower

In 2023:

1,253

reports received dealt with by the Risk and Audit area

54% anonymous

46% identified

55%

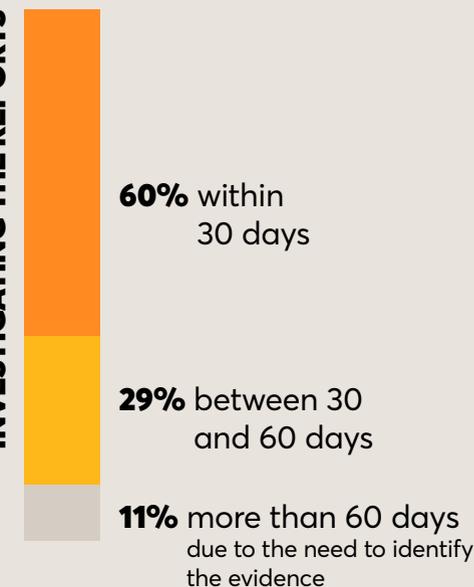
of qualified reports confirmed

with appropriate measures applied in accordance with the Code of Conduct, which addresses disciplinary measures

REPORTS ENTRY



INVESTIGATING THE REPORTS



- Website: www.canalconfidencial.com.br/mrv/
- E-mail: canalconfidencialmrv@br.ictsglobal.com
- Phone: 0800 888 2833 [Monday to Friday from 9:00 a.m. to 5:00 p.m.]

Follow-up and presentation of Confidential Channel results

Whistleblowing management dashboards are made available to stakeholders on a quarterly basis, showing the volume of complaints compared to previous periods, the percentage of qualified and unqualified reports, the number of complaints by type, the number and type of measures applied and satisfaction survey data.

In addition to this reporting, the results of the Confidential Channel are submitted to the Governance, Risks, Compliance and Privacy Committee and the Board of Directors, and recorded in Minutes of Meetings.

Since June 22, MRV&CO has provided whistleblowers with a satisfaction survey through its Confidential Channel.

Internal Audit's work

MRV&CO's Internal Audit department is responsible for investigating and analyzing 100% of the complaints recorded through the Confidential Channel or coming from other sources, such as corporate e-mails, the Executive Board/Presidency or meetings and interviews with the various departments.

As stipulated in the Regulations for the Analysis and Investigation of Reports/Complaints, all reports received through the various channels or by the Risk and Internal Audit team are recorded in the Risk Manager system and forwarded to the auditor.



GRI 205-1 | 205-2 | 205-3

Anti-Corruption

In order to do the right thing there's only one way to conduct business and relationships: with ethics and transparency

The prevention and fight against corruption takes place in a systemic, structured and constant way, at all times, at all levels, articulated by different skills – Governance, Risk Management, Compliance, Legal, Internal Audit.

The anti-corruption guidelines are applicable to all collaborators and third parties who have dealings with the Group's companies. They are explicit in the Code of Conduct, the Anti-Corruption Policy and the Relationship Policy with Suppliers, Service Providers and Intermediary Agents. There are no exceptions to compliance.

Senior Management is informed of the anti-corruption procedures and policies adopted by MRV&CO via quarterly reports to the Governance, Risks and Compliance (GRC) and Privacy Committee and to the Audit Committee on the activities carried out by the Governance, Risks, Compliance and Privacy areas. Annual reporting to the Board of Directors is undertaken as well.

MRV&CO's Code of Conduct and Anti-Corruption Policy are available in full on the websites of [MRV Investor Relations](#) e do [MRV Integrity Program](#).

In 2023, 100% of collaborators, senior management and members of governance bodies had been informed of MRV&CO's anti-corruption procedures and policies.

100% of MRV&CO Group's operations are assessed for risks connected with corruption. These are significant risks connected with corruption identified by risk assessment:

- The existence of complaints made through the Confidential Channel
 - The list of declarations of links that have potential conflicts of interest
 - Donations and sponsorships
 - Situations of undue requests by representatives of public entities
- Among others.

**See more:
By-laws, Policies
and Regulations**

During 2023, there were no cases of corruption reported at MRV&CO.

INTEGRATION THAT FAVORS EVOLUTION

In general terms, our most significant goal is to maintain integration and organization between the various anti-corruption actions so that they are a component of strategic planning. Recurring participation in national and international initiatives and commitments – such as the UN Global Compact, the 100% Transparency Movement, Net-Zero, MISEC, sponsorship of congresses on integrity in Minas Gerais – shows our commitment to the agendas that revitalize our position. The goals are challenging, but we are constantly maturing in our approach to sustainability.

Risk Management

A clear vision of risks and their relationship with sustainability is fundamental to promote an ethical context that is culturally aligned with ESG principles within MRV&CO Group.

The topic has evolved rapidly at MRV&CO – covering key issues such as ethics, integrity, virtuous and sustainable relationships, an environment of integrity, society, the environment, among others – through the strategic and wide-ranging work of the Governance, Risks and Compliance (GRC) area.

The GRC contributes directly to consolidating and encouraging adherence to the various integrity instruments, as well as to **identifying and properly managing risks** – including reputational, structural, financial, corruption-related, environmental and social risks.

Aware of the potential level of impact of our activities on different stakeholders, we have established stringent risk management processes. Careful assessment and measurement of risks helps to remedy potential negative impacts and take advantage of possible opportunities. The treatment to be given takes into account the criticality level and risk appetite dimensions, and may result in

- **adjustment** of processes and controls for correction;
- definition of **contingency processes** to minimize any damage caused, or
- if there are opportunities for positive impacts on society or the environment, **acceptance of the associated risk**, as decided by senior management and the Board of Directors

Management process

MRV&CO's Risk Management process is based on the ESG pillars and its main goals are to align management with the Group's strategy, fully consider negative impacts and opportunities and ensure that risks and their impacts are taken into account in decision-making.

Defined on the basis of the best market practices, it takes as its starting point the various activities carried out at the most different levels of the organization and is consolidated in a comprehensive and dynamic **Risk Matrix**, which is constantly updated.

Risks can be identified through different sources of information – such as specific mappings, internal and external audit reviews, leadership and collaborator evaluations, reports of behavioral deviations, NPS indexes, organizational climate surveys and initiatives of the Ser Sangue Verde program. The data generates an integrated reading that constantly feeds the interested areas with indicators that help improving practices and policies.

We apply the **three defense-line** understanding of to risk management:

- **1ST LINE:** all business and support areas, which must ensure effective risk management within the scope of their direct organizational responsibilities
- **2ND LINE:** Risk and Compliance area, acting in an advisory and independent manner with the business and support areas to assess and report on the management carried out by the 1st line.
- **3RD LINE:** Internal Audit, which must give independent opinions on the risk management process, the effectiveness of internal controls and corporate governance.

The general monitoring of Strategic and Process Risks is assessed by the Risks area and reported for discussion to senior management and the Governance, Risks, Compliance and Privacy Committee, by means of the **Internal Risk Exposure Diagnosis Report**, issued every six months.

The risks monitored are evaluated to **measure the level of exposure** to which MRV&CO is subject, using three variables:

- probability of a given event occurring
- impact (potential or not) generated by the risk if it materializes
- maturity and efficiency of existing controls

With the accelerated evolution of MRV&CO Group in the ESG sphere, environmental, social and governance issues have become essential in risk analysis and investment decisions, and are deeply associated with the Risk Matrix.

In addition to Matriz's formal risk diagnosis process, the Group's executives are responsible for periodically (at least every six months) reporting all identified or potential impacts to their respective executive boards, as well as outlining mitigation, acceptance or treatment strategies.

Risk management policy: maturity and responsibility

In order to establish the guidelines for identifying, assessing, communicating and dealing with the risks and opportunities generated as a result of the operation, MRV&CO Risk Management Policy advocates joint action by corporate governance and management bodies, with well-defined responsibilities:

Board of Directors:

- Approving the guidelines contained in the Risk Management Policy
- Defining the functional structure of the Committees and Departments relevant to Risk Management
- Monitoring risks
- Assessing and approving updates to the Strategic Business Risk Matrix

Governance, Risk, Compliance and Privacy Committee

- Assessing and monitoring risk exposures, supervising the management process
- Ensuring the adequacy, strengthening and functioning of internal control systems to reduce, eliminate and/or mitigate existing risks and prevent potential risks, with recommendations for improving policies, practices and procedures
- Disseminating the culture of risk management and internal controls to ensure strict compliance with all applicable laws, rules and regulations
- Deciding on the recommendations made by the Risk area
- Assessing updates to the Strategic Business Risk Matrix

Presidency and Executive Board

- Supporting the decisions of the Board of Directors and the Governance, Risks, Compliance and Privacy Committee with regard to risk mitigation
- Fostering the dissemination of risk management culture
- Establishing the level of risk appetite in accordance with the general guidelines defined by the Board of Directors, considering the risk versus return ratio
- Providing human, financial and technological resources for implementation of effective internal controls and risk mitigation strategies

Risk Management and Internal Auditing

- Drawing up, reviewing and disseminating the Risk Policy
- Supporting the identification, assessment, communication and treatment of Strategic and Process Risks
- Periodically reporting Strategic and Process Risk assessments to senior management
- Monitoring the development, implementation, performance and improvement of the risk management framework
- Recommending control mechanisms and action plans to mitigate identified risks and draw up business continuity plans
- Monitoring internal controls, indicators, mitigation actions, proposing, implementing and assessing the level of compliance of processes
- Monitoring compliance with the risk appetite in risk management
- Spreading the culture of risk management, internal controls and business continuity

GRI 3-3 | 418-1

Privacy and Data protection

Respect for privacy and data protection is respect for business, relationships and people.

Every day, we deal with a huge amount of data relating to our stakeholders – customers, direct and indirect collaborators, neighboring communities, suppliers, partners, shareholders.

Mutual trust is the basis of our relationships. MRV&CO Group goes beyond legal requirements and today plays a leading role in ensuring data privacy and security, the management of which is one of the differentials of our business.

Our maturity in Privacy and Data Protection is reflected in the emphasis MRV&CO places on the subject. Significant investments in information security result in a robust structure and 24/7 monitoring, which consistently receive positive marks from insurers.

Data privacy and security monitoring is carried out by the area using its own system, involving, among other things, phishing tests and the support of the Confidential Channel and Talk to Compliance.

We clearly understand the crucial nature of security challenges, cyber crises and compliance with the General Data Protection Act (LGPD) itself. In order to deal with possible crisis scenarios, MRV&CO set up the Multidisciplinary Crisis Committee to mitigate possible damage to the organization by taking action to restore the effects that could impact the company. The Group's Data Protection Officer (DPO) is a member of the Crisis Committee.

The **actual and potential impacts** connected with the area are monitored every six months in MRV&CO's strategic risk matrix, which assesses existing controls and possible cases of data leakage. In this context are the practices to mitigate negative impacts, connected with the insurance contracted, which covers, in addition to data security, training for collaborators (administrative and construction) on cyber intrusion and data privacy – which also enhances the effects of positive impacts.

In order to avoid conflicts of interest, the area dealing with processes and subjects relating to Privacy is independent from the other departments and is part of the Governance, Risks, Compliance and Privacy Department (GRC), with autonomy to report directly to the Board of Directors.

In 2023:

zero

proven complaints
regarding breach of
customer privacy

complaints received from
regulatory agencies

leaks relating to personal
data of identified clients

PRIVACY PORTAL:

In the second half of 2023, the Privacy area developed and made available, through the institutional website, the Privacy Portal – an official channel for matters connected with the protection of data subjects and the General Data Protection Law (LGPD) itself. On the Portal, holders can exercise their rights under the law, as well as finding out about MRV's privacy policy.

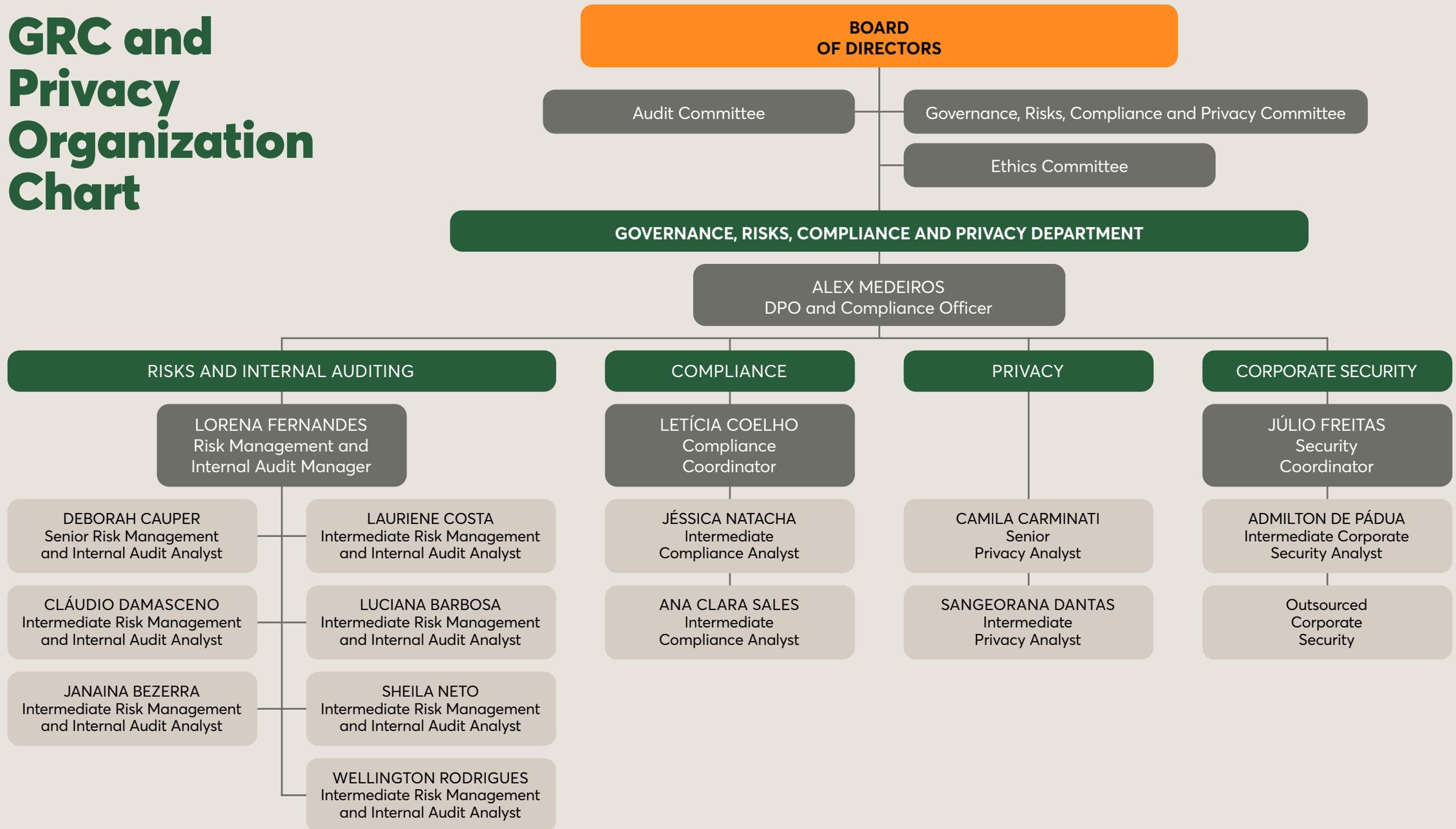
COOKIE PREFERENCES:

In 2023, the Privacy area finished the adjustments regarding the cookie banner on electronic sites, including the "Cookie Preferences" option, as directed by the National Data Protection Authority (ANPD). With the adequacy, holders have the option to accept or not a certain type of cookie and can change their preferences at any time during their browsing on MRV&CO's websites.

CULTURE OF PRIVACY AND DATA PROTECTION:

The training sessions encourage the application and dissemination of the privacy policy guidelines and the concepts of the General Data Protection Act and practical actions in the handling of personal data by the business areas in their activities. In addition to one-off training sessions, the privacy area uses MRV&CO's communication channels to keep collaborators informed about current and relevant subjects in the subject.

GRC and Privacy Organization Chart



DUE TO MRV&CO GROUP'S DIFFERENTIATED SHAREHOLDING IN THE ORGANIZATION, SOME INDICATORS ARE REPORTED HERE SPECIFICALLY FOR URBA.

CORPORATE AND SOCIAL RESPONSIBILITY

GRI 2-15 | 2-26 | 2-27 | 406-1 | 205-1 | 205-2 | 205-3

Urba was born with extensive governance coverage and is looking to grow in the ESG area.

- **Integrity Program:** launched in 2020, it connects the company, leaders and collaborators to improve compliance in practices and processes – in line with the best environmental, social and governance practices.
- **Compliance and Internal Audit:** independent and autonomous area, with all the human, financial and technological resources; linked to the Board of Directors.
- **Talk to Urba Compliance:** direct channel for receiving and analyzing statements and requests, available to collaborators with access to e-mail
- All the statements received by Talk to Urba Compliance in 2023 have been duly dealt with and the declarants have received formal feedback from the area.
- **Governance, Risks and Compliance Committee:** an advisory, deliberative and permanent collegiate body. It advises the Board of Directors and supports the maintenance of high standards of governance and ethics in the Urba ecosystem.
- **Code of Conduct, Policies, Standards and Procedures:** guidelines for the professional conduct of collaborators, reinforcing the public commitment to ethics, honesty, integrity, transparency and compliance with legislation.

In 2023, there were no complaints of corruption.

RECOGNITION

The company has received ESG awards that contribute to collaborator engagement and speed up the implementation of initiatives.

SOCIAL



Social

Only with people,
dreams that change
the world are possible.

People give MRV&CO's business its deepest sense of reality and relevance.

Your wishes and needs are the motivation for our products and services.

The changes that impact your expectations inspire the new for us.

People also fulfill not only the work, but the purpose at MRV&CO.

They build apartments. They connect each customer with the ideal housing solution.

They materialize our culture and are behind every result.

No wonder the "S" in ESG has a special weight in our vision of Sustainability. It's people who give it its most tangible dimension. It's not MRV&CO Group that makes sustainability real – it's people, living it in their daily lives, as agents, as players, as people who do and is on the focus of every movement.

GRI 3-3

People Management

People at MRV&CO are protagonists, they are the reason and make it happen.

Each MRV&CO collaborator generates value and differentials. And makes the business go on and on.

Individual talents and skills combined with collective skills and experiences are the most important resource for achievement and innovation. That's why the Group's people management engages, includes, values, encourages and empowers people, in a variety of ways and in all our spaces – works, administrative offices and commercial fronts. Not just because it's right, but because it's smart.

A housing platform with solutions that welcome diversity, value individuality and embrace different profiles only emerges from companies with these same characteristics.

The high level of excellence we have defined for our people management is a great responsibility, with our Sangue Verde team and all those who are impacted by our activities. And it goes far beyond mere compliance with standards and laws: it goes through comprehensiveness; through our values; through the achievement of our ideals. And it comes alive in the legitimate attention paid to those who are at the center of everything and contribute to results every day: people.

People are MRV&CO's strength.

That's why we become stronger when we drive human and professional development of our people –
with proper remuneration that values their knowledge and skills;
with inspiring, motivating and safe working environments;
with diversity and inclusion, multiplying our visions and perspectives;
with unconditional respect for rights.

And we're not alone.

We extend our vision of people management wherever possible to our value chain, contributing to an ethical, balanced, fair, diverse and happy ecosystem.

OUR PEOPLE MANAGEMENT POLICY

To ensure excellence and the engagement of our team, MRV&CO is guided by guidelines that favor the attraction and retention of talents and encourage the development of skills, diversity and inclusion:

- Fostering the extensive development of all collaborators
- Maintaining training programs for business areas and on corporate culture that support collaborators in carrying out their duties and incorporating the company's values
- Develop leadership for current and future challenges, forming a team of successors for key positions in the company
- Training young professionals with the potential to take on specialist and leadership positions in the future
- Developing HR programs and processes that support the strategies of the business areas, in partnership with internal consultants
- Carrying out engagement and retention projects, such as integration, appreciation, among others
- Developing engagement actions, connecting people to the values and to MRV&CO Group

Human Development as culture

The Human Development area has a significant presence in the senior leadership, with representation on the People Committee and the Board of Directors, evidencing the value of relevant agendas to MRV&CO Group's senior management and promoting transversal and multidisciplinary discussions between different areas.

Organized into different verticals, the area's central and integrating role underlines the importance of the Social axis within MRV&CO Group's ESG universe.

Responsible for a wide range of actions, programs and initiatives, DH works over the long term, based on a dynamic vision of our values and cultural skills, on key subjects that sustain and enhance our internal human ecosystem:

- career development and human resources mapping
- capacity-building and education
- attracting, retaining and accelerating talents
- diversity
- involvement and engagement of the internal public

The cultural alignment, the capacity to update and the capillarity of the actions make DH in MRV&CO Group a valuable instrument in positioning ourselves as a reference in the market. Our people management must inspire progress in goals and practices.

Human Development is largely responsible for setting the pace for cultural evolution, equity and inclusion in MRV&CO Group. It is a partner in the sustainability of the business: by attracting talent, developing people, equipping leadership, promoting the continuity of what works, introducing new approaches in the face of changes in the world, the area contributes to behavioral, operational and financial results, the generation of positive social impacts and the strengthening of our values.

Ser Sangue Verde: the people who make MRV&CO happen, in focus

The entire MRV&CO team has the Ser Sangue Verde Program: a wide range of actions aimed at collaborator appreciation, interaction and well-being, and an important vector for disseminating corporate culture and cultural skills to the entire team.

With consistent communication as an essential tool, the Program is constantly being transformed in order to reach the widest possible audience and respond to people's needs and demands in multiple aspects – health, psychological safety, well-being, organizational climate and much more.

It currently includes more than 20 internal initiatives, benefits actions, partnerships and much more, developed together with the People and Diversity and Inclusion Committees. Get to know some of them:

- **Sua Mente:** one-off psychological support in the form of brief psychotherapy
- **Você no Seu MRV:** special conditions for collaborators when buying MRV and Sensia properties or Urba plots
- **Host:** leveraging affirmative policies, we enable caregivers of people with disabilities to have a more flexible work routine
- **Given Name Rectification:** legal support for changing documents for collaborators who identify as trans people
- **Filhos a Bordo:** support to fathers and mothers at MRV&CO, during childbirth, adoption and leave, including birth aid (PASI), continuity of food benefits and flexible working hours after maternity leave, among other benefits.
- **Bebê a Bordo:** support for pregnant women at MRV&CO, from pregnancy to the postpartum period, with monitoring and guidance for future mothers (and fathers). Pregnant women receive personalized monitoring by a specialized team – doctors, obstetric nurses, psychologists and nutritionists (when necessary), via telephone and free of charge, at intervals appropriate to their gestational health, up to one month after the baby is born.
- **Happy Birthday:** 1 day off at the collaborator's choice
- **Flexible start and end of working hours,** with options of the collaborator's choice
- **Bridge holiday:** allocation of hours to extend moments of rest and leisure
- **Your style:** freedom and security for individual collaborator expression
- **Partnership** with Gympass, facilitating access to gyms throughout Brazil
- **Discount partnerships:** Home World, energy bill savings, Allya, Dell

GRI 2-7 | 2-8

Collaborator Profile

BY GENDER AND MRV&CO GROUP COMPANY

COMPANY	WOMEN		MEN		TOTAL
	#	%	#	%	
Luggo	102	60.7%	66	39.3%	168
MRV	3,858	21%	14,506	79%	18,364
Resia	14	63.6%	8	36.4%	22
Sensia	12	41.4%	17	58.6%	29
Urba	129	44%	164	56%	293
TOTAL	4,115	21,8%	14,761	78,2%	18.876

Data extracted from the SAP HCM system in Excel. The information is based on assets as at 12/31/2023 – Calculation using a base segregated by state, compiled by region of the country. Apprentices and interns have part-time records, they are workers who are not employees. Other full-time and permanent employees. Additional information is available in the Annexes section of this Report.

In 2023, MRV also had

- 6,085 workers who are not Group employees, concentrated in long-term contracting and subcontracting activities.
- 2,772 workers who are not employees, with short-term contracts to meet specific demands.
- 981 apprentices/interns

BY GENDER AND REGION (BRAZIL)

REGION	WOMEN		MEN		TOTAL
	#	%	#	%	
Center-West	286	29.2%	695	70.8%	981
Northeast	508	14.4%	3,026	85.6%	3,534
North	161	15.9%	854	84.1%	1,015
Southeast	2,663	25.7%	7,698	74.3%	10,361
South	497	16.6%	2,488	83.4%	2,985
TOTAL	4,115	21.8%	14,761	78.2%	18,876

PERMANENT

REGION	WOMEN		MEN		TOTAL
	#	%	#	%	
Center-West	263	27.9%	678	72.1%	941
Northeast	470	13.5%	3,006	86.5%	3,476
North	140	14.4%	833	85.6%	973
Southeast	2,319	23.9%	7,371	76.1%	9,690
South	421	15%	2,394	85.0%	2,815
TOTAL	3,613	20,2%	14,282	79,8%	17,895

TEMPORARY

REGION	WOMEN		MEN		TOTAL
	#	%	#	%	
Center-West	38	65.5%	20	34.5%	58
Northeast	38	65.5%	20	34.5%	58
North	21	50%	21	50%	42
Southeast	344	51.3%	327	48.7%	671
South	76	44.7%	94	55.3%	170
TOTAL	502	51.2%	479	48.8%	981

GRI 405-1 | 406-1

Diversity, Equity and Inclusion

GENDER X JOB CATEGORY MRV&CO GROUP

JOB CATEGORY	FEM		MASC		TOTAL
	#	%	#	%	
Apprentice/Intern	502	51.2%	479	48.8%	981
Board			3	100%	3
Coordinator/Specialist	505	48.9%	527	51.1%	1,032
Officer	7	13.2%	46	86.8%	53
Manager	101	37%	172	63%	273
Operational	782	6.3%	11,567	93.7%	12,349
Presidency	1	25%	3	75%	4
Professionals	2,215	53.1%	1,955	46.9%	4,170
Board of Directors	2	33.3%	4	66.7%	6
Supervisory Board			3	100%	3
Board (Audit Committee)			2	100%	2
TOTAL	4,115	21.8%	14,761	78.2%	18,876

President Rubens Menin is a member of the Board of Directors, but has not been reported in the table above due to his job category.



AGE X JOB CATEGORY MRV&CO GROUP

JOB CATEGORY	UP TO 30 YEARS OLD		30 TO 50 YEARS OLD		OVER 50 YEARS OLD		TOTAL
	#	%	#	%	#	%	
Apprentice/Intern	950	96.8%	31	3.2%			981
Board			5	35.7%	9	64.3%	14
Coordinator/Specialist	288	27.9%	714	69.2%	30	2.9%	1,032
Officer			36	67.9%	17	32.1%	53
Manager	13	4.8%	240	87.9%	20	7.3%	273
Operational	2,815	22.8%	7,134	57.8%	2,400	19.4%	12,349
Presidency			2	50%	2	50%	4
Professionals	2,262	54.2%	1,766	42.4%	142	3.4%	4,170
TOTAL	6,328	33.5%	9,928	52.6%	2,620	13.9%	18,876

ETHNICITY X JOB CATEGORY MRV&CO GROUP

JOB CATEGORY	YELLOW		WHITE		INDIGENOUS		NOT INFORMED		BROWN		BLACK		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	
Apprentice/Intern	2	0,2%	351	35.8%			223	22.7%	338	34.5%	67	6.8%	981
Board			12	85.7%					2	14.3%		0.0%	14
Coordinator/Specialist	14	1.4%	591	57.3%	3	0.3%	101	9.8%	276	26.7%	47	4.6%	1,032
Officer			48	90.6%					5	9.4%		0.0%	53
Manager	5	1.8%	207	75.8%			10	3.7%	45	16.5%	6	2.2%	273
Operational	71	0.6%	1,958	15.9%	15	0,1%	2,734	22.1%	6,401	51.8%	1,170	9.5%	12,349
Presidency	1	25%	3	75%									4
Professionals	53	1.3%	1,626	39%	8	0,2%	708	17.0%	1,434	34.4%	341	8.2%	4,170
TOTAL	146	0.8%	4,796	25.4%	26	0,1%	3,776	20.0%	8,501	45.0%	1,631	8.6%	18,876

PERSONS WITH DISABILITIES X JOB CATEGORY MRV&CO GROUP

JOB CATEGORY	HEARING IMPAIRMENT		PHYSICAL DISABILITY		INTELLECTUAL DISABILITY		MENTAL DISABILITY		VISUAL IMPAIRMENT		N/A		REHABILITATED		TOTAL
	QTD	%	QTD	%	QTD	%	QTD	%	QTD	%	QTD	%	QTD	%	
Apprentice/Intern											981	100%			981
Board											14	100%			14
Coordinator/Specialist	1	0.1%	4	0.4%					1	0,1%	1,026	99,4%			1,032
Officer											53	100%			53
Manager			1	0.4%							272	99.6%			273
Operational	50	0.4%	228	1.8%	10	0.1%	15	0.1%	104	0.8%	11,927	96.6%	15	0,1%	12,349
Presidency											4	100%			4
Professionals	21	0.5%	95	2.3%	9	0.2%	6	0.1%	50	1.2%	3,988	95.6%	1		4,170
TOTAL	72	0.4%	328	1.7%	19	0.1%	21	0.1%	155	0.8%	18,265	96.8%	16	0.1%	18,876

Diversity and Inclusion Committee

The effective incorporation of people with disabilities into the workforce is a contextual challenge in Brazil. MRV&CO Group has been working on specific inclusion initiatives and on internal programs and integration and awareness-raising actions in our various environments.

The Diversity and Inclusion Committee is an extremely important step in MRV&CO Group's ESG maturity. Made up of people from different hierarchical levels, positions, regions, cultures, ethnicities, affective-sexual orientations and gender identities and people with or without disabilities, the committee works to promote important subjects and disseminate information about diversity and inclusion in the corporate environment, carrying out specific actions to engage and raise awareness.

GRI 405-1

Diversity & Senior leadership

The diversity agenda is highlighted by MRV&CO’s senior leadership. The People Committee and the Human Development area act assertively to ensure that this topic receives permanent attention.

In terms of gender, we are experiencing a period of progress – a confluence of the Group’s strategy with internal demands: today, there are 17.6% of active women in senior leadership positions, with consistent projects for 2024 to foster a real crop of new leaders in our ranks – especially for engineering management.

Regarding racial diversity, the challenges focus on getting more black and minority people into senior leadership positions, with planned moves that target both external and internal audiences.

The global challenge of ethnic diversity in leadership is also in focus at MRV&CO: we understand that this is an aspect with great room for improvement in the Group’s companies:

GENDER, AGE, ETHNICITY IN MRV&CO SENIOR MANAGEMENT • MRV, SENSIA, LUGGO

Companies/brands the shareholding control of which is fully concentrated in MRV&CO Group.

JOB CATEGORY	GENDER		AGE		ETHNICITY	
	MEN %	WOMEN %	30 TO 50 YEARS OLD %	OVER 50 YEARS OLD %	WHITE %	BROWN %
Board of Directors	71.4%	28.6%	28.6%	71.4%	100%	
Executive Board	88.9%	11.1%	55.6%	44.4%	88.9%	11.1%
Governance, Risks, Compliance and Privacy Committee	50%	50%	75%	25%	100%	
People Committee	60%	40%	40%	60%	100%	
Operations Committee	100%		33.3%	66.7%	100%	
Innovation Committee	100%		50%	50%	100%	
Legal Committee	80%	20%	60%	40%	100%	
Audit Committee	100%		33.3%	66.7%	100%	
Ethics Committee	75%	25%	75%	25%	100%	
Finance Committee	100%		40%	60%	80%	20%

Diversity in the making

Construction is a historically men-dominated sector – especially on building sites. Even today, the gender distribution figures at MRV&CO reflect this: we have 21.8% women in our general workforce (operations in Brazil).

We are evolving on this issue. At all levels, from senior management to the construction site, women are gradually taking their place – in our companies and in the industry.

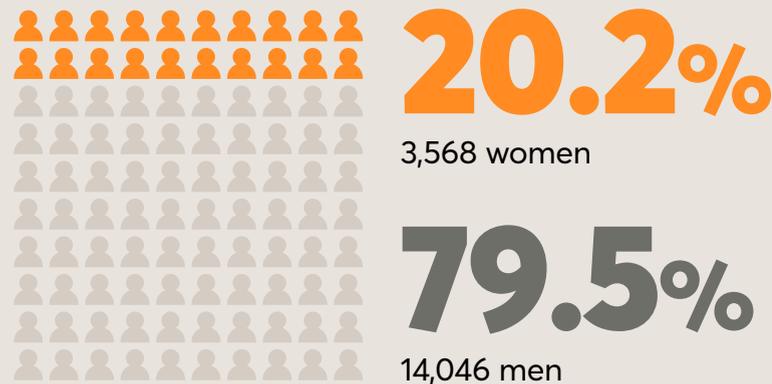
Strengthening the presence of women, and especially women leadership in the construction industry, is fundamental to a diverse outlook (and performance) at MRV&CO, as it represents a closer connection with our stakeholders. **Our goals by 2030 are to reach 45% women in leadership positions and 30% women in the company.**

The dimensional metrics of the Corporate Sustainability Index (ISE) are important indicators for assessing the growth and consolidation of the Group's strategies in terms of Diversity and alignment with SDG 5 – Gender Equality, highlighting opportunities:

- structurally rethink different areas in order to increase women's participation – especially at the construction site
- promote the training of specialized female labor at different levels to encourage this participation

NON-LEADERSHIP

[Total 17,614 collaborators]



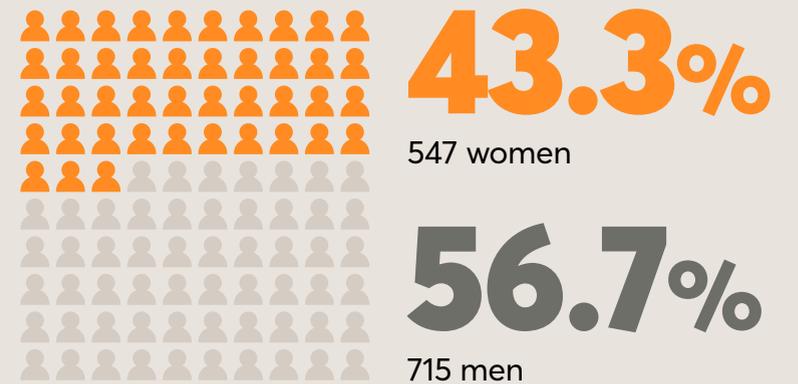
IN MRV&CO GROUP

[Total 18,876 collaborators]



LEADERSHIP

[Total 1,262 collaborators]



Diversity: 2023 highlights

MRV&CO Group maintains a series of **affirmative actions** and programs and other targeted capacity-building, access and incentive actions. Diversity is a daily exercise, which is why small and large measures are present in the spaces, practices and attitudes of each person in MRV&CO Group.

Thematic lives

- Mother's Day
- International Women's Day
- LGBTQIAPN+ Pride
- Father's Day
- Sangue Verde Speech: Diversity & Inclusion at MRV&CO
- Customer Day (with focus on diversity)
- Black Awareness

Them by Them 2.0

Women's Mentoring Program carried out in partnership with the Education and Diversity & Inclusion areas, in which women leaders inspire and guide other women in their professional development. In addition to mentoring, it is a sorority program that strengthens women protagonism in the company. There were 30 active pairs in 2023.

Diversity week

First edition of the event, which aims to strengthen the subject of Diversity and Inclusion in Minas Gerais. Held in partnership with Anglo American, Belgo Arames and Fundação Dom Cabral, the Week shows the companies' commitment to transformation and their willingness to work together for a more diverse and inclusive society.

Sign language course

With content on audiovisual aids, conversation, theoretical and practical lessons, memorization dynamics, acting and representation of possible situations in the company, the course is offered free of charge and is 30 hour-long. 30 people completed the course.



Diversity: 2023 highlights

And more:

- Diversity topics in the Leader Development Program – such as inclusive leadership, diversity in selection processes and LGBTQIAPN+ literacy
- Integrity on the Agenda with focus on Diversity and Inclusion, in approximately 160 works
- Awareness-raising in works, using in-house radios to make collaborators aware of the diversity issue
- Program + apprenticeship, in partnership with the education team, with an apprenticeship track focusing on young apprentices
- Racial Workshop to discuss the progress of racial issues in the Group and the construction of corporate targets in the racial equity pillar
- Intensification of the Open Doors program to receive technical visits at MRV works
- Strengthening Women's Leadership through projects aimed at strengthening women senior leadership layer, including initiatives for women in engineering management
- Parenting Booklet, developed based on recommendations from pediatricians, recognized publications and various experiences to support the journey of mothers and fathers
- Given Name Rectification Support for trans collaborators
- Inclusive restroom signage
- Brokers 60+: capacity-building for brokers over 60, qualifying them to return to the job market.
- Affirmative trainee program
- Diversity and inclusion guide for suppliers.
- Amplia Program, an engineering learning network for construction sites: growing actions focused on diversity and inclusion by race and gender, in addition to those aimed at workers with impairments
- Recognition of the SER Sangue Verde Program as winner of the Employer Branding Brasil (EBB) Award in the "Best Collaborator Experience" category, among more than 200 cases enrolled and 21 finalists evaluated by 30 judges and 150 voters
- Idiversa B3: MRV is one of 75 companies listed on B3's Latin American Diversity Index

In 2023, the Risks and Internal Audit area dealt with **16 reports of discrimination at MRV&CO – 6 of which were confirmed and forwarded for appropriate administrative measures** in accordance with the Code of Conduct, which addresses disciplinary measures

In addition to the application of the measures provided for (such as formal warning, suspension, dismissal with or without cause, blocking of suppliers, among others), **training** is carried out by the Compliance, Diversity and Human Development areas.

GRI 2-19 | 2-20 | 2-21 | 2-30 | 202-1 | 202-2 | 401-1 | 401-2 | 401-3 | 402-1 | 405-2 | 407-1

Remuneration

Fair and balanced pay values people. With a clear remuneration policy and well-defined criteria for determining levels and values, MRV&CO Group has made progress in this area. One aspect of great importance and always in focus is the issue of gender pay equity, where we have seen constant progress in recent years.



GRI 2-20

How is remuneration determined at MRV&CO?

To define collaborator remuneration, MRV&CO Group considers three perspectives:

- **From the employer:** foster the knowledge, skills and behaviors required for business success
- **From the employee:** remuneration as part of an attractive value proposition that they understand and support
- **Cost:** remuneration costs are sustainable and do not jeopardize other investments

SENIOR MANAGEMENT

The remuneration of the statutory board is determined

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

Remuneration and the structure of non-operational positions are governed by the Mercer methodology, applied by most of the world's large companies. The method establishes the internal relative value of different positions within an organization through their jobs, units, divisions and geographies. It can be linked to market remuneration data, favoring internal and external equity of positions, in a consistent and reliable process for determining hierarchy and a grid/class structure.

Specialized external consultants are involved from time to time to review the scenario and remuneration references.

GRI 2-19 | 401-2

Remuneration Policy MRV&CO

The components of MRV&CO's remuneration play different roles in the short, medium and long term. There is a strong link to results, and this way the Group ensures sustainable remuneration, which does not depend on the commitment of other investments.

Fixed remuneration

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

Short-term incentives

Variable remuneration in the form of profit sharing (PLR), which rewards the achievement and surpassing of individual, area and company targets aligned with the budget, strategic planning and competition.

In the book of MRV&CO targets linked to the PLR of the statutory directors and CEOs, there is a Sustainability target, relating to the priority environmental and social goals of the management cycle.

The variable remuneration of 100% of senior management Executive Officers has integrity criteria relating to ESG targets in the PLR.

Long-term incentives

Stock option plan aimed at strengthening employee retention and aligning interests with shareholders in creating sustainable, long-term value for the business. The purchase of shares must take place within stipulated terms and conditions.

Benefits

The benefits provided under law and others offered by MRV&CO complement the social assistance benefits. They include:

- Life insurance
- Private pensions
- Medical assistance
- Impairment and disability allowance
- Maternity and paternity leave
- Pension fund and benefit plan
- Food allowance

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

Attraction bonuses or recruitment incentive payments; termination payments; clawback; retirement benefits: not applicable.

FIXED REMUNERATION

Directors (pro-labore)
Statutory and non-statutory officers
Other collaborators

VARIABLE REMUNERATION

target-related and according to position and area
Chairman of the Board of Directors
Statutory and non-statutory officers

STOCK PURCHASE OPTION PLAN

exercised within the time limits and under conditions stipulated in the Stock Option Plan.
Directors
Statutory and non-statutory officers

BENEFITS

Statutory and non-statutory directors (life insurance, private pension and medical assistance)
Other collaborators

GRI 401-3

Parental leave

At MRV&CO Group, all employees are entitled to parental leave. All fathers, including adoptive fathers, have their paternity leave extended to 10 days.

MRV, Sensia, Urba, Resia (Brazil) in 2023:

298 collaborators had parental leave

192 paternity leaves
106 maternity leaves
 [100% of collaborators entitled to parental leave]

After leave

297 collaborators returned to work

192 men [100%]
105 women [99.05%]

Of the workers who returned, the following remained with the company for up to 12 months

184 collaborators

115 men [59.9%]
69 women [65.7%]

GRI 401-1

Hiring and Turnover

$$\frac{(\text{TOTAL HIRED} + \text{TOTAL TERMINATED}) / 2}{\text{AVERAGE STAFF FOR THE PERIOD}} = \text{TURNOVER RATE}$$

TURNOVER GERAL

COMPANY	HIRED	RATE OF NEW HIRES	TERMINATED	AVERAGE STAFF	TURNOVER
Luggo	56	33.3%	54	143	38.4%
MRV	8,383	45.6%	12,248	18,453	55.9%
Resia	9	40.9%	6	21	35.4%
Sensia	14	48.3%	8	18	62.9%
Urba	77	28.2%	273	332	52.7%
TOTAL	8,539	45.2%	12,589	18,967	55.7%

TURNOVER WITHOUT APPRENTICE/INTERN AND YELLOW HELMET

COMPANY	HIRED	RATE OF NEW HIRES	TERMINATED	AVERAGE STAFF	TURNOVER
Luggo	55	33.1%	51	142	37.3%
MRV	1,415	24.0%	1,852	6,116	26.7%
Resia	8	38.1%	3	21	26.2%
Sensia	14	48.3%	8	26	42.3%
Urba	39	19.4%	136	225	38.9%
TOTAL	1,531	24.3%	2,050	6,530	27.4%

GRI 2-21 | 202-1 | 202-2 | 405-2

Proportions of remuneration

The practice of fair and balanced remuneration is one of the ways of attracting and retaining talents at MRV&CO.

PROPORTION OF TOTAL ANNUAL REMUNERATION

Scope: all collaborators of all MRV operations (Brazil). Part-time collaborators are included in the calculation base and no differentiated rates were taken into account in the calculation connected with them.

$$\frac{\text{ANNUAL TOTAL REMUNERATION OF THE HIGHEST PAID INDIVIDUAL}}{\text{AVERAGE ANNUAL TOTAL REMUNERATION OF ALL EMPLOYEES (EXCLUDING THE HIGHEST PAID)}} = \mathbf{20,379\%}$$

$$\frac{\text{PERCENTAGE INCREASE IN THE TOTAL ANNUAL REMUNERATION OF THE HIGHEST PAID INDIVIDUAL}}{\text{PERCENTAGE INCREASE IN THE AVERAGE TOTAL ANNUAL REMUNERATION OF ALL EMPLOYEES (EXCLUDING THE HIGHEST PAID)}} = \mathbf{0\%}$$

considering monetary remuneration (basic salary + PLR + commissions/awards)

LOWEST SALARY X MINIMUM LOCAL SALARY

Lowest salary at MRV&CO: **bricklayer**, **220% of the minimum wage**, the same for men and women.

LOCALLY-HIRED EXECUTIVE BOARD MEMBERS

Geographical definition: country of operation

- MRV, Luggo, Sensia and Urba: 100%
- Resia: 15%

AVERAGE SALARY AND REMUNERATION FOR WOMEN AND MEN

Gender equality in companies – especially in a segment that has historically been mostly of men – is a sensitive issue for MRV&CO. Today, in the Professionals job category (which covers construction sites), women earn 1% more than men; however, in the other categories there are differences that need to be mitigated. All operational units were taken into account in the evaluation.

JOB CATEGORY	<u>WOMEN</u> <u>MEN</u>
Coordinator / Specialist	92%
Officer	92%
Manager	91%
Operational	79%
Professionals	102%

2-30 | 407-1

Collective bargaining agreements

- 100% of MRV&CO collaborators are covered by collective bargaining instruments and all are represented by unions that hold collective bargaining negotiations. We don't have any employees who aren't covered by a union and its respective collective bargaining instruments, and we follow the CCTs of the categories as a rule. *We currently have 95 unions representing our workers.*
- MRV&CO complies with the legislation that ensures free association; therefore, no obstacles are created to the practice, nor is there any specific incentive.
- Significant operational changes that could substantially affect workers are communicated at least four weeks before they are implemented

See more:
MRV&CO Reference Form

Attraction, retention & inclusion

The life-changing power of our housing solutions comes from the talent, diversity and satisfaction of our team. We believe in **stimulating work experiences** – in a safe and healthy environment, with positive relationships, adequate remuneration and a fine balance between performance and professional growth.

Our practices include structured trails and programs for the entire team – from interns, trainees and underage apprentices to the highest levels; inclusion and diversity promotion programs; internal engagement and benefits programs; and an accurate selection process aligned with the Group's values.

More than just an essential element for recognition as a valuable employer brand, our focus on valuing people is indispensable for the quality, innovation and sustainability of MRV&CO's business.

Selection process

For each job opportunity at MRV&CO, we look for the professional who is best aligned in terms of culture and skills. And this is only possible with transparent, fair and equitable processes that are open to everyone, without age, gender or any other restrictions.

Whether for new collaborators or changes of position or area for professionals who are already part of the team, the processes always follow the same structure, with flexibility for adjustments according to the level or profile of the vacancy, or local specificities. We have adopted a specialized technological platform for greater traceability and monitoring of selection process indicators.

The selection processes take place for all areas of MRV&CO, regardless of level. The only exception is the possible absorption of operational professionals ("yellow helmet" level) directly at the construction sites, due to the dynamics of the sites themselves.

JOB APPLICATION

Area leadership requests the opening of the position for recruitment from the Attraction team, according to the needs of the sector and budget availability.

PROFILE ALIGNMENT

Alignment of appropriate skills and expectations of the position with those responsible for the area.

VACANCY ANNOUNCEMENT

Except in strategic positions where confidentiality is essential, the vacancy is publicized in various ways: MRV&CO and the company's website, social media, 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 when relevant.

MRV&CO also carries out selection processes aimed at specific profiles (affirmative vacancies) in order to align the number of professionals with aspects of diversity and inclusion.

CV SCREENING

According to the criteria and levels of demand established for the position.

INTERVIEW WITH HR

Individual format or group dynamics.

TESTS

On a proprietary platform, involving behavioral skills and cultural fit with the company and the target area, as well as an assessment of technical skills if relevant.

INTERVIEW WITH MANAGER

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



Experience surveys

MRV&CO applies the eNPS methodology (a metric of collaborators' positive attitude towards the company they work for) to monitor the team's perception of aspects such as the corporate environment, infrastructure, health, well-being, professional development, leadership, among others.

We value the direct impact that this perception has on the organizational climate, operational results and, especially, the life quality of each person.

EXPERIENCE SURVEYS 2023	APPLIC. PERIOD	eNPS
Leadership Assessment	May	+59
Feedback evaluation (non-leader)	May	+72
Feedback evaluation (leader)	May	+76
Journey	October	+39
Onboarding	n/a	+71
Offboarding	n/a	+41

GRI 404-1 | 404-2 | 404-3

Capacity-building and Development

MRV&CO Group's capacity-building and development management encompasses actions for all internal stakeholders, in aspects ranging from the housing platform itself to technical improvement trails and career plans. The initiatives have their **own technological platform** that leads our professionals through structured learning paths, as well as specific programs in the different environments – administrative head office, stores and construction sites.

Culture, skills and collaborator experience: the pillars of a movement that inspires, empowers and involves each person in MRV&CO Group.

We thoroughly map out points of interaction and new opportunities and demands in each area, with the aim of **strengthening technical skills and cultural and behavioral skills in a continuous process** that is specific to each job and area, and which is a requirement for the collaborator. The pipeline that goes all the way up to senior management is constantly replenished through development and acceleration programs, which qualify professionals on their growth path.

COLLABORATOR JOURNEY JOURNEY SURVEY

An instrument for monitoring the quality of each worker's experience at MRV&CO, which accompanies them from their entry into the Group, at periodic checkpoints, to their eventual termination, focusing on the collaborator's view of their day-to-day professional experience over time.

**ONBOARDING
SURVEY**
[7, 30, 90, 180 dd]

**'JOURNEY'
SURVEY**

**LEADERSHIP
SURVEY AND
FEEDBACK**

**OFFBOARDING
SURVEY**

GRI 404-1

Qualification and Education

Training and qualifying people is more than developing careers and talents: it is **paving the way for prosperity**, both for MRV&CO Group and for each Sangue Verde person.

In 2023:

7,533

collaborators trained

3,916 men

3,617 women

4h28min
average training time

GENDER	TOTAL TRAINING TIME	AVERAGE TRAINING TIME
Male	15681:22:12	4:00:16
Female	17969:33:00	4:58:05

JOB CATEGORY	#	TOTAL TRAINING TIME	AVERAGE TRAINING TIME
Administrative	2,481	15768:44:24	6:21:21
Administrative/Work	3,368	9060:55:48	2:41:25
Intern	797	3622:33:00	4:32:43
Coordinator	212	1382:38:24	6:31:19
Apprentice	310	2071:19:48	6:40:54
Administrator	241	1500:46:12	6:13:38
Executive Administrator	35	193:21:36	5:31:28
Works	37	15:30:00	0:25:08
Statutory President	2	2:37:12	1:18:36
Officer	40	29:08:24	0:43:43
Statutory Director	10	3:20:24	0:20:02

GRI 404-2

Training and Qualifications: 2023 highlights

PDL 2022/2023 – Leadership Development Program

MRV&CO's main corporate development program, aimed at Executive Managers, Managers, Coordinators and similar positions. For the 2022/2033 cycle, we worked on developing the skills and behaviors expected of our leaders. The initiative is widely publicized internally, including through the program's final report.

Desenvolver Platform's technical and behavioral courses

Desenvolver is MRV&CO's LMS platform, accessible to all MRV&CO administrative collaborators, with a network login and password. It offers various training courses (mandatory and optional), organized into learning paths connected to MRV&CO's Skills. The courses are publicized via internal communication and directly to the collaborator.

- **Mandatory courses:** Code of Conduct, Culture of Integrity and Information Security, HSE and QMS
- **Behavioral Trails:** Self-development; High performance; Self-management, Learning to lead
- **Technical Trails:** Engineering trail – Assistants, analysts and engineers; BIM Journey
- **Commercial Trail:** Leading in Commercial
- **Additional Courses:** Office 365; basic and advanced Excel

Decola Corporativo Program

- **Accelerating careers:** development program aimed at coordinators and similar positions identified as potential talents for MRV&CO. The aim is to accelerate professional development, strengthening skills and abilities to take on new and greater challenges in the organization. Although there is no guarantee of a change of position linked to the program, it prepares leaders to be ready should the opportunity arise. In 2023, 29 professionals took part.
- **Career transition assistance:** offered to facilitate continued employability and end-of-career management due to retirement or termination of employment.

The Decola Corporativo Program has nothing to do with retirement or termination of employment.

Escola Nota 10 Program: education and citizenship

The Escola Nota 10 program brings literacy, basic education and capacity-building to MRV&CO's construction sites, creating opportunities for training and personal and professional development for collaborators in the workplace itself.

Led by the Sustainability area and with management support from MRV Institute, the Program has trained more than 4,800 students throughout Brazil in more than 10 years, contributing to their qualification and the exercise of their citizenship. The goal is ambitious: 100% of our workers literate.

Basis of action:

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

In 2023:

322

certified students

45

schools

+ than BRL 1 million
invested

87%

attendance

97%

NPS

GRI 404-3

Performance Evaluation

MRV&CO professionals have their performance evaluated using parameters established in a **Performance Management Cycle**. More than 250 career committees, involving leaders and individual collaborators, conduct the evaluation with transparency, applying clear criteria closely connected with the cultural skills of the companies and the Group.

CAREER COMMITTEE

Moderated by HR, leaders are involved in an in-depth evaluation of the collaborators in their groups, using the Nine Box methodology. By comparing individual performance and potential axes, the method identifies positive highlights and makes it possible to modulate approach strategies for professionals with points to be improved, involving structured one-to-one feedback, among other support measures and subsequent evaluation, fulfilling a series of goals:

- Map the team so that the leader is able to make management decisions and carry out development actions
- Give visibility to talents
- Create opportunities for growth
- Promote mechanisms for retaining and preparing successors
- Manage the pipeline of the entire organization

Performance Management Cycle

The maturity of MRV&CO Group's talents fosters our success. And in order to achieve the potential of each collaborator, we maintain a phase-structured cycle to monitor their performance, for a clear perspective of the possibilities available for development.

At the end of the year, the Performance Management Cycle evaluates the skills of leaders and non-leaders (in the works, the "white helmets") to identify talent, potential successors and internal and merit movement cycles, and to implement the relevant actions. The process takes place in 4 pipelines (Individual Collaborator, People Leader, Leader of Leaders and Business Leaders) with specific behaviors expected for each of them.

Eligible professionals complete a **self-evaluation and are evaluated by their direct leaders**, taking into account their attitude and deliveries in terms of 5 cultural skills, with scores of up to 5 making up an average. At the end, evaluations and averages are disclosed in a meeting between leader and mentee for feedback, in a constructive dynamic that values career development in the Group's companies.

The Performance Management Cycle has been continuously applied and calibrated for five years. Its evolution, consolidation and transversal nature mature the Group's people management, enabling efficient succession mapping for the entire pipeline.

In 2023: **5,064** collaborators submitted to the Performance Management Cycle

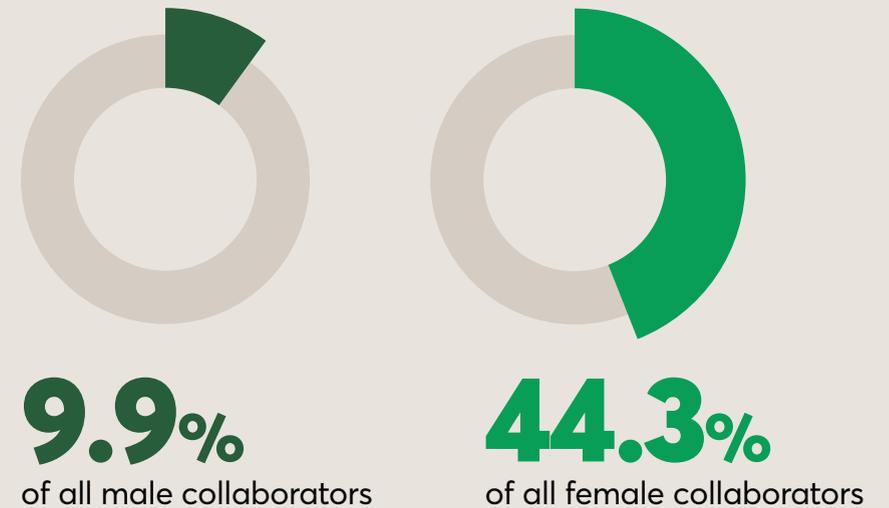
27% of MRV&CO's total collaborators

21% of leaders

Of the total public submitted to the Performance Management Cycle:



COLLABORATORS WHO RECEIVED A PERFORMANCE EVALUATION



JOB CATEGORY	NO	YES
Apprentice/Intern	100%	
Board	100%	
Coordinator/Specialist	15.9%	84.1%
Officer	44.9%	55.1%
Manager	7.8%	92.2%
Operational	99.9%	0.1%
Presidency	100%	
Professionals	47.8%	52.2%
TOTAL	82.7%	17.3%

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

Health and Safety

Valuing our people requires an attitude of prevention, protection and respect for life which is reflected in daily practices.

The continuous mapping of risks, the constant promotion of occupational health and safety at all levels, the participatory processes and the educational and awareness-raising actions show how Occupational Health and Safety are priorities for MRV&CO Group.

We follow and excel the most demanding market standards and requirements, and we make planning, dialog and information our great allies in fulfilling our commitment to the physical and mental well-being of our direct and indirect collaborators.

Our businesses impact thousands of people every day; we are in a field of work characterized by a multiplicity of inherent risks. For this reason, the HSE area at MRV&CO has an energetic, proactive and wide-ranging activity, aiming for the best performance in our operations.

The sustainability culture as an element of worker health and safety has been consolidated at MRV&CO. This is the result of continuous work by the HSE area, which can be seen in the daily practices integrated into operational routines, and which also counts on innovation as an important

ally – contributing to the improvement of practices and to the process of risk perception

Faced with the challenge of advancing ever faster in the area of Health and Safety, a holistic understanding of the correlation between sustainability and worker well-being has been reflected in measures and programs for our entire team – and in results that point to a significant reduction in serious accidents.



GRI 403-1 | 403-8

Occupational Health and Safety Management

To ensure continuous improvement in the performance of HSE – Health, Safety and Environment Management, MRV&CO Group has commitments that are an integral part of our Sustainability Policy.

The management of this issue is ensured and governed by **Internal Regulations** that include occupational health and hygiene topics, and is supported by the **Golden Rules of Occupational Health and Safety and respect for and responsibility towards the Environment**. The regulations contain guidelines on responsibilities, procedures and requirements for planning and conducting internal audits of the HSE Management System. The audits check the System in terms of its suitability, degree of implementation, achievement of results and compliance with the requirements established by the Group and the reference and improvement standards.

Leadership is responsible for managing internal HSE audits, with the support of the Safety, Health and Environment areas. They are scheduled and recorded on a specific form (Annual Internal Audit Plan) and sent to corporate twice a year.

Implemented in compliance with the requirements of the international standard ISO 45001:2018 (Occupational Health and Safety Management System), **MRV&CO's Occupational Health and Safety Management System** had its certification revalidated in 2023.

- **The head office, all construction sites and 100% of MRV&CO Group's workers (employees and non-employees) are within the scope of the System** and its instruments.
- At the head office in Belo Horizonte, Minas Gerais, administrative and engineering support activities are carried out for the works. At the construction sites, located in the Regional Offices in several states, activities are carried out with focus on civil construction operations.
- MRV&CO has legal requirements and data management software to control, ensure compliance with and monitor the health and safety requirements set out in collective bargaining agreements, while also ensuring that internal and external audits are fully complied with and that monthly assessments of occupational health and safety standards are carried out.

GRI 403-3

Occupational Health Services

Occupational medical care

Carried out by specialized teams and certified professionals, occupational care is available to all collaborators. Mandatory examinations under the Occupational Health Medical Control Program (PCMSO) are carried out in person at a clinic. In some locations, periodic examinations can be offered on site; when it is vital to attend a clinic, the collaborator is excused from work on the day and receives transport vouchers for the journey.

Recording health information

Each collaborator's information is recorded in medical records, with restricted access and guaranteed confidentiality. Software specialized in occupational medicine manages the data, ensuring that only the health sector has access to the digital medical records; printed medical records are stored in the occupational clinics that serve the regional offices, under medical responsibility, or in physical archives in the offices, with access restricted to the nursing technicians or occupational physicians at the location.

If the collaborator actively participates in internal health promotion programs, the occupational physician assesses the relevance of passing on health information and anamnesis data, if necessary and with caution.

GRI 403-4 | 403-5

Training, communication and prevention

In the construction industry, we are continually challenged to improve accident indicators. To this effect, MRV&CO Group companies carry out **ongoing training and information and communication initiatives focused on control and prevention.**

We have the challenge of speeding up the reduction in accident rates of all kinds. We believe that thorough observation, clear exposure of risks and health and safety information are powerful tools to bring us ever closer to ideal levels.

CIPAs

At all works and at MRV&CO's head office, there are Internal Accident Prevention Commissions (CIPAs), together with the local Specialized Service in Safety and Occupational Medicine (SESMT). CIPAs' duties include:

- monitoring the management of hazards and risks
- adopting preventive measures implemented by the organization
- recording workers' perception of risks on a risk map or other tool, with the assistance of the SESMT.
- checking working environments and conditions to identify situations that could pose risks to workers' health and safety
- drawing up and monitoring a work plan to enable preventive action in occupational health and safety
- participating in the development and implementation of programs connected with occupational health and safety
- monitoring the analysis of work-related accidents and diseases, proposing, where appropriate, measures to solve the problems identified
- requesting information from the organization on issues connected with workers' health and safety, including the Work Accident Reports (CAT) issued, safeguarding medical confidentiality and personal information
- proposing to the SESMT or to the organization, the analysis of working conditions or situations in which it considers there is a serious and imminent risk to the safety and health of workers and, if appropriate, interrupt activities until corrective and control measures have been adopted
- promoting, on an annual basis, together with the SESMT, the Internal Week for the Prevention of Work accidents (SIPAT)
- including subjects connected with preventing and fighting against sexual harassment and other forms of violence at work in their activities and practices.
- organizing events and awareness-raising programs on OHS subjects

MRV&CO maintains a standard operating procedure that establishes the guidelines for managing these committees – their constitution, attendance control, treatment and implementation of control measures, the committee's recommendations and their representativeness to workers (CIPAs are made up of representatives of the organization, employees and contractors and service providers, ensuring representativeness of own employees and third parties).

CIPA meets on a monthly basis, according to a specific schedule, and extraordinarily in the event of serious or fatal accidents, or at the request of the company or workers. The resolutions and recommendations of the meetings are available to all employees (notice board or electronic means). CIPA or its representative must take part in the meetings of governance of the works or the head office, in accordance with the specific internal regulations (REG.14 Governance and Critical Analysis of the IMS), in order to ensure coordination between SSO subjects that impact workers and the organization, thus being able to propose improvements, make requests to the responsible leaders, give their opinion and receive SSO decisions from senior management.

The RMP, PCMSO and analytical report are submitted at meetings between CIPA and workers' representatives.

HSE training

We encourage capacity-building to ensure that every worker (own or third party) has the necessary training and awareness to carry out their tasks within the requirements of the HSE System – in accordance with specific Internal Regulations (REG.09 Competence, Training and Awareness), which define responsibilities, authorities and criteria for the subject.

HSE Adaptation and Integration Training is offered to all workers of the works and at the head office, with various topics and content, such as:

- Service Orders for the job
- Sustainability Policy
- Environmental aspects and impacts and control measures
- Waste management and selective collection
- OSH hazards and risks and control measures (such as collective and individual protection measures)
- Preliminary risk analysis (APR) and work permits
- HSE inspection and behavioral assessment
- Use and care of personal protective equipment (PPE)
- Emergency response procedure (EAP)
- Handling chemical products, labeling and MSDS
- Workers' representative / CIPA (Internal Commission for the Prevention of Accidents and Harassment)
- Movement rules

Introductory and periodic training

Part of the collaborator's routine, they are directed towards the subjects and situations relevant to the various areas, environments and jobs in the companies. Some examples:

- Legal training on the relevant standards, such as NR18, NR35, NR06, NR11, NR12, NR26, NR33, among others. The level of training is monitored through audits.
- Correct use of PPE
- Emergency Brigade

Risk Perception Centers (RPCs)

Implemented at construction sites throughout Brazil, the CPRs focus on reducing accidents by continuously monitoring risks and occurrences on a daily basis, creating objective scenarios and enabling specialized agents to work pragmatically on risks. Theoretical training is given and practical aspects are simulated in a specially prepared structure – such as the use of scaffolding, scaffolding and wall lifelines, excavation, electrical and ergonomic risks and selective collection at the works.

Health, Safety and Environment Dialogues (HSED)

Held twice a week at the works, these events address prevention-related subjects on a variety of subjects. In addition, each month the construction sites receive information material on specific campaigns to disseminate quality information, raise awareness and facilitate understanding on various subjects – such as respiratory diseases, life quality, sexually transmitted diseases, mental health, among others – often in partnership with professionals, specialists and organizations.

If the works identify that the level of commitment and awareness of the workers is not adequate, it must increase the dialog with corrective or preventive actions in line with the magnitude of the problems.

Corporate HSE Area

The creation of a Corporate HSE area linked to the Production Department is a structural development that links responsibilities to site managers, with positive impact on safety rates. At monthly meetings between the Regional Executive Boards and senior management, four fundamental pillars are assessed – time, cost, quality and safety. By focusing on HSE subjects, we strengthen the connection between strategy, frontline staff and the work routine, boosting the effectiveness and capillarity of safety-oriented actions.



Service Orders (OS)

The SESMT can evaluate the effectiveness of the dissemination of OS to workers through

- Safety inspections according to SOP.029 – HSE Inspection Plan
- Behavioral audits at service fronts according to SOP.028 – Behavioral Audits
- Analysis of indicators contained in REG.07 – SGI Goals, Targets and Programs
- Monitoring of warnings/disciplinary measures applied
- among others

Evidence is generated to inform the leadership at governance meetings of the results of worker participation and consultation and compliance with legal requirements, among other indicators.

Throughout the year, there are also regular **Internal Workplace Accident Prevention Weeks (SIPAT)** and **Health, Safety and Environment Campaigns**.

Zero Fatality Program

An initiative dedicated to reducing serious accidents, inspired by benchmarking carried out in mining companies. Based on an analysis of occurrences over the last 10 years, six critical points were identified for preventive action. The program integrates with the Risk Perception Center at construction sites, training professionals and expanding the scope and effectiveness of risk monitoring actions.

Training in Service Execution Procedures

Verified by the Works team through on-site inspections or service checks (Service Verification Form); or by the Quality and Post-Delivery sector during the Quality Inspection, through inspections, service checks and interviews with collaborators.

Adaptation and Training Programs

Through the HSE Behavioral Audit – FOR.001.028 IPS, governed by a specific procedure, as well as internal and external audits of the IMS (Integrated Management System, i.e. HSE/QMS).

Consultation and worker participation

A Política de Sustentabilidade MRV&CO Sustainability Policy is committed to consulting and involving collaborators (or their representatives) in matters connected with health, occupational safety and the environment, with criteria and means defined in internal regulations.

The results are primarily addressed in the work plan and in the monthly meetings of the Internal Commission for the Prevention of Accidents and Harassment (CIPA) and the Governance meetings. According to specific regulations (REG.14 – Governance and Critical Analysis of the IMS), relevant topics for participation and consultation are presented by CIPA at Governance meetings; corporate subjects are discussed at Critical Analysis meetings (Regional and Corporate).

Main mechanisms for worker participation and consultation (own and third parties):

- CIPA Meetings
- Governance Meetings
- HSE Inspections
- Health, Safety and Environment Dialogues (HSED) *[See more in this chapter]*
- Guest Worker Satisfaction Survey (identification optional)
- Confidential Channel (identification optional)
- Security and confidentiality for complaints of deviations from legal requirements, guidelines, regulations or MRV&CO policies *[See more in the Governance chapter]*
- Notify Security (identification optional)

GRI 403-6

Promoting Workers' Health

Measures to foster the health and the physical and emotional well-being of MRV&CO workers are guided by a broad and inclusive vision, involving benefits, programs and partnerships:

- **Administrative workers:** special health and dental plan conditions available as a benefit
- **Workers at construction sites:** in accordance with the collective bargaining agreement, they are supported by the organizations that represent them
- **Partnership with non-profit Civil Associations,** which directly support the construction sector to achieve improvements in health conditions, in the form of free consultations with specialists (such as cardiologists, orthopedists, ophthalmologists, dentists, among others) and discounts (partnership available in some locations)
- **Initiatives of the Ser Sangue Verde Program,** such as Sua Mente, Bebê a Bordo and partnership with Gympass (extended to dependents of office, store, administrative and construction collaborators)

Saúde em Dia Initiative

A healthcare guidance and incentive initiative for MRV&CO collaborators. It promotes actions to encourage self-care and prevention, in line with the needs and timing of specific campaigns. The initiative takes various forms – such as exemption from co-payment for exams and consultations at specific times for collaborators with health insurance via MRV&CO, or guidance by Occupational Medicine to carry out consultations and exams at partner clinics, for employees without MRV&CO health insurance and with a medical recommendation for screening, according to their location.



Cuidando de Quem Constrói

A set of initiatives for the MRV collaborator community, materializing **our commitment to valuing physical, mental and emotional health of the worker** and reinforcing, in the team's daily routine, our transforming nature, our culture and our ideals: our purpose is to build dreams that transform the world, and it is essential to take care of those who make this happen.

The initiatives are taking place in various MRV spaces and are focused on the collaborators of the construction site. After all, they are on the front line as key agents in building better and more sustainable projects, which shape the life-changing power of the homes we deliver, and they must be at the center of multiple actions to foster **awareness, information, prevention and behavioral evolution on different topics**.

The actions are carried out throughout the year, often in line with national and international moments and movements to focus on focal subjects – such as Yellow September, Pink October, Blue November – and based on specific subjects connected with safety, health and life quality in everyday life.

The first Cuidando de Quem Constrói was held in December 2023, in partnership with Brazilian Society of Dermatology. The subject was Orange December – the month of skin cancer awareness. At the works, head office and even the MRV Arena, the action informed, mobilized and inspired collaborators and the general public with knowledge about risk factors, symptoms, prevention and much more.

In addition to reinforcing the importance of using sunscreen, which is always present at all MRV works, workers received information materials, attended lectures and had preventive consultations with dermatologists.

8 participating cities

32 medical referrals

+ than 2,900 workers

1.7 million views of the campaign's jingle thematic clip, featuring Quarteto da Arriação

GRI 403-7

Prevenção e Mitigação de Impactos

To ensure that the working environment at MRV&CO Group is always **dignified, healthy and safe**, we believe that **preventive action combined with the shared responsibility** of all collaborators, partners and suppliers and **adequate conditions** of hygiene, health, safety and well-being results in greater effectiveness in reducing risks and preventing diseases and injuries connected with work activities.

Our **goals and targets connected with occupational health and safety** include commitments to the **prevention** of injuries and diseases, the protection of the environment and the **continuous improvement** of safety, health and environmental performance, and are implemented in accordance with the Sustainability Policy, in relevant jobs and levels.

With regard to **real emergencies and accidents**, MRV&CO has an Emergency Response Plan. Its guidelines are supplemented by procedures for certain specific scenarios, with the corresponding emergency response actions. The Group is properly prepared to prevent/mitigate occupational health and safety consequences and associated adverse environmental impacts.

With regard to **actual and potential non-conformities, remedial actions and preventive actions**, we have courses of dealings aimed at identifying and remedying non-conformities and mitigating HSE consequences.

GRI 403-2

Hazard and risk management

Based on a preventive vision of action – an important value in the Sustainability Policy – MRV&CO's Occupational Health and Safety (OHS) Management System focuses on **continuous improvement and the hazard and risk management**.

The responsibilities, authorities and guidelines for **identifying hazards and assessing the risks to which own and third-party workers are exposed when carrying out their activities** are defined in the Internal Regulations (REG.03 GRO – Occupational Risk Management).

The same Regulations define the criteria for **procedures for determining and implementing the required controls on identified hazards**: elimination; substitution; engineering measures; signs, warnings and/or administrative measures; measures connected with individual and collective protection equipment.

Hazard identification/ risk assessment

Through a flow of processes – work stages, activities and tasks – hazards and risks are identified, assessed and consolidated in Hazard and **Risk Inventories (HRI)**, which are the basis for developing health programs and form part of the document that integrates the **Risk Management Program (RMP)**. Several factors are taken into account:

- Routine and non-routine activities
- Groups of exposed workers
- Activities of all people with access to the workplace, including outsourced workers (contractors and external providers) and visitors; of people in the vicinity of the workplace who may be affected by the activities; of workers at a location not under the direct control of MRV&CO
- Human factors: behavior, capacity, etc.
- Social factors: workload and working hours, victimization, harassment and bullying, leadership, organizational culture
- Hazards identified from outside the workplace and situations in the vicinity of the workplace caused by work-related activities under the control of MRV&CO
- Infrastructure, equipment, materials, substances and physical conditions of the workplace
- Layouts, processes, facilities, machinery and equipment, operating procedures and work organization, including their adaptation to the needs and capabilities of the workers involved
- Changes in activities, materials, machinery and equipment, technology, scope, among others (including temporary ones)
- Possible injuries or health problems connected with the exposures identified
- History of occurrences and incidents (incident investigation)
- Existing prevention measures
- Applicable legal obligations

The analysis of unhealthy and hazardous activities, activities with emergency hazards and unplanned situations that require immediate action to correct and return to normal is carried out using specific analysis procedures.

Identifying the root cause of incidents is essential for adopting remedial actions – elimination, replacement, engineering measures, administrative measures and measures connected with individual and collective protection equipment – that prevent recurrence or similar occurrences in other regions of Brazil.

Alert Security

A form is provided to workers (own and third parties) at the works to encourage them to report deviations and unsafe conditions. This form is placed in a ballot box and checked daily by the Occupational Safety Department, which analyzes the reports and takes the relevant measures. The collaborator's identification is optional.

In addition, the works could adopt the use of a QR Code made available onsite for workers to record deviations identified.

CIPA

The results of worker participation and consultation are primarily addressed in the work plan and monthly meetings of CIPA (Internal Commissions for Accident Prevention and Harassment) and at Governance meetings. The relevant outputs will be presented by CIPA at the Governance meetings, in accordance with specific regulations. Governance and Critical Analysis) and corporate subjects will be discussed at the Regional and Corporate Critical Analysis meetings.

Right of Refusal

Guaranteed under the Consolidation of Labor Laws (CLT), it is a safety tool that ensures to workers the right to interrupt a work task if they believe it involves a serious and imminent risk to their safety and health (and/or that of other people). The Refusal to Work form is available in an easily accessible place for everyone.

The Sustainability Policy and its Code of Conduct keep our commitment to act in compliance with applicable laws. We encourage the correct use of the Right of Refusal tool through constant publicity and in the DSSMA, and we ensure that there will be no reprisals for proper use.

Internal Regulations

In order to continuously improve the performance of HSE management and in accordance with the commitment made in the Sustainability Policy, we have specific internal regulations for analyzing and investigating incidents that occur in all workplaces under MRV&CO's responsibility. Specific committees are formed, according to the guidelines and orientations of these regulations.

Communication and Investigation

The incident reporting and investigation process is computerized, using Obrasoft, a management platform applied nationwide. In the event of serious or fatal accidents and the identification of situations of serious and imminent risk, CIPA is extraordinarily convened, in accordance with Regulatory Standard N. 5.

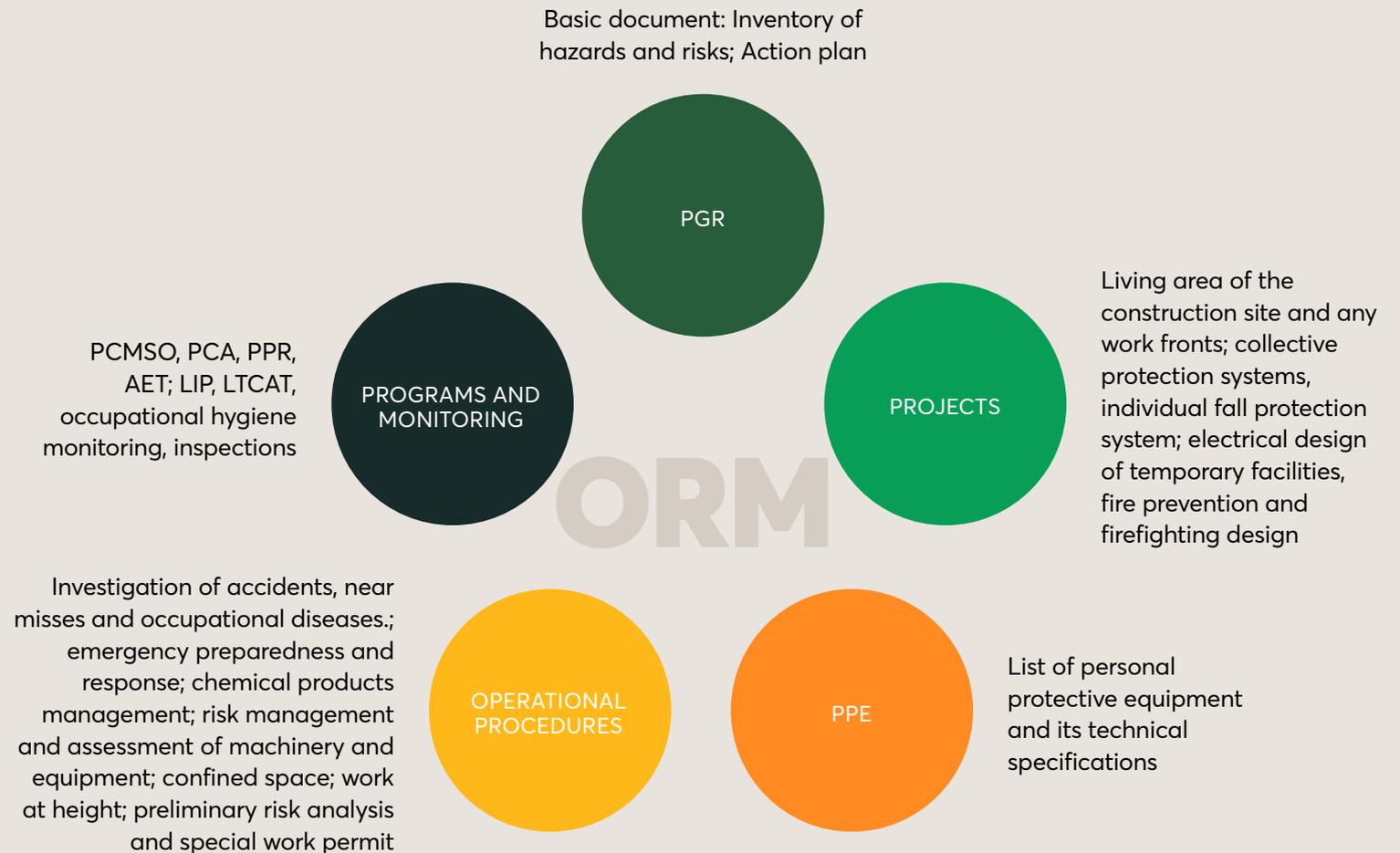
Control and Management System

See more:
Risk Management Policy

The **Occupational Risk Management (ORM) system** is in line with the requirements of ISO 45001 and Regulatory Standard N. 1 (General Provisions and Occupational Risk Management). It offers resources, programs and methodologies for identifying, controlling and monitoring occupational and operational risks in MRV&CO's activities, facilities and equipment.

In compliance with the relevant legislation, the hazards and risks associated with the activities are periodically measured, analyzed and monitored, applying various procedures (such as inspection of facilities and auditing equipment); reports (such as the Technical Report on Working Environment Conditions - LTCAT and the Health and Safety Report - LIP) and specific tools for **controlling and managing occupational risks**.

OCCUPATIONAL RISK MANAGEMENT • ORM STRUCTURE



GRI 403-9

Work-related injuries

Work accidents, although undesirable, do happen – even with the preventive attitude that permeates MRV&CO’s activities.

During the period covered by this report, the main **hazards connected with accidents with serious consequences** were connected with the activities of form fitter, bricklayer’s mate and bricklayer (identification based on frequent monitoring and accident investigation analysis).

MRV&CO adopts a **specific procedure for analyzing and characterizing unhealthy or hazardous activities or operations**. The analysis of work activities and conditions is recorded in the LIP and LTCAT reports – which describe the appropriate control measures, implemented in accordance with the IPR and the PGR action plan.

In 2023:

EMPLOYEES:

most accidents occurred between 9 am and 11 am, with workers in the jobs of form fitter, bricklayer’s mate and bricklayer.
Hours worked: 39.525.706

WORKERS WHO ARE NOT EMPLOYEES, WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANIZATION:

most accidents occurred between 9 am and 11 am, with workers in the jobs of form fitter, bricklayer’s mate and bricklayer.
Hours worked: 21.282.072

WORK ACCIDENTS

MRV, SENSIA AND LUGGO	EMPLOYEES		NON-EMPLOYEES [work/workplace controlled by the organization]	
	#	RATE	#	RATE
Death due to work accident	1	0.025	0	0
Work accidents with serious consequences (except fatalities)	1	0.025	1	0.047
Work accidents with mandatory reporting (includes data above)	636	16.09	151	7.01

GRI 403-10

MAIN TYPES OF WORK ACCIDENTS

MRV, SENSIA E LUGGO	EMPLOYEES	NON-EMPLOYEES [work/workplace controlled by the organization]
Typical accidents with more than 15 days of lost time	57	11
Typical accidents with less than 15 days of lost time	485	123
Typical accidents without lost time	94	17
Typical accidents requiring first aid	568	153

Indices calculated on the basis of 1,000,000 hours worked. No workers were excluded. Accident rates are calculated based on Brazilian Association of Technical Standards standard NBR 14280:2001 – Occupational Accident Register – Procedure and classification, which establishes criteria for recording, reporting, statistics, investigation and analysis of occupational accidents (including diseases), their causes and consequences, and is applicable to any work activity.

Based on frequent monitoring and accident investigation analyses, we identified that the **main hazards connected with accidents with serious consequences** during the period covered by this report are arising from the use of electrical equipment and hand tools.

Work-related health problems

In 2023, **no cases of occupational disease were identified**; the **zero rate of deaths resulting from occupational diseases / compulsorily reportable occupational diseases** was maintained for employees and non-employee workers whose work / workplace is controlled by MRV&CO.

Basis: frequent monitoring and analysis of occupational disease investigations. No collaborator was excluded from the analysis. 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 recording, reporting, statistics, investigation and analysis of accidents and occupational diseases, their causes and consequences, and is applicable to any work activity.

MRV&CO adopts a **standard procedure for dealing with occupational disease investigations**. In order to determine whether or not the disease is caused by work practices, an investigation committee is set up, made up of at least one occupational physician or a member of the occupational medicine technical staff, a representative from Occupational Safety and the patient collaborator, if possible.

GRI 416-1 | 416-2

Consumer Health and Safety

In each of our solutions, the customer is the protagonist – and deserves the best.

Our solutions occupy an extremely important place in the life of each person who makes the dream of conquering their home come true. **It is therefore essential that the impact of our products and services on consumer health and safety is always in the spotlight.**

MRV&CO maintains strict control of processes, materials and procedures in its projects, verified in the SiAC PBQP-H audits MRV e Empresas LTDA. This ensures the Group's overall performance and encourages sustainable practices from construction to delivery.

MRV&CO's OHS Management System is based on the ISO 45.001 international standard and assesses the impacts on Health and Safety of 100% of the products and services we offer – providing for periodic audits, in accordance with the Internal Regulations (REG.38.003 – Internal HSE Audits).

The Management System allows MRV&CO to

- consistently provide products and services that meet customer requirements and applicable legal and regulatory requirements
- identify and take opportunities to increase customer satisfaction
- assertively address risks and opportunities associated with the business
- properly shows compliance with quality management system requirements

To establish, implement and maintain processes, there are specific Internal Regulations, which define reports, investigations and actions to be taken to determine and manage non-conformities and other situations that could jeopardize the operation of the Management System – addressing control, correction and consequence management actions in order to avoid recurrence or new occurrences in different contexts.

CASES OF NON-COMPLIANCE concerning the health and safety impacts caused by products and services: According to the external audit, in 2023 there were **no major problems that could block certificates**, either for the S/A company or the LTDA companies.

GRI 2-23 | 408-1 | 409-1 | 410-1

Human Rights

**For developing the solutions for our housing platform,
we look at people.
For making them come true, too.**

Our **attitude towards Human Rights** is made up of consistent positions and movements, and on multiple fronts – diversity, equity, remuneration, fighting against forced labor and child labor, fighting against discrimination and harassment, as well as full compliance with labor legislation, among others.

It starts with policies and instruments based on the **best practices of corporate governance, sustainable development and social responsibility** and the **guidelines established by international pacts and bodies** such as the UN and the ILO; and extends to absolutely all our relationships.

Respectful relationships with collaborators, customers, suppliers, partners, neighbors, communities.

Relationships of care, aimed at preventing risks and violations.

Attentive relationships, with constant monitoring of practices in our value chain.

MRV&CO Code of Conduct and Supplier Relations Policy, among other regulatory instruments, set out clear guidelines on Human Rights. Each supplier undergoes a qualification process that checks mandatory requirements included in the contract.

The administrative and operational areas are responsible for implementing and executing the relevant initiatives, which must be internalized in their policies and processes and materialized as effective actions.

GRI 2-23 | 308-1 | 408-1 | 409-1 | 414-1

The Labor Monitoring and Compliance Program

In order to foster decent work, encourage responsible business conduct and foster compliance with labor protection standards, and to curb any practices that could lead to workers being subjected to conditions analogous to slavery or child labor, we have set up the Labor Monitoring and Compliance Program, which is applicable to all of our own collaborators, suppliers and outsourced collaborators who provide services at construction sites.

COMPLIANCE VERIFICATION ACTIONS:

- Creation of the internal Inspection Body for...
 - supervising MRV's construction sites;
 - publicize the Program;
 - raise awareness at construction sites of the importance of promoting decent work;
 - publicize the Confidential Channel and encourage its use by collaborators, contractors and suppliers;
 - manage and monitor the program's indicators in order to promote continuous improvement and the correction of any non-conformities found.
- Due diligence for hiring companies
- Insertion of contractual Labor Compliance clause
- Verification of the outsourced collaborator's labor compliance carried out before the start of the services and during the provision of the services;
- Periodic interviews with collaborators to check that the working relationship with the employer is in compliance
- Regular checks on accommodation
- Integrity on the Agenda events to address and raise awareness of sensitive subjects

100%

of suppliers registered with Midas fill out a socio-environmental and Compliance self-declaration form, that is, they were certified based on socio-environmental criteria

100%

suppliers with access to the site are controlled at the individual level

Slave-like labor

The **most significant risk in terms of human rights** within the scope of MRV&CO's operations is the use of forced or slave-like labor by service providers and contractors – an **unacceptable situation**, which is the subject of energetic measures provided for in the Supplier Relations Policy.

GRI 410-1

Anti-child labor

The practice of child labor is strictly forbidden to all our suppliers – a clause included in all contracts which, in addition to the prohibition, provides for penalties to be applied. At the time of registration, the Midas platform checks suppliers against the Ministry of Labor's "Dirty List" in order to identify any irregularities.

The hiring of own workforce strictly assesses the minimum age and ensures that only people of a suitable working age are hired. For labor suppliers, the registration assessment for the release of outsourced employees via providers includes checking the documentation submitted, ensuring that no minors are released to work (as well as no workers who do not fully comply with the provisions of the Legislation in force).

Human Rights Capacity-building

To **encourage and foster decent work**, respect for human rights, the fight against discriminatory harassment, the subjection of workers to conditions analogous to slavery and child labor, and to raise awareness of these important subjects, we have taken various training and capacity-building measures. Among them:

- Internal and external campaigns to raise awareness of decent work
- Addressing the subjects during the collaborator's integration into the construction site and during their continuance, in Health, Safety and Environment Dialogues and the like.
- Decent work training
- Application of a consequence policy when discrimination, harassment, subjection of workers to conditions analogous to slavery and child labor are found to have occurred
- Periodic interviews with collaborators to encourage a healthy working environment
- Recommendation to insert a contractual clause encouraging diversity and inclusion
- Disclosure, at every opportunity, of the subjects addressed in the Code of Conduct
- Wide dissemination of the Confidential Channel

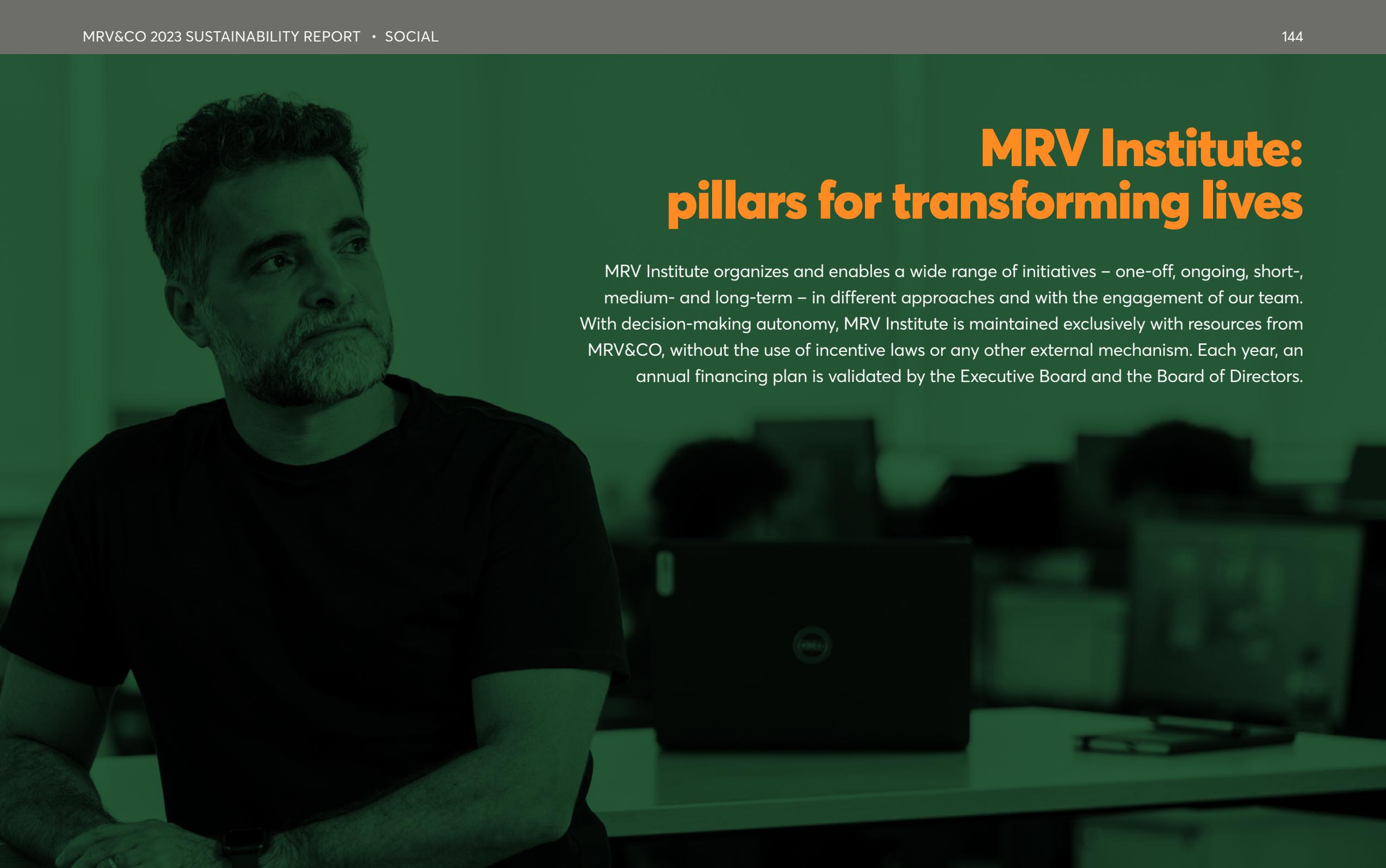
In 2023, 12 of the 13 in-house security collaborators (93%) received capacity-building on Bullying, Sexual Harassment, Discrimination and the Confidential Channel, in training given by the Risk Compliance and Internal Audit areas. The same capacity-building requirements are applicable to outsourced security companies and workers.

Social Responsibility

We develop solutions – for people,
towards people and with people.
Of the three letters of ESG,
the S is the most important for us.

We have come a long way in social responsibility. There is still a long way to go, but today we have a much more mature and ambitious vision, a broader scope of our intentions and a more solid and efficient structure for our initiatives. And along the way, one thing has never changed: **our certainty about the life-changing power of education.**

No wonder education is at the heart of our volunteering and social responsibility activities. It is a conscious choice to deal with the complexities of education-related issues – precisely because of their profound life-changing potential: **we are committed to long-term impacts.**



MRV Institute: pillars for transforming lives

MRV Institute organizes and enables a wide range of initiatives – one-off, ongoing, short-, medium- and long-term – in different approaches and with the engagement of our team. With decision-making autonomy, MRV Institute is maintained exclusively with resources from MRV&CO, without the use of incentive laws or any other external mechanism. Each year, an annual financing plan is validated by the Executive Board and the Board of Directors.

The results and future impacts of MRV Institute's work go beyond our walls, our business and our sector. They reflect our focus on social and human impact – one of the most beautiful and important aspects of MRV&CO's purpose, which gives a much greater dimension to our history and our work.

MRV Institute is a strategic axis for generating value and implementing the Group's sustainability strategy, with a level of representativeness that drives more proactive action on the subject. It is also an open space for constructive criticism that drives progress, especially from a people-oriented perspective. **The strong connection between the Institute, the MRV brand and social responsibility materializes the effective integration of sustainability into MRV&CO's goals.**

Based on the pillars that guide its actions, MRV Institute effectively reaches **different publics: volunteers, MRV&CO collaborators and their children, children and young people from partner institutions and educators.**

A history of achievements

Since 2014, the MRV Institute has been driven by the power of education and inspired by the dreams of our future makers: children and young people who want to live in a better world. All the data relating to its activities is audited and can be followed on the [Instituto MRV website](#).

MRV Institute between 2014 and 2023:

**+ than
2.8 million**
of lives transformed by the direct and indirect impact of the initiatives

**+ than
915 k**
people directly affected

**+ than
BRL 44.6 million**
Invested

The calculation of the number of indirect beneficiaries takes into account the profile of the Brazilian family presented by IBGE.

MRV Institute in 2023

MRV VOLUNTEERS

By awakening the **volunteer spirit in our team**, we inspire change through actions that make it possible for collaborators to donate their time and knowledge – they have 44 hours a year to dedicate to volunteering, in actions focused on education.

989 people directly impacted

2.967 people indirectly reached

Almost **3,000 volunteer hours** dedicated

BRL 109,000 invested during the year

15 projects developed

EDUCAR PARA TRANSFORMAR

The program was born in 2016 out of the desire to foster changes in society, stimulating learning and cultural transformations in its direct and indirect audiences.

Through public call, MRV Institute invests in projects by Civil Society Organizations (CSOs) from all over Brazil, with the main goal of having a **positive impact on education**, solving or mitigating problems and promoting transformation in different contexts. The calls are widely publicized throughout the country and the projects are selected by popular vote, following curating of documentation and basic criteria carried out by MRV volunteers, as well as a technical analysis and interview carried out by the MRV Institute team. Winning projects receive financial support, training and mentoring to help them develop further and have positive impact on their community. The eighth edition of the program, which began in 2022, was completed in 2023.

5 projects selected for the 8th edition

+ than 9,200 people directly impacted

+ than 27,800 people indirectly reached

+ than BRL 500,000 invested

Instituto MRV em 2023

SEU FILHO, NOSSO FUTURO

Education is the focus in our place, to allow for an **even brighter future for the sons, daughters and stepchildren of MRV&CO collaborators**. Seu Filho, Nosso Futuro is a program that provides support for education, from early childhood – with the Amigo da Leitura project encouraging a taste for books in our future achievers – to adulthood, with the personal and professional development opportunities offered by the FuturaMente program for young people between the ages of 15 and 24, including in partnership with Inteli – Institute of Technology and Leadership.

154 people directly impacted

462 people indirectly impacted

BRL 203,985.00 invested

IUNGO INSTITUTE

iungo was born in 2020 to **connect teachers, managers, research centers and experts around a common interest: education**, to form and strengthen networks of teaching practices, production of materials and exchange of experiences. Providing relevant training that supports thousands of public school teachers in Brazil, it 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. iungo reflects our conviction that educators and school managers are fundamental agents of change in building a more meaningful and quality education.

In 2023, iungo launched the Amazon Itineraries Program, which brings the social, cultural, economic and environmental dimensions of the Amazon into the classroom through teaching materials and teacher training.

45,097 people directly impacted

135,291 people indirectly impacted

15 State Education Departments partner

1 Municipal Education Department partner

BRL 1 million in investments

And more:

- MRV Institute is co-responsible for the management of **Escola Nota 10** [see more under *Capacity-building & Development in this same chapter*].
- Together with the Social Hub, the Institute devised the **Evoluir Program**, to offer immersion in social entrepreneurship for Civil Society Organizations and social business micro-enterprises, making them more attractive to investors. In 2023, 50 organizations were qualified. For Evoluir, we have partnerships with Ajudaí, Fortune, IMAP and Patrus.

GRI 2-29 | 3-3

Stakeholder Engagement

Every positive impact on the stakeholders involved in our business highlights our commitment to social and environmental responsibility.

The relationship between the Group and its companies and stakeholders is of critical importance in the context of corporate sustainability.

Our moves towards responsibility for any negative impacts, the practice of active listening, positive communication and the distribution of responsibilities are key elements here, for a attitude that considers the depth in each context and the local nuances, in an adaptive attitude that is sensitive to the specific needs of each party.



GRI 414-1 | 414-2 | 308-1 | 308-2 | 204-1

Supplier Relations

By maintaining a supply chain that is effectively aligned with MRV&CO Group's visions and practices, we strengthen both our relationships and the scope of our values.

When selecting suppliers, in addition to technical criteria, environmental and social criteria are also assessed, as well as impact levels, among others, in order to ensure compliance with legislation and the Group's standards and to value consistency with our values, our culture and our movements in integrity and sustainability.

The process is also a tool to safeguard MRV&CO Group, considering that problems in the history of suppliers connected with human and socio-environmental rights can represent a reputational risk and incur corporate and individual liability for directors and managers.

Emphasizing partner companies that show solid ESG development and integrating sustainable practices into our supply chain is one of the major current focuses on the subject, although some challenges still lie ahead – especially in connection with emissions management and the effective inclusion of sustainability in everyday decisions. For 2024, the strategy provides for progress in contracting requirements beyond legal obligations and an even deeper understanding of the interactions and behavior of suppliers, raising the knowledge and transparency levels and the consistency of our information base.

GRI 308-1 | 308-2 | 414-1 | 414-2

Homologation and responsible purchasing

Contracting responsibly adds value to our products, our customers and the companies we work with.

At the same time as we seek to develop the supply chain in a broad way, we are concerned with doing so within a scenario of feasibility and not compromising processes.

With the increasing participation of the Supplies area in Sustainability subjects and the growing synergy with other areas of MRV&CO, purchasing practices have evolved in order to balance the cost/benefit vision, the constant search for cost reduction, the smart use of resources (including the application of value engineering strategies) and conscious ESG choices. The Group's focus on new material applications, new materials and process innovation has also contributed significantly to the maturing of these practices.

All of this opens up greater possibilities for suppliers and products – and reinforces the importance of structured purchasing and contracting policies.

MRV&CO's purchasing and contracting policies

are backed by a robust end-to-end process to ensure that, since its onboarding, the supplier complies with the established parameters – including **sustainability aspects**, which are decisive for the supplier's incorporation into the chain.

Many of our prevalent inputs have critical indicators in terms of impact; just as our homologation matrices are robust and constantly updated, we also rely on supplier movements to achieve more efficient performances.

We use continuous assessment in the homologation process. Each supplier undergoes thorough evaluation, in an **entirely outsourced** process in order to ensure equality: an impartial, professional and specialized approach.

The thorough **approval process** extends to various risk monitoring, qualification and ongoing assessment procedures:

- Assessment of adherence to legal requirements via the **Legal Requirements Table**
- **Socio-environmental questionnaire**, covering factors such as materials, processes and practices.
- Requirement of **self-declaration forms of knowledge and agreement** on policies and regulations for suppliers and MRV&CO's compliance and sustainability rules and policies.
- Specific **Risk and Requirement Matrix** for each supplier category, in a highly structured process
- **Homologation per company type**, with differentiated attention to sectors and supplier characteristics.
- **Scorecard** for mapping suppliers, with exclusionary criteria for certain items
- Valuing **environmental seals and criteria**
- **Zero tolerance for errors**, emphasizing the importance of excellence in operations.
- Inputs: immediate assessment on arrival at the works, in terms of adherence to technical standards and safety and quality standards, in accordance with ABNT NBR 15575 (performance requirements and criteria applicable to residential buildings).

Supplier qualification

MRV&CO maintains its own metrics platform for supplier qualification (Midas). Cases of incompatibility with required practices and aspects are automatically rejected by the system.

In 2023:

15,036 registered suppliers as legal entity service providers; RPA suppliers-vendors and contractors

50% evaluated in the Midas tool

for the other registrations there was no Due Diligence because they were simplified registrations, realtors and 'dream agent' real estate administration companies

158 suppliers underwent Integrity Due Diligence, via call on Talk to Compliance

7,735 suppliers answered the social and environmental questionnaire [not necessarily registered]

98% of wood purchases are concentrated in 6 suppliers, all of which are FSC certified

GRI 204-1

Use of local suppliers

Local suppliers are those the invoicing state for the product/service of which is the same as the consumer unit (works, offices or stores).

Em 2023

39.94% of purchases were made locally

Data referring to the volume of purchases for the year and not just specific operating units.

Smart structure

The Supplies area is responsible for examining the supply chain in terms of quality, health and safety, the environment, social impact and compliance, in a qualitative, annual and continuous process – which also involves periodically feeding the chain with information on the Group's policies and processes and periodically sanitizing the base.

The area is organized into sectors dedicated to specific types of suppliers (such as big players, benefits companies, regionalized services, among others) and also has specialized information management. Governance practices are centralized, with focus on category management and basic approvals. The strategic matrix in Belo Horizonte guides operations in direct and indirect materials and services, with special emphasis on sustainability logistics (in connection with the Group's sustainability area).

Supplier Development

The quest to improve the performance of strategic partners benefits not only our business, but the market, and makes tangible our commitment to establishing solid relationships with our suppliers.

We invest in the technical and operational capacity-building of suppliers, increasing their capacity to meet the specific and complex demands of the Group's companies and enhancing their role in the sector's ecosystem.

In 2023, the 'MBA para pequenas empresas' was held in São Paulo, in partnership with Ethos Institute, enabling suppliers to meet the government requirements and levels demanded by MRV&CO. Capacity-building programs for local groups also stood out, enabling entrepreneurs to meet the criteria we practice, as well as creating new opportunities for them.

Also in 2023, several events were held for suppliers to identify, attract and involve strategic partners.

GRI 308-2

NEGATIVE ENVIRONMENTAL IMPACTS ON THE SUPPLY CHAIN AND MEASURES TAKEN

- Illegal logging
- Extraction of aggregates (sand, gravel) without proper licensing or environmental regularization
- Pollution of rivers, seas and tributaries
- Incorrect or inadequate disposal of waste, especially hazardous waste

The **measures adopted** to prevent environmental impacts in the supply chain include:

- Guidance via self-declaratory questionnaire on registration
- Registration prevented in the event of irregularities or lack of documentation
- Request for regularization/renewal of documents
- Supplier deregistration in case of non-compliance with requests

Em 2023, 652 fornecedores das categorias agregados, madeira e resíduos foram identificados como potenciais causadores de impactos ambientais negativos.

O questionário de impacto ambiental é aplicado aos principais grupos de mercadorias envolvendo recursos naturais.

GRI 414-2

ACTUAL AND POTENTIAL NEGATIVE SOCIAL IMPACTS ON THE SUPPLY CHAIN AND MEASURES TAKEN

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

- Workers not receiving salaries
- Workers who do not receiving benefits
- Workers forced to work overtime without being paid at the company's disposal
- Workers' accommodation without the minimum required conditions
- Workers illegally coming from other locations
- Lack of worker registration
- Salary floors lower than the category
- Workers who pay to get a job
- Risk of forced or compulsory labor by service providers and contractor

Among the **measures taken** for prevention and mitigation, control mechanisms are in place – such as registering non-employees who provide services at works on the Third Party Management Portal (with full documentation); controlling access to construction sites via turnstiles; monthly monitoring with assessment of these registrations; and sample surveys of third parties on desirable practices. The Confidential Channel is also available for complaints possible irregularities.

EMPLOYEE SUPPORT DEPARTMENT • DAE

An area of constant and stringent monitoring of the quality of working conditions, dedicated to monitoring suppliers and checking compliance with requirements – such as employment relationships, necessary training, punctuality in the payment of salaries, charges and benefits, the Collective Labor Agreement (CCT) and the requirements of the labor and social security legislation – in order to minimize risks and damage to workers and MRV&CO Group companies.

In 2023, 53 Taxpayer Id. Numbers (contractors/service providers) were removed from the supplier base due to non-compliance with requirements established by the DAE.

Investor Relations

As a publicly-held company, MRV&CO is required to maintain solid relations with investors.

The **Investor Relations Department (IR)** plays a critical role in the Group's interface with investors, being the main point of direct contact and acting as a formal and practical bridge between the company and the financial market. It currently operates on three main fronts:

- Regulatory, responsible for evaluating documents and ensuring compliance with the rules of the Securities and Exchange Commission (CVM), B3 and other publicly-held company rules
- Market intelligence, dedicated to research, gathering information and consolidating reports
- Direct contact with investors

Periodically, face-to-face and virtual meetings are organized between MRV&CO and analysts and other market agents to disseminate information. The area also provides services to analysts and individual investors on doubts, alignment and prospects for the sector.

IR & ESG

In a dynamic context of market desires and requirements, the potential strategic value of ESG initiatives at MRV&CO is evident.

With a clear vision of the weight represented by social and environmental impacts and the value perceived in the binomial austerity and boldness in terms of governance, MRV&CO Group has a proactive approach aligned with real and consistent sustainability, which balances ESG responsibility and tangible financial results.

Despite the financial challenges of implementing ESG practices and those posed by the dynamics of the shareholder base, the Group remains active in the increasing integration of these practices – always evolving to build a significant place for sustainability in its business model.

MRV&CO's confident approach to sustainability strategies places it at the forefront: we are a benchmark on the ESG trail, especially in Brazil's construction sector, where sustainability is increasingly becoming a competitive differentiating factor.

In addition to the reputational value, our constant progress in this area keeps us prepared to respond to the market's most audacious expectations, even in the case of international investments, with high levels of demand.

Relations with Public Authorities

MRV&CO Group's trajectory is largely marked by low-income housing – MRV being a company mostly dedicated to this sector in our portfolio of solutions.

The need to maintain transparent, solid and virtuous business relationships with representatives of the federal, state and municipal public spheres – with special attention to aspects connected with corruption risks – is, therefore, evident.

MRV&CO maintains a **strict Anti-Corruption Policy and takes a series of actions aimed at reducing risks.**

The most important topics include:

- Collaborators, third parties and business partners may not receive, promise, offer or give, directly or indirectly, any advantages to public officials or individuals or legal entities linked to them.
- It is forbidden to fund, sponsor or contribute to acts harmful to public administration and to use representations to conceal or disguise interests or the identity of beneficiaries;
- It is forbidden to hire companies that have a public official as a partner or consultants who have a public job connected with our activities.
- For suppliers, we require the approval of integrity through Due Diligence and acceptance of the Code of Conduct and the Golden Rules for Third Parties in Interaction with Public Authorities.

It is the Compliance area's responsibility to constantly monitor any and all relationships with public authorities, in order to avoid cases of conflict of interest and undue benefit.

Furthermore, in accordance with electoral legislation, MRV&CO does not engage in party-political activities. Neither MRV&CO Group nor its subsidiaries have made political contributions to candidates, parties, party representatives or similar campaigns.

The Federal Supreme Court (STF) has concluded judgment of the Direct Action of Unconstitutionality (ADI) 4.650 filed by the Federal Council of the Brazilian Bar Association (OAB), declaring unconstitutional the legal provisions that authorized contributions from legal entities to electoral campaigns.

GRI 3-3 | 413-1 | 413-2

Relations with Local Communities

The result of our operations is life-changing – beyond the achievement of the property by one of our customers. We change the space and, above all, we change the prospects and the life quality of those who live in and around it.

The potential direct and indirect impact of MRV&CO's housing solutions on local communities, surrounding neighborhoods and the regions where they are located is, of course, considerable.

The **most significant economic and social impacts** include:

- Increased flow of people in the region and its consequences
- Generation of direct and indirect jobs
- Vitalizing local economy
- Green spaces, living spaces
- Various structural improvements
- Implementation/revitalization of urban facilities (public roads, water supply networks, sewage disposal, rainwater collection/drainage, solid waste disposal and treatment, electricity, telephone network, public transport)
- Improving public services and facilities (education, health, culture, social assistance, sports, leisure, public safety, supplies)

In terms of **actual and potential negative impacts of MRV&CO's activities**, the following have been identified: damage to homes, damage to public roads, effluents, air quality, fires, waste, and noise during prohibited hours. These are the subject of specific measures so that their occurrence can be minimized or corrected or, whenever possible, avoided.

GRI 413-1

Neighborhood, Impact and Engagement

Neighborliness means coexistence, respect and dialogue between people. And at MRV&CO, we believe that this also leads to progress for everyone.

The people living around our projects are also an essential part of the development of our solutions. We seek positive and fruitful interaction with these neighbors, to build a coexistence marked by structured positive impacts, which results in solid and sustainable communities, through initiatives especially focused on care, dialogue and engagement with the neighborhood.

In 2023

BRL 2.5 million

invested in community actions [consulting; capacity-building and education courses, relations with the neighborhood, among others]

Neighborhood Impact Studies (EIV)

Simultaneously embracing concepts of Human Rights, Health and Safety, the Neighborhood Impact Studies (NIS) analyze in depth the implications of implementing MRV&CO projects. The assessment is the basis for projects aimed at mitigating negative impacts, which can be proposed and carried out by MRV&CO itself or by public authorities.

The Real Estate Development area is working on a process to monitor which projects have EIVs and the areas with the greatest impact, in order to anticipate the needs of the Sustainability sector.

Diálogo com Você

In order to monitor nuisances and negative impacts resulting from our activities, specifically in the vicinity of construction sites, we have in place a channel of open communication with neighbors to receive and deal with requests and complaints in order to reduce possible disturbances during the execution of works.

E-mail: dialogocomvoce@mrv.com.br

Phone: **(31) 4005-1313**

INDIGENOUS COMMUNITIES

MRV&CO Whistleblowing Channel did not receive any reports in 2023 regarding cases of violation of indigenous peoples' rights in 2023.

Vizinho do Bem Program

Since 2016, it has been implementing impact actions focused on local development, with a structured agenda that serves communities and supports social organizations. One of its goals is to minimize potential negative impacts in the vicinity of MRV projects.

The Program involves measures linked to different spheres – from fluid communication to sustainable landscaping and the creation of spaces such as courts, playgrounds and community centers; from monitoring compliance with considerations agreed with the government to capacity-building and hiring of local labor, among other solutions.

The activities are defined according to the peculiarities of each location, based on mapping the profile of the neighborhood and getting to know the local residents, in order to tailor the improvements to real needs. Furthermore, among the possible parameters for Vizinho do Bem are the Neighborhood Impact Studies – and the Program works, therefore, as a means to amplify the actions proposed by the EIVs.

In 2023:

7 active territories
(2 of them belonging to projects Cidade Sete Sóis MRV)

around **81** works benefited (forecast)
[16,000+ housing units]

14 k people impacted
by communications via Vizinho do Bem channels

+ than **600** people benefited from engagement actions:

Agenda 2030's literacy promoted in neighboring schools and nurseries;
lectures;
implementation of the collection of materials for recycling;
support for local social projects;
setting up school gardens.

In the areas where the Vizinho do Bem Program and the analogous My Sensible Neighbor Program are implemented, a **specific communication channel** is available for the immediate neighborhood to send any complaints and suggestions for improvement.
In 2023 there were 324 complaints, on topics such as the conduct of site staff, dust, waste, noise outside business hours, site alarm activation, among others.

GRI 2-28



Strategic Partnerships

As a leading player in the construction industry, MRV&CO is a benchmark on key issues for development of the sector, participating strategically in associations and initiatives, enhancing our ability to mobilize leaders and companies.

By sharing our experience in innovation and sustainability, we connect with other organizations and leaders aligned with what we believe in, exercising our responsibility to inspire the market and contribute to accelerating the achievement of goals.

Highlight institutional partnerships:

SECONCI

ICLEI

SINDUSCON

IBGC

ABRAINIC

CBIC

ABRASCA

CONSELHO FIEMG

ACEBIC

FIESP

PACTO GLOBAL

IBRADIM

GRI 3-3

MRV&CO evolves with people.
For us, customers are a
commitment – and an inspiration.

Customer Experience

The ability to deliver ever better solutions on MRV&CO platform comes from the customer. It has been this way since the beginning: our business has undergone multiple transformations and has evolved in step with the demands and responses of the people for whom we develop our products.

Today there are more than 600,000 customers who mobilize our team, our ideas and our efforts so that every stage of their journey with the Group's brands is a valuable experience. And by value, we mean **efficiency, excellence and also fascination and engagement.**

It's a journey of building – not a property, but a relationship of trust and responsibility.

And that's why our business cycle is based on premises that keep the customer in focus:

Healthy and fruitful relationships;

Security;

Clear information;

Availability, attention and respect.

The Customer Journey

At every step, the customer is always in focus: integrated processes, with meticulous monitoring of touchpoints and milestones, oriented towards offering the best experience – comfortable, resolving, rewarding.

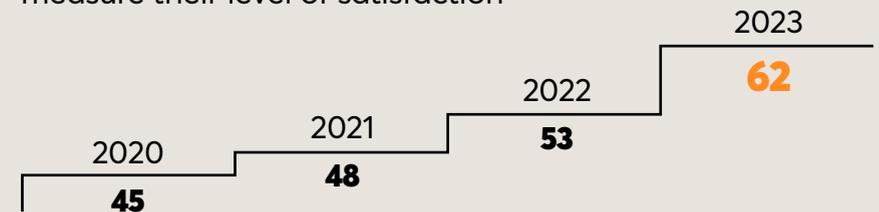
MRV&CO Customer Journey is a relationship treadmill that includes several instances and moments – choice, purchase, contacts, marketplace, new business, post-delivery, condominium relations and much more. The related strategies are wide-ranging and derive from the most different approaches throughout the client’s journey with MRV&CO.

The customer journey is deeply connected to our culture, our values and our business strategy, and takes shape in financial, communication, digitalization,

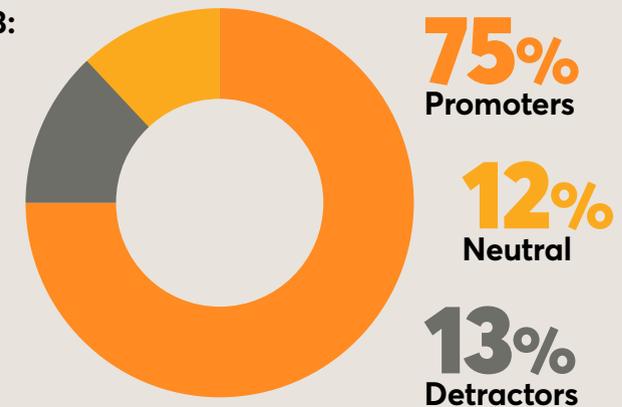
acculturation and relationship strategies; in a functional, transparent and attractive purchasing process; in carefully planned commercial stages, from attraction to signing the contract and continuing until after the property has been purchased. After all, the relationship with our customers develops from before the project until long after handover of the keys, and is perpetuated in the use and occupation of each property. The people who acquire our solutions are decisive in defining criteria and decisions that have a profound impact on our business – and it is for them that we continue to build the dreams that transform the world.

EVOLUTION OF NPS IN THE CUSTOMER JOURNEY

Monitoring of the NPS indicator Consolidated from 10 touchpoints in the customer journey, in order to measure their level of satisfaction



In 2023:



Promoters: customers who recommend MRV&CO; detractors: those who don't.

Customer Relations

MIA: digital service

MIA is MRV&CO's virtual customer relationship assistant. The bot is a great success in omnichannel strategy for self-service and service at any time, following the customer's pace in all search and contact channels and throughout their journey, for **efficient, secure and immediate interactions**.

MIA is innovation, pioneering technology and artificial intelligence that represent a major qualitative advance in the customer experience and a great leap forward in terms of service and relationship processes at MRV&CO, adding value to the business.

In 2023:

80% of the service was through MIA

129,614 customers talked to MIA

3,399,983 interactions | **1,121,093** attendances

SERVICE CHANNELS

In addition to MIA, MRV&CO maintains several channels dedicated to customer relationship, strengthening the relationship of trust and offering quality responses to customer service requests.

In 2023:

96,8% of calls answered at the call center
92,9% of requests resolved before or within the deadline agreed with the client

Specialist Syndicate Care Program

Condominium management is a major issue once the keys have been handed over. In order to favor a good customer experience also at this stage of becoming a condominium owner, MRV is looking at condominium management, strengthening relations with the managers and offering them support and information.

- **Top 18:** a guide to monitoring the 18 items that mostly give rise to maintenance – and possibly high costs – due to a lack of preventive action, and which potentially lead to more offenders, volume of Post-Delivery calls and actions in Legal.
- **Escola de Síndicos 2.0:** a course specially geared towards condominium management, with content designed for condominium managers who want to improve their performance, for those who plan to become condominium managers and for those who want to learn more to help maintain the value of their property

MRV Customer Board

A regulated initiative that creates an open space for periodic dialog between senior management and customers of different profiles from all over Brazil, at different points in their journey. The focus is on connecting directly with customers, giving them a leading role in their conversations and visions and thus better understanding their real needs.

The Customer Board is a collaborative moment that creates opportunities to identify points for improvement in practices and processes and to assess trends for the future of housing.

In 2023: 4 meetings

(2 with Essential Line customers + 2 with Class Line customers)

Sonhar e Morar Portal

Everything you need to know about the world of living, in a dynamic platform full of information, developed for MRV&CO customers and available to the general public.

The portal features **articles, podcasts, tutorials and courses that accompany the customer at every stage of their journey with their property**: from the stage of conquering the home (financial organization, how to reduce bureaucracy, acquisition options, etc.) to day-to-day life in it – decorating tips, life in a condominium, trends, product testing, home economics, conscious consumption and much more in content that is always being updated and offered free of charge. Inspiration, practical solutions, knowledge and life quality that complete the experience of living.

In 2023:

3.3 million accesses

2.7 million unique users

355 contents published

+ 123% in organic audience

184 keywords in 1st position on Google

See more:
Sonhar e Morar Portal

Information for the owner

The full and sustainable use of MRV&CO projects is enhanced with quality information. That is why we have developed materials that are made available to homeowners at the time of handing over the keys and afterwards: a veritable collection of references that enhance the property and raise life quality.

- **Owner's Manual**, based on regulations NBR 14.037, 5.674 and 15.575, the Civil Code and the Consumer Defense Code.
- **Gas booklet**
- **Customer folder**
- **Sustainability Ruler**: 24 fortnightly contents sent to customers after the keys have been handed over, to raise awareness and education about sustainability. Some subjects: the 5Rs (rethink, refuse, reduce, reuse, recycle); conscious consumption (water, energy, food, products, among others); SDGs; climate; waste management and sharing practices.

Mundo da Casa

To make the great cycle of evolution and transformation even better for those who conquer their homes, the Mundo da Casa platform brings together products and services for personalization. A **complete marketplace**, with resources for furnishing and equipping that enhance the property, the experience and the identity of the family living there.

Mundo da Casa is available to customers of MRV&CO platform, enhancing the experience of living with solutions in finishes, cabinets, clean energy, e-commerce retailers with exclusive discounts, services for more leisure and convenience in condominium living, as well as decorating tips and inspiration with MRV Decora, Style Test and product curation.

**+ than
BRL 108
million** handled in 2023
Gross Merchandise Value
(GMV) • total amount of
sales transactions

100+ retail partners

MRV Lovers

An initiative to strengthen the relationship with customers who make a point of expressing their affection for the brand on their social media profiles created to celebrate the achievement of their dream home. Conducted by the Customer Relations area, it was born completely organically: customers spontaneously created an environment of communication, emotional connections and exchange using the hashtag #MRVLovers, focusing on their experiences in their MRV properties.

Today, several customer relationship fronts work in an integrated manner with the MRV Lovers initiative – examples of this are the actions involving Mundo da Casa and Indicação Premiada.

In 2023:

250 MRV
Lovers

8.255 likes | **1.210** comments

478 k unique people who viewed
content linked to the
unboxings carried out by
MRV Lovers

DUE TO MRV&CO GROUP'S DIFFERENTIATED SHAREHOLDING IN THE ORGANIZATION, SOME INDICATORS ARE REPORTED HERE SPECIFICALLY FOR URBA.

GRI 3-3

COLLABORATOR PROFILE

GRI 2-7 | 2-8

816 third-party collaborators at the construction sites, in roles connected with the site itself, as well as professionals with various specialties for the implementation and infrastructure of the subdivision.

ATTRACTION AND RETENTION

GRI 401-3

293 employees entitled to maternity/paternity leave

129 women

164 men

- **5 employees took maternity/paternity leave** [5 women]
- All returned to work after their leave ended [100% return rate]
- 3 women returned to work after maternity/paternity leave ended and continued to be employed twelve months after returning to work [60% retention rate]

HEALTH AND SAFETY

GRI 403-9 | 403-10

Hazardous, unhealthy conditions; accidents; occupational diseases

- Deaths: 0
- Accidents with serious consequences: 0
- Accidents with mandatory reporting: 7
- Cases of occupational diseases that have to be reported: 0
- Cases of occupational disease in 2023: 0 identified



Espaço
Meu Mundo
Melhor

SANGUE VERDE

ENVIRONMENTAL

GRI 3-3

Environmental

The construction sector has a notorious impact on the environment. And this calls for awareness, responsibility and attitude on the part of companies in the sector.

MRV&CO Group considers **sustainable construction more than a pillar, it is a commitment that drives our Environmental Governance** to reduce negative natural impacts.

Strategic maturity brings a **clear vision of challenges and goals** to reconcile growth, improvement of the housing platform and responses to customer needs, and **environmental responsibility**, an important axis of sustainability management in the Group. And today, we are proud to go beyond the requirements, beyond the basics and beyond our walls on the subject. Over time, **we have perfected approaches to the rational use of water and energy resources, the reduction of emissions and the relationship with biodiversity.**

Smart choices, efficient practices:
the future we want for the planet
is also part of the dreams we
build for people.

We have extended the scope of our sustainable practices to the production chain as well, giving robustness to a responsible action that unfolds throughout MRV&CO value chain, associating each stage with the Sustainable Development Goals.

As **signatories of the UN Global Compact and ambassadors of SDG 11** – Sustainable Cities and Communities, we are constantly evolving: the path towards climate justice and the mitigation of negative impacts involves conscious decisions and often bold attitudes. We believe in adaptation, innovation and engagement as allies for our solutions to truly integrate with the environment. After all, **decent housing for people is also about respecting the planet where we all live.**

ICLEI: PARTNERSHIP IN SUSTAINABLE DEVELOPMENT

Since 2022, MRV&CO Group has had an institutional partnership with ICLEI – Local Governments for Sustainability, the world's leading association of local and sub-national governments dedicated to sustainable development.

MRV&CO was pioneer among private institutions around the world in relying on ICLEI's advisory support to expand the sustainability possibilities of its projects, which represent potential gains for both the business and society. ICLEI also supports strategic projects with Nature-Based Solutions (SbN) that aim to integrate our products into both the urban context and the environment.

Supply chain: real engagement

To further **control environmental impacts**, MRV&CO maintains a **Supplier Management Program**, which offers support resources to minimize negative impacts and boost positive ones.

The possible environmental risks of MRV&CO suppliers' activities (especially those connected with climate change, water management and forest management) are jointly assessed by different areas and are included in the scope of the **Risk Matrix**. These analyses guide the request for documents relating to the mitigation of the risks identified for verification via the supplier evaluation platform.

In order to be certified on the platform, suppliers must complete the various stages of registration and submit specific documents and evidence for the services or materials supplied, as well as completing the Compliance and Social and Environmental questionnaires and the Adhesion Form to the Supplier Code of Conduct. *See more in the topic Supplier Relations in the Governance Chapter.*

Integrated Management System (IMS)

The risks and opportunities connected with environmental aspects at MRV&CO are identified in accordance with the parameters of REG.01 – Risks and Strategic Direction of the IMS.

Requirements (identification and monitoring), needs, stakeholder expectations and other relevant factors are defined in the Requirements Matrix – Context and Stakeholders. The data is part of the Organizational Context of the Integrated Management Manual, and based on a SWOT analysis (strengths and weaknesses, opportunities and threats), strategic risks and opportunities are defined, classified in levels from 1 to 3 according to their possible impacts (low, significant or high) and their probability of occurrence (remote, probable or recurring), according to the criteria of the Process Risk Matrix – FOR.001.01.

IMS goals and targets

The main requirement of the IMS is to show continuous performance improvement in interactions with the environment. MRV&CO therefore sets **goals for the relevant jobs and levels** within the Group, taking into account:

- Sustainability policy
- Results of quality, safety, occupational health and environmental performance indicators
- Commitment to injury and disease prevention, pollution prevention and continuous improvement
- Investment needs to improve control over significant environmental aspects, as well as the levels of residual occupational health and safety risks included in the Inventories of Hazards and Risks (IPR) and Environmental Aspects and Impacts Survey (LAIA)
- Technological options
- Financial, operational and commercial requirements
- Agreements with public bodies and other subscribed requirements
- The stakeholders' view
- Legal and other associated requirements
- Risks and opportunities according to REG.01- Risks and Strategic Direction/ Process Risk Matrix

The definition of **improvement priorities** is the responsibility of the Quality, Certification and Corporate HSE teams, taking into account:

- Commitments with public bodies on HSE
- Commitments with other stakeholders
- Relevant complaints from stakeholders
- Consultation with workers in non-managerial positions
- Improving quality, safety, occupational health and environmental performance
- IMS risks and opportunities

Environmental Impact Assessment

The guidelines for identifying impacts are set out in REG.04.00 – Identification of Aspects and Assessment of Environmental Impacts, which includes relevant assessment criteria for consumption and form FOR.001.04 – Environmental Aspects and Impacts Survey (LAIA) – a tool for diagnosing the environmental situation, which supports the determination of the Life Cycle Analysis (LCA) and the actions of environmental managers to mitigate impacts.

MRV&CO applies the LAIA criteria to all its projects, taking into account the specific situations of each territory.

Internal Certifications

Since 2016, MRV&CO has gone beyond standard norms and legislation, establishing its own strict sustainability criteria for processes and products, in the form of audited certifications with specific goals, which guide the standardization and monitoring of the execution of actions in projects and construction sites.

In addition to encouraging the adoption of best practices from the construction stage to after handover of the property, the seals boost the Group's sustainable operation and raise customer satisfaction levels.

MRV + VERDE

Sustainability in products, certifying the strategies in projects aimed at environmental benefits in the use and occupation of buildings.

OBRA VERDE SEAL

Sustainability in construction site and construction management processes aimed at reducing environmental impact. The seal is awarded under procedure POP.023 – Green Work Seal (OV), which standardizes and monitors sustainable actions at MRV&CO works, as well as monitoring compliance with the governing environmental legislation. The certification includes mandatory and optional items – which varies depending on the joint assessment of the HSE and Production sectors.

CASA AZUL SEAL

The scope for obtaining Caixa Econômica Federal's Casa Azul + CAIXA Seal includes a series of environmental criteria. Several MRV&CO projects are selected for compliance (voluntary adherence) with the Seal, which is applicable to any housing project construction project in CEF's financing lines.

In 2023, 1,880 housing units were certified under the Casa Azul + Caixa Seal, in five projects. Among the seal's categories, the second is Efficient Management – in which these projects have complied with mandatory items such as thermal and lighting comfort, energy-saving devices, individualized gas metering and, in some cases, solar orientation and efficient elevators.

GRI 3-3 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5

Emissions and Climate Change

We act in coordinated movements and efforts – which position us as a reference in the global climate agenda and which converge towards gradual results that show the necessary balance between environmental sustainability and business sustainability.

The construction business is intrinsically involved in chains such as cement, concrete and steel – which have significant impact on emissions. Thus, the subjects of emissions and climate change are naturally high priorities on MRV&CO Group's ESG agenda.

For us, the climate emergency agendas are catalysts for movements that involve **the adoption of bold and measurable targets, public commitments and effectively applied innovation**; in addition to guiding a series of **internal strategy, promotion and control instruments**, such as the Climate Change Policy, the Carbon Management Plan, the Sustainability Strategy, the Sustainability Risks and Opportunities Matrix and Vision 2030 itself, in which climate justice is one of the main axes.

Climate Change and Emissions: milestones and efforts

Climate Vulnerability Studies [MOVE System]

With an important impact on the subject of sustainable cities and communities, MOVE is mapping the land bank for studies of **current and future climate risks** and identifying points for improvement and ways to help reduce these risks in projects.

Agreement with SBTi

Since 2021, we have an agreement with the Science Based Targets Initiative (SBTi) – an unprecedented commitment in civil construction in Brazil, to assess and define targets for reducing GHG emissions in production and processes, aimed at restricting global warming to a cap of 1.5° C in temperature rise. As a **signatory of SBTi**, MRV&CO shares the goal of minimizing impacts on climate change and contributing directly to the Paris Agreement.

In 2023, **100% of MRV's landbank has been assessed by MOVE** for aspects connected with **climate change**, in three main indicators (sea level rise, flood risk and landslide risk) and in two time horizons (2030 and 2050), generating clear notes on probabilities, priorities and financial impacts and providing recommendations for implementing solutions.

Life Cycle Assessment (LCA) [ISO 14040 standards]

Specific assessment for the reduction of inputs, carbon footprint, water and energy in our processes to quantify environmental impacts. LCA results in a clearer vision and more consistent communication about these impacts.

Carbon Footprint Assessment [ISO 14067 standards]

Carbon Life Cycle Assessment studies guide decisions on product changes and improvements, with the aim of reducing GHG emissions. They are also the basis for MRV&CO's decarbonization planning and targets, as established by SBTi.

And more:

- Gold Seal in Brazilian GHG Protocol Program
- Performance B in CDP climate change booklet, in which MRV&CO is a respondent
- ISO 14001 certification
- Participation in ICO², B3's Carbon Efficient Index
- Compensating carbon emissions connected with scopes 1 and 2, via the purchase of carbon credits from CDM and VCS projects since 2015
- Support for Ekos Institute's Compromisso com o Clima program, in partnership with companies that buy carbon credits on the market, offering discounts to suppliers who want to compensate their emissions.

GRI 305-1 | 305-2 | 305-3

Changes in Emissions

Chosen consolidation approach carried out through operational control. Standards, methodologies, assumptions and/or calculation tools adopted: verification specifications of the Brazilian GHG Protocol Program. Base year 2023.

Direct and Indirect Emissions

TOTAL DIRECT EMISSIONS (SCOPE 1 AND 2) AND INDIRECT EMISSIONS (SCOPE 3)

EMISSIONS	TCO ₂ eq*
Scope 1	6,402.11
Scope 2	943.01
Scope 3	136,184.47

Gases included in the calculation: includes Kyoto GHG emissions intCO₂e (CO₂, CH₄, N₂O, SF₆, HFCs and PFCs).

* metric tons of CO₂ equivalent

SCOPE 1

GAS FAMILY	GÁS	GWP	TCO ₂ eq*
CH ₄	CH ₄	28	5.39
CO ₂	CO ₂	1	6,285.96
HFC	HFC-32	677	0.00
	HFC-125	3,170	0.00
N ₂ O	N ₂ O	265	110.76
TOTAL			6,402.11

MRV GHG INVENTORY 2023

SCOPE 1	RENEWABLE CO ₂	
	EMISSIONS (TGEE)	REMOVALS (TGEE)
Stationary combustion	195.140374	0.000000
Mobile combustion	112.040156	0.000000
Land use change	0.000000	-51,795.549194

GRI 305-5

2023 was a year marked by initiatives in line with innovations in greenhouse gas mitigation and reduction practices in the construction sector.

We had **significant reductions in scope 2**, which corresponds to greater consumption of energy from renewable sources, mainly in the states of Bahia and Minas Gerais, where MRV has its own photovoltaic plants to supply electricity to works, stores and offices.

Also within scope 3, there has been an effort to acquire less emission-intensive materials – a good example is the greater use of CP V instead of CP II. The supply and project sectors have made responsible choices, such as buying cement types that emit less CO₂ compared to those previously used – which reduces carbon footprint within the supply chain, involving downstream and upstream emissions.

GHG EMISSIONS REDUCTION (TCO₂ EQ)

CATEGORY	Δ 2023/2022	2023	Δ 2022/2021	2022	2021
From directemissions (Scope 1)	49.91%	6,402.11	-32%	4,448.78	6,530.26
Indirect emissions from energy purchases (Scope 2)	-25.45%	943.01	-53%	1,264.88	2,717.96
From other indirect emissions (Scope 3)	-25.55%	136,184.47	-27%	182,917.26	249,285.63
TOTAL EMISSIONS	-23.91%	143,529.59	-27%	188,630.92	258,533.85
Reductions from compensation	28.55%	7,345.12	-38%	5,713.66	9,248.22
UP - Units Produced		31,456		32,021	38075
INTENSITY		4.56		5.89	6.79

MRV&CO does not emit NOX, SOX or ozone-depleting substances.

GRI 302-1 | 302-2 | 302-3 | 302-4 | 302-5

Energy Efficiency

Fuel consumption

WITHIN THE ORGANIZATION

NON-RENEWABLE FUELS	CONSUMPTION IN GJ
Diesel / Brasil	24,136.59
Gasoline / Brazil	2,824.42
Liquefied petroleum gas (LPG)	356.26
Aviation kerosene / Brazil	11,007.41

RENEWABLE FUELS	CONSUMPTION IN GJ
Hydrous ethanol	1,062.05

Energy consumption

WITHIN THE ORGANIZATION

24,264.52 MWh | 87,352.26 GJ

Electricity purchased • Electricity / Brazil

OUTSIDE THE ORGANIZATION

GROUP OF PRECURSORS	PRECURSOR	CONSUMPTION IN GJ
Non-renewable fuels	Aviation kerosene	16,636.09
	Steel purchased	323,866.12
Building materials	CP II cement	31,369.02
	CP III cement	17,393.09
	CP IV cement	2,741.91
	CP V cement	9,952.22
	White cement	378.96
	Concrete	1,000,503.83
TOTAL		1,402,841.24

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

Water and Effluents

A fundamental aspect of MRV&CO group's operational strategy, sustainable water management involves assessing the scope of **water risks associated with operations and the supply chain**.

Targets connected with water – and water-stressed areas – are defined in such a way as to be measurable, achievable, relevant and time-bound. These can include reducing water consumption, improving water efficiency in operations and minimizing environmental impacts.

- The Environmental Aspects and Impacts Survey (LAIA) sets out possible impacts connected with collection and consumption, reduced water availability and, in the case of disposal, altered water and soil quality.
- The management process integrates the monitoring of indicators via Climas (ESG's integrated information management system) and the SAP system to monitor and optimize the consumption relationship.
- MRV&CO monitors water consumption and sets a **constant target of reducing consumption by 0.5% or more** compared to the previous year.

GRI 303-3 | 303-5

The following data regarding Water and Effluents does not include the Resia operation.

Freshwater Collection/Consumption

In general, MRV&CO works use water made available by public utilities for human consumption, through their supply networks. Water can also be purchased from third parties, supplied by tanker truck, with a licensed external Water Treatment Plant (WTP).

TOTAL WATER CONSUMPTION OF ALL AREAS

Third-party water: **3,217.77 megaliters**

TOTAL WATER CONSUMPTION OF ALL WATER-STRESSED AREAS

Third-party water: **2,065.22 megaliters**

(Northeast and Southeast regions are considered water stress areas, according to the Aqueduct Water Risk Atlas map)

CHANGE IN WATER STORAGE

None

Information from public utilities and third parties obtained from the Climas system, derived from the water bills entered into the SAP system.

GRI 303-4

Water Disposal

Water disposal is a focus of attention at MRV&CO. We have adopted a variety of effluent control and treatment systems, especially at operating sites not served by the sanitation network. The structures follow the standards defined by the governing local legislation, with internal regulatory procedures to ensure that the operation adheres to the standards.

The effluents generated by the activities of MRV&CO Group companies are collected by the public sewage system or sent to treatment systems, such as septic tanks, filters, Effluent Treatment Plants (ETE) and settling tanks, among others. Each type of liquid effluent discharge is linked to specific monitoring procedures, always aiming for the best levels of **efficiency in the treatment system**. In general, the parameters of the most restrictive relevant legislation are applied.

GRI 303-2

Management of impacts connected with water discharge

- Liquid effluent discharged into the **public sewage collection network**: the minimum standards stipulated in conditions or by the concessionaire are considered. In the absence of these, and of governing state/municipal legislation, the minimum standards established by ABNT Standard NBR 9800/1987 – Criteria for discharging industrial liquid effluents into the public sanitary sewage collection system are adopted.
- Liquid effluent discharged into the **watercourse, rainwater channel or infiltrated into the ground**: the parameters established by the environmental license condition and/or standard in force in state or municipal legislation are monitored. In the absence of these, we have adopted Conama Resolution 430 of 05/13/2011, Section II, art. 16.
- Liquid effluent from a sanitary sewage treatment system **not discharged into the public sewage collection network**: the parameters stipulated in Section III, art. 21 of Conama Resolution N. 430 of May 13, 2011, in the absence of applicable conditioning standards and/or state/municipal legislation are monitored.
- Effluent treated by a **pit - filter - drain system**: monitoring based on the parameters in Section III, art. 21 of Conama Resolution N. 430 of 13/05/2011 (even without governing legislation for monitoring effluents disposed of in soil).
- MRV&CO **does not discharge effluents directly into water bodies**. If this happens, the profile of the body of water will be taken into account.

Within the processes of Chemical Product Management (SOP.035 – Transportation, storage and handling of chemical products) and the Identification of Aspects and Hazards and Impact and Risk Assessment (HSE Regulation REG.04 – Identification of Aspects and Assessment of Environmental Impacts and REG.03 GRO – Occupational Risk Management), the use and disposal of chemical products and the waste and effluents generated are analyzed. MRV&CO adopts the governing legal requirements – standards stipulated in environmental constraints. In the absence of these, the standards stipulated in the most restrictive governing legislation are adopted.

Total disposal

ALL AREAS

2,574.22 megaliters

[80% of consumption • 3,217.77 megaliters]

The disposal value, including in water-stressed areas, took into account the provisions of NBR 9649 (ABNT, 1986), which indicates a return coefficient (estimate of sewage generation by the amount of water supplied) at an average level of 80%.

Information from public utilities and third parties obtained from the Climas system, derived from the water bills entered into the SAP system.

Water efficiency

The **projects** have resources and devices for greater efficiency in the use of water:

- Energy-saving devices: dual-flush systems and flow reducers for taps
- Retention and/or infiltration of rainwater
- Individualized water metering for customers

The works apply objective practices to reduce the use of drinking water and, whenever possible, encourage reuse:

- **Reuse in the flush water** of urinals of the water used in changing room sinks, meeting the requirements of NR18 and NR-24, with a device and configuration that allows the water to pass through;
- **Reuse of the water used to clean concrete mixers** for cleaning equipment and floors, after decanting and filtering out impurities;
- **Rainwater collected from the roof** of temporary offices at the construction site is used to wash equipment, clean areas and irrigate gardens (the same can be done with water from air conditioning), reducing the cost of water consumption in operations.

The reuse of water to reduce consumption at construction sites, with the establishment of guidelines for reuse, is one of the mandatory items for certification with the Obra Verde seal.

In 2023,
the reuse initiatives
at the works
resulted in a
reuse volume of

475.85 m³
of water

Monitoring and raising awareness

- Periodic awareness campaigns on water use for collaborators, in accordance with FOR.003.09 Planning of HSE campaigns
- Specific procedure POP.025.00 – Granting rights for drilling and collection of tubular wells and effluent discharge
- Procedure and checklist FOR.003.047 – Environmental Lighthouse – for environmental regularization of consumption sources
- Supplier qualification process, through REG.31.001 – Supply and supplier qualification table management 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, which require evidence of compliance with the governing legislation (such as a water collection grant, ANM registration / ordinance, among others).



GRI 3-3 | 301-1 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5

Waste and the Circular Economy

MRV&CO Group is committed to offering the maximum using the minimum. This reflects the main goal of our waste management process: sustainability that takes into account the materials and the factors connected with them, such as transportation and storage.

Thus, the topic is naturally linked to the management of our supply chain and applied innovation, since constant studies are carried out to identify **materials with a lower environmental impact footprint**, in order to integrate these options into our production.

GRI 301-1

Significant impacts

The most significant impact in terms of waste generation at MRV&CO is represented by the **disposal of construction processes** – an activity intrinsic to the Group's operations and the focus of various monitoring and mitigation actions.

Based on the Construction Waste Management Plan (PGRCC) for the works, the waste is monitored until it is disposed of in an environmentally appropriate manner. The PGRCC is developed in accordance with the guidelines of POP.021 – Solid Waste Management, and determines indicators for the various classes and final destination, types and volumes of waste.

The data is entered monthly into the Climas system, which is also fed by integration with SAP and via the Waste Transportation Manifest (MTR) requested by SINIR or the corresponding state system.

GRI 303-1 | 303-3 | 303-4 | 303-5

Waste Generation

Smart waste management opens up possibilities for prevention, identifying opportunities for use and adopting circularity practices. At MRV&CO, we have evolved in this area with the aim of managing waste as an effective resource in our operations, rather than mitigating and repairing negative impacts.

MOST RELEVANT MATERIALS USED BY MRV&CO IN 2023

MATERIAL	#	UNIT
Rebar Steel	2,437,585	kg
Aggregates	284,188	m ³
Mortar, grout, lime	18,281,362	kg
Concrete block	2,951,853	unit
Cement	52,842.08	bag
Concrete	8,548,561	m ³
Aluminum and PVC frames	33,361	unit
Wires and Cables	9,023,334	m
Crockery	14,313	unit
Laminate Flooring	1,381,052	m ²
Fiber Cement Tiles	77,468.67	unit
Texture	3,059,878	kg

WASTE GENERATED • M³

Donation	25,928.30
Reuse	2,304.89
Outflow (landfill)	234,697.97
Sale	1,415.52
Total	264,346.68

TOTAL WASTE GENERATED AND DISPOSED OF • M³

Class A	137,331.05
Class ABC	43,095.23
Class B	34,590.55
Class B - Wood	1,491.35
Class B - Metal / Paint can	113.54
Class B - Paper / Cardboard	3,401.85
Class B - Plastics	2,337.09
Class C	14,520.62
Class D	27,465.39
Total	264,346.68

WASTE INTENDED

FOR DISPOSAL:

intended for landfills, including hazardous waste.

Total: 234,697.97 m³

WASTE NOT INTENDED

FOR DISPOSAL:

intended for donation, reuse and sale.

Total: 29,648.71 m³

Among the **measures and processes adopted to reduce the volume of waste generated** are:

- change of the construction process (from masonry to concrete walls)
- reusing concrete at construction sites
- elimination of disposable cups at head office, with the adoption of coconut fiber mugs
- among others

GRI 303-2

Significant impacts connected with waste

The concrete wall construction process involves significant consumption of inputs (construction materials) and consequent generation of waste, with the possible environmental impact of soil and water contamination if not properly controlled. Control measures include:

- establishment of PGRCC
- issuance of the Waste Transportation Manifest (MTR), via state systems or SINIR
- waste segregation
- proper storage of collected waste
- more environmentally adequate disposal



GRI 3-3 | 304-2 | 304-3

Biodiversity

With a smart and decentralized structure, the management of biodiversity and environmental protection subjects is connected to each of the regions where MRV&CO operates, enabling more effective and specific action. Our initiatives in this regard exceed regulatory requirements. Among them:

- **Adequacy to regional legal demands**, within local needs and requirements
- **Private social investment** in conservation/recovery programs for areas with the highest levels of environmental vulnerability
- **Environmental commitments** with entities and other companies to develop solutions to environmental challenges

GRI 304-2 | 304-3

Significant impacts on biodiversity

Based on the constant monitoring of significant direct and indirect impacts of MRV&CO’s activities, products and services on biodiversity, we maintain a propositional stance on actions for the protection, conservation and mitigation of environmental impacts, as well as preventive and corrective measures – an action that goes beyond actions conditioned on considerations from local governments.

PLANT SUPPRESSION PER BIOME IN 2023

Monitoring is carried out in three different ways – area, volume of firewood generated or individuals – applied depending on the location and generating varied, non-convertible and supplementary indicators.

BIOME	AREA (HA)	VOLUME OF FIREWOOD GENERATED (M³ ST)	SUPPRESSED INDIVIDUALS (UNIT)
Atlantic Forest	0.57	36.08	621
Cerrado	2.87	0	115
Caatinga	0	0	29
Amazon	2.88	0	0

REDUCTION OF NEGATIVE OR POSITIVE IMPACTS: TREE PLANTING IN 2023

STATE	TREES PLANTED	AMOUNT INVESTED
AL	399	BRL 118,800.00
AM	1,987	BRL 214,698.04
BA	4,994	BRL 452,858.23
CE	3,704	BRL 398,821.23
DF	44	BRL 14,140.00
ES	3,172	BRL 144,790.20
GO	6,064	BRL 258,291.60
MA	1,314	BRL 270,467.60
MG	2,595	BRL 335,790.67
MS	2,624	BRL 181,370.00
MT	6,530	BRL 400,826.00
PB	3,041	BRL 138,844.65
PE	178	BRL 86,695.00
PI	2,560	BRL 227,208.00
PR	5,396	BRL 319,292.03
RJ	5,828	BRL 355,494.40
RN	1,726	BRL 213,146.00
RS	2,766	BRL 320,972.60
SC	2,567	BRL 134,135.57
SE	354	BRL 36,960.00
SP	46,892	BRL 1,982,903.48
TO	5	BRL 375.00
GRAND TOTAL	104,740	BRL 6,606,880.30

DUE TO MRV&CO GROUP'S DIFFERENTIATED SHAREHOLDING IN THE ORGANIZATION, SOME INDICATORS ARE REPORTED HERE SPECIFICALLY FOR URBA.

EMISSIONS AND CLIMATE CHANGE

GRI 3-3 | 305-1 | 305-2 | 305-3 | 305-4

Urba maintains the GHG inventory carried out by the MRV team. The control of direct GHG emissions is in metric tons.

WATER AND EFFLUENTS

WATER COLLECTION

GRI 303-3

IN ALL AREAS (MEGALITERS)

SOURCE	COLLECTION (ML)
Surface water	0.00
Groundwater	3.81
Sea water	0.00
Produced water	0.00
Third-party water	13.98

IN WATER-STRESSED AREAS (MEGALITERS)

SOURCE	COLLECTION (ML)
Surface water	0.00
Groundwater	3.81
Sea water	0.00
Produced water	0.00
Third-party water	10.05

According to WRI Brasil, the cities of Campinas, Nova Odessa, Paulínia and Ribeirão Preto, where Urba operates, are water-stressed areas

ANNUAL CONTROL OF SURFACE, GROUND AND THIRD-PARTY WATER COLLECTION

According to Conama 357/2005, water for irrigation purposes is considered class 3 – fresh water

- Fresh water: 17.79 megaliters
- Other types of water: 0.00 megaliter

WATER DISPOSAL

GRI 303-4

There was no total discharge of water.

WATER CONSUMPTION

GRI 303-5

- Total water consumption: equivalent to collection [17.79 ML]
- Total water consumption with water stress: equivalent to collection [10.05 ML]

Data compiled from the annual control of surface, ground and third-party water collection and consultation of the WRI Brazil ranking for areas identified as having water stress.



DUE TO MRV&CO GROUP'S DIFFERENTIATED SHAREHOLDING IN THE ORGANIZATION, SOME INDICATORS ARE REPORTED HERE SPECIFICALLY FOR URBA.

AND THE CIRCULAR ECONOMY

GRI 3-3 | 306-1 | 306-2

Urba monitors the issuance of the Waste Transportation Manifest (MTR) and the completion of the FOR Waste Outflow Control form, identifying the material, volume/weight, storage location, which supplier will transport it and its final destination. The document is filled in monthly.

Management of significant impacts connected with waste:

- The wood on site can be reused for safe paths, waste disposal bays, nameplates and, after milling, as fertilizer for landscaping.
- Sorting of all waste (wood, plastic, cardboard, rubble), from the time it enters the site until it is disposed of, always by licensed suppliers.
- The waste is segregated in bays and skips by the works; it is then transported and sent to the correct location by licensed suppliers (landfills, recycling plants, etc.).

WASTE GENERATED • TONS

GRI 306-3 | 306-4 | 306-5

Rubble	27.2
Sludge - Septic tank	36
Pruning and branches	203.33
Plastic	4
TOTAL	270.53

Through monthly checks at the works, it is possible to identify the effectiveness of waste segregation in bays and skips. After packaging, the third-party partner carries out collection and transportation to the final disposal site.

BIODIVERSITY

GRI 3-3 | 304-2 | 304-3

Urba projects sometimes require the removal of trees. Suppressions always have to be authorized by the competent environmental agency and, when required, compensated by replanting trees compatible with the local biome and in planned areas.

In 2023:

611 individuals suppressed
13,527 individuals replanted
81,217 m² in replanting areas

WASTE INTENDED FOR FINAL DISPOSAL

270.53t de resíduos perigosos e não perigosos destinados para disposição final
 234.53t intended for the recycling plant
 36t for the water/sewage company

WASTE NOT INTENDED FOR FINAL DISPOSAL

88.38t of hazardous and non-hazardous waste not intended for final disposal
 100% wood from suppression (shredded), used as fertilizer in the green areas of the site
 100% within the organization

CONSERVATION OF NATURAL AREAS AND BIODIVERSITY AND COMPENSATION

134,080.01 m² in protected or restored habitats (green areas, leisure system, APP)

The compensation areas are in progress, according to reports submitted to the competent bodies.





ECONOMIC AND FINANCIAL PERFORMANCE

People, value and legacy,
integrated into results
that shape sustainable growth.

Sustainability & Financial Management

Operational and financial performance must reflect a constant balance between performance and social and environmental responsibility.

As a housing platform with integrated solutions, we have multiple ways of making this happen, based on a strategy of complementarity between lines, business models and products, and diversification of funding sources and markets.

GRI 201-1 | 201-2 | 201-3 | 201-4 | 203-1 | 203-2

Economic and Financial Performance

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

Consolidated financial indicators and
Consolidated net debt:
full report available in MRV&CO
Financial Results Statement.

See more:
Standardized Financial
Statements (SFS)

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

ECONOMIC VALUE GENERATED 2023 • MRV&CO	
Net Operating Revenue	7,429,915
Financial Revenue	220,740
Income from the Sale of Assets	77,495
Subtotal (a)	7,728,150
ECONOMIC VALUE DISTRIBUTED 2023 • MRV&CO	
Operating Costs + Salaries and Benefits	(7,134,103)
Payments to Capital Providers	(404,138)
Payments to the Government	(157,050)
Investment in the Community	(2,487)
Subtotal (b)	(7,697,778)
TOTAL (a + b)	30,372

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED BY COUNTRY

ECONOMIC VALUE GENERATED • 2023	MRV BRASIL	AHS • USA
Net Operating Revenue	7,398,808	31,107
Financial Revenue	208,496	12,244
Income from the Sale of Assets	(16,941)	94,436
Subtotal (a)	7,590,363	137,787
ECONOMIC VALUE DISTRIBUTED • 2023	MRV BRASIL	AHS • USA
Operating Costs + Salaries and Benefits	(6,942,253)	(191,850)
Payments to Capital Providers	(386,640)	(17,498)
Payments to the Government	(157,050)	-
Investment in the Community	(2,487)	-
Subtotal (b)	(7,488,430)	(209,348)
TOTAL (a + b)	101,933	(71,561)

Risks and opportunities

GRI 201-2

Climate Change

Engagement with climate change issues has consistently increased among governments, companies and civil society. We have seen a cultural change on the subject: citizens who are more aware of the importance of streamlining the use of resources and who are involved in daily practices to reduce their impact on the environment.

Brazil is no different: the country is increasingly engaged in issues connected with climate change. In 2015, it committed to **reducing greenhouse gases by 37% and 43% below 2005 levels by 2025 and 2030** respectively.

MRV&CO group is prepared to comply with future regulations that make it possible for us to contribute in this regard, while at the same time seeking to minimize their impact on operations.

- **Emissions have been reported and published** in an Inventory in the Public Registry of Greenhouse Gas Emissions since 2014. In addition, since 2015, MRV's GHG Inventory has been verified by an accredited third-party program, reinforcing the reliability of the data. *MRV was the first company in the Construction segment to receive the Gold Seal, which attests to the quality of its greenhouse gas inventory.*
- **Renewable energy**, in turn, is an opportunity to differentiate our products: in line with MRV's Vision 2030, our goal is to deliver 100% of our new projects, starting in 2022, with environmentally clean energy consumption solutions.
- With regard to **water**, rainwater is stored at construction sites – an opportunity to reduce consumption costs. On the other hand, in the event of a decrease in average rainfall, storage represents a competitive advantage in water scarcity scenarios.
- Since 2022, MRV has carried out a **climate vulnerability analysis** of its national landbank, using the MOVE tool, assessing financial and image risks based on 3 main indicators (sea level rise, flooding and landslides), over two time horizons (2030 and 2050).

GRI 203-2

GRI 201-4

Maturity in socio-environmental and climate risk

MRV&CO Group is evolving towards the level of maturity we want in terms of socio-environmental and climate risk, especially if we consider the different points of maturity at which the Group's various companies find themselves. **The main challenges include:**

- **Insufficient integration** between socio-environmental and climate risks and the ESG Strategy, resulting in occasional lack of alignment and uncoordinated actions, with room for better integration both strategically and between areas.
- **Risks not fully organized**, hindering more effective approaches
- **Lack of integration between operational and strategic areas** to address ESG subjects holistically.
- **Disconnection between Risks and Net Zero Commitments**, with a gap identified in the integration between environmental risk requirements (plant suppression, effluents, etc.) and net zero commitments

Significant indirect economic impacts

The Escola Nota 10, Elas Transformam, Vizinho do Bem programs, as well as the partnership with the Global Compact, institutional support to ICLEI – Local Governments for Sustainability, MRV Institute, the Habitability Portal, the Cidade Sete Sóis projects, among other initiatives mentioned in this Report, exemplify actions and projects with indirect and direct economic impacts generated by MRV&CO Group.

Financial support from the government

MRV&CO Group and its subsidiaries do not receive any government benefits.

GRI 203-1

Investments in infrastructure

Investments in infrastructure and support services at MRV&CO are concentrated on urbanization projects, meeting the considerations to the projects and donations, with attention to the real needs of each location.

In 2023, we invested more than BRL 234.7 million in urbanization in the cities with MRV&CO projects, with focus on infrastructure.

In parallel with building its products, MRV&CO seeks to offer communities accessibility, mobility, security, leisure, health, education, among other important aspects. After all, life quality for neighbors is a fundamental factor in living well.

When we positively impact the lives not only of our customers, but of many more people in the communities where we operate, we are truly transforming the world.

**See more:
By-laws, Policies
and Regulations**

Donations and Sponsorship

Donations and sponsorships must be made in accordance with the legislation in force and the rules set out in the Code of Conduct and other MRV&CO regulations on the subject.

The Group can make donations both in kind and in goods and services, including disused goods. Donations will be made to organizations and institutions that support health, educational, cultural, scientific, social and sustainable causes.

DUE TO MRV&CO GROUP'S DIFFERENTIATED SHAREHOLDING IN THE ORGANIZATION, SOME INDICATORS ARE REPORTED HERE SPECIFICALLY FOR URBA.

RISKS AND OPPORTUNITIES

GRI 201-2

- Urba is subject to risks in the execution of works due to adverse weather conditions, inclement weather, execution and design issues and environmental conditions that cannot be foreseen, calculated, minimized and/or avoided.
- Accidents can lead to the partial or total collapse of the work, its stoppage or cancellation.
- Adverse climatic changes may cause damage to the business of Urba and its subsidiaries and, consequently, require additional and unplanned investments in relation to the projects, adversely affecting operating results.
- Adverse weather conditions can interfere with project execution schedules, leading to delays in schedules and negatively impacting business and operating results.
- The partial or total collapse of the works can cause damage to the surrounding community – such as blocking roads, impacting on the electricity distribution network, among others.
- The insurances taken out by Urba do not cover accidents caused by extraordinary weather conditions. Accidents arising from this type of condition can have adverse material effects on the financial, economic and operational situation.
- Fires or other natural or man-made disasters can affect facilities and the cost structure, which can have a material adverse effect on activities, financial situation, operating results and reputation; they can also cause significant damage to projects, damage or destroy facilities and property, cause delays in projects and incur additional costs.
- Long-term interruptions in the supply of electricity to projects can lead to significant increases in costs.
- Properties where Urba wishes or intends to develop projects may be affected by unforeseen planning, engineering, environmental or geological problems or conditions, including conditions or problems arising from adjacent or nearby third-party properties, and which may result in unfavorable impacts, reducing the availability of land and causing a material adverse effect on activities, financial condition, results of operations and reputation.



VISION OF FUTURE

Consistency, discipline and attunement to people.

The future we envision places MRV&CO Group as a benchmark in the construction of conscious housing – and we're going to do it step by step.

We come from a history of gradual conquests. Credibility, scope and relevance built up over time. Two cultural characteristics have always been fundamental to this: **discipline and consistency**.

We have also come, in a more recent perspective, from a cycle that required robust work and great efforts to reach desirable levels once again: the third decade of the 21st century started with unprecedented challenges. The consequences still have repercussions and have required movements from practically all sectors. Civil construction, with its long product life cycle, continues to experience the effects of these challenges.

Regarding environmental, social and governance aspects, we need to sharpen our focus even more and embrace "real-world ESG" – feasible, relevant and in tune with what people need and want.

And that makes perfect sense. After all, **we believe that sustainability grows with a long-term vision combined with effective day-to-day actions**; that sustainability is **a shared responsibility** and that people should not be seen as mere beneficiaries of it – but rather as indispensable agents in making it happen.



This is the only way to get even further.
Discipline and consistency remain essential.

Discipline that reveals itself:
in MRV&CO's approach to human
development, integrated with business and
sustainability goals;
in the importance of daily operation;
in maintaining successful programs and
initiatives;
in the relentless pursuit of technical excellence;
in applied innovation, systematically
incorporated into areas and processes.

Consistency that takes shape
in ESG's strategic vision for the sustainability
of the business itself;
in the preservation of our values, converted
into attitudes aligned with the moment we are
experiencing;
in loyalty and respect for our purpose, which
continues to energize the various areas of the
companies that make up MRV&CO Group.

**Always building dreams
that change the world.**



For us, if dreaming is necessary, achieving is mandatory.

The transformative power of MRV&CO Group continues to be the driving force behind our housing platform and everything we think and do in ESG. Housing – especially social housing – is much more than a product; it is an effective means of promoting social sustainability. Our “flagship” thus reinforces our attitude on our responsibilities as an organization, as a business and as a leader in the sector.

We keep evidencing the value of dreams, always linked to the feasibility of achieving it. The value of planning that becomes achievement.

Our vision of sustainability is linked to a strong and powerful sense of reality. The concept of **sustainability management** is gaining momentum in a scenario that requires choices at the same time as action. We are aware that the necessary responses will often come from adaptability, simplicity and the ability to stay focused and prioritize intelligently.

Major investments alone do not guarantee success: **no ESG initiative can prosper without an authentic sustainable attitude; without truly committed people.**

In the corporate context, this only happens if sustainability is, in fact, an integral part of the culture, and if this culture is strengthened and disseminated – one of the pillars of our ESG evolution over the years.

Corporate culture emanates principles, ideals, desires and inspiration to act. It emanates the conviction of being on the right path and the consequences arise – the behaviors, the decisions, the day-to-day gestures, the great actions that are always so important for the “making it happen” of sustainability.

That’s also why we pay tribute in this Sustainability Report to the people who give our culture a concrete dimension and make it possible to achieve a balance between what we believe in and what we want to leave to the world.

In renewing our material subjects for a new biennium, we have in our hands a source of possibilities that only make sense from and for people.

By revisiting MRV's Vision 2030 and updating ambitious goals, we differentiate between a mere sense of urgency and an indispensable sense of priority.

By making sustainability a key element of our ventures, we reaffirm the certainty that it should be part of everyday life for many, not just a distant concept.

By ensuring, with austere and pragmatic management, that MRV&CO Group remains sustainable as a business, we renew our enthusiasm and revalidate our commitment to society, to the planet, to each of our stakeholders and to you.

By incorporating transparency, integrity and ethics not just as values, but as practices, we move towards a fairer society and more enriching personal and professional relationships.

By genuinely having diversity, equity and inclusion, as well as environmental and social responsibility not only as goals, but as beliefs that motivate actions, we become better organizations and individuals.

The sustainable future we envision now comes to life in the next instant if we adopt the attitude, discipline and consistency that make it possible – as a Group, as companies and, above all, as people.

We remain conscious of the responsibilities that come with our prominent participation in the achievement of a home for so many people. We are aware that our work involves much more than allotments, planning, construction work and technical excellence.

Our business allows for many impact fronts, in translating sustainability into the routine of construction sites and site workers; in investments to develop environmentally representative production processes; in the social power exerted by housing, neighborhood actions and qualification through education; the scope for positive influence that only a company present in the lives of more than half a million families can have.

Our business makes it possible to inspire and mobilize an entire market – by being big and making a big difference.

We convert the dream that beats in the life of each family into a key delivered, adding to the more than 500 million keys that we have recently achieved. This is only possible with an attentive eye for people, an ingrained sense of practicality and the ability to prioritize in order to get things done. With the unswerving will to leave a legacy of value, to do the right thing, to be agents of positive transformation.

We hope to have more and more companies, institutions and people to share this journey with.





**ANNEXES &
GRI
CONTENT
INDEX**

Additional Data

New Hires and Turnover 2023: Details

TURNOVER BY AGE GROUP GENERAL STAFF

AGE GROUP	HIRED	RATE OF NEW HIRES	TERMINATED	AVERAGE STAFF	TURNOVER
Up to 30 years old	3,469	55%	4,580	6,354	63.3%
30 to 50 years old	4,230	42.5%	6,627	9,972	54.4%
Over 50 years old	840	32.1%	1,382	2,641	42.1%
TOTAL	8,539	45.2%	12,589	18,967	55.7%

TURNOVER BY GENDER GENERAL STAFF

GENDER	HIRED	RATE OF NEW HIRES	TERMINATED	AVERAGE STAFF	TURNOVER
Women	1,437	35%	1,907	4,151	40.3%
Men	7,102	48.2%	10,682	14,816	60%
TOTAL	8,539	45.2%	12,589	18,967	55.7%

TURNOVER BY REGION GENERAL STAFF

REGION	HIRED	RATE OF NEW HIRES	TERMINATED	AVERAGE STAFF	TURNOVER
Center-West	427	43.7%	669	981	55.9%
Northeast	1,734	48.9%	2,143	3,552	54.6%
North	702	69.2%	865	1,016	77.1%
Southeast	4,173	40.3%	6,717	10,416	52.3%
South	1,503	50.4%	2,195	3,002	61.6%
TOTAL	8,539	45.2%	12,589	18,967	55.7%

Additional Data

New Hires and Turnover 2023: Details

TURNOVER BY AGE GROUP WITHOUT APPRENTICE/INTERN AND YELLOW HELMET

AGE GROUP	HIRED	RATE OF NEW HIRES	TERMINATED	AVERAGE STAFF	TURNOVER
Up to 30 years old	872	32.9%	817	2,487	34.0%
30 to 50 years old	601	18.4%	1,108	3,572	23.9%
Over 50 years old	58	14.9%	125	471	19.4%
TOTAL	1,531	24.3%	2,050	6,530	27.4%

TURNOVER BY GENDER WITHOUT APPRENTICE/INTERN AND YELLOW HELMET

GENDER	HIRED	RATE OF NEW HIRES	TERMINATED	AVERAGE STAFF	TURNOVER
Women	659	23.1%	819	2,974	24.8%
Men	872	25.3%	1,231	3,556	29.6%
TOTAL	1,531	24.3%	2,050	6,530	27.4%

TURNOVER BY REGION WITHOUT APPRENTICE/INTERN AND YELLOW HELMET

REGION	HIRED	RATE OF NEW HIRES	TERMINATED	AVERAGE STAFF	TURNOVER
Center-West	113	23.9%	151	491	26.9%
Northeast	229	26.7%	252	903	26.6%
North	71	38.6%	63	194	34.5%
Southeast	906	22.5%	1,267	4,175	26.0%
South	212	28.1%	317	767	34.5%
TOTAL	1,531	24.3%	2,050	6,530	27.4%

GRI Content Index

GENERAL DISCLOSURES

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
THE ORGANIZATION AND ITS REPORTING PRACTICES				
GRI 2: General Content 2021 - The organization and its reporting practices	2-1: Organization details	29, 30, 31		Av, Professor Mário Werneck, 621 - Estoril, Belo Horizonte – MG
	2-2: Entities included in the organization's sustainability report	17, 29		
	2-3: Reporting period, frequency and point of contact	5		2023, Annual, sustainability@mrv.com.br. The financial and sustainability report covers the period from 01/01/2023 to 31/12/2023.
	2-4: Reformulating information		There was no restatement of information for previous reporting periods (2022).	
	2-5: External verification	5		The information contained in the 2023 Sustainability Report has been subject to external verification by Bureau Veritas.
ACTIVITIES AND WORKERS				
GRI 2: General Contents 2021 - Activities and workers	2-6: Activities, value chain and other business relationships	29, 32		
	2-7: Employees	101		
	2-8: Workers who are not employees	101		

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
GOVERNANCE				
GRI 2: General Content 2021 - Governance	2-9: Governance structure and its composition	62		
	2-10: Appointment and selection to the highest governance body	62		
	2-11: Chairman of the highest governance body	62		item b, Not applicable as the chairman is not a member of the executive board.
	2-12: Role played by the highest governance body in overseeing impact management	68, 69		
	2-13: Delegation of responsibility for impact management	68, 69		
	2-14: Role of the highest governance body in sustainability reporting	48, 68, 70		
	2-15: Conflicts of interest	72, 74, 76		
	2-16: Communicating crucial concerns	69, 84		
	2-17: Collective knowledge of the highest governance body	68, 71		
	2-18: Performance evaluation of the highest governance body			The company does not evaluate the performance of the highest governance body in terms of overseeing the management of the organization's impacts on the economy, the environment and people.
	2-19: Remuneration policies	109, 110		
	2-20: Remuneration-setting process	109, 110		
2-21: Proportion of total annual remuneration	109, 113			

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
STRATEGY, POLICIES AND PRACTICES				
GRI 2: General Content 2021 - Strategy, policies and practices	2-22: Declaration on sustainable development strategy	8		
	2-23: Policy commitments	71, 140, 141		
	2-24: Incorporating policy commitments	72, 74		
	2-25: Processes to repair negative impacts	72, 74, 77		
	2-26: Mechanisms for advice and raising concerns	72, 83		
	2-27: Compliance with laws and regulations	74, 77		
	2-28: Participation in associations	159		
STAKEHOLDER ENGAGEMENT				
GRI 2: General Content 2021 - Stakeholder engagement	2-29: Approach to stakeholder engagement	48, 148		
	2-30: Collective bargaining agreements	109		

MATERIAL SUBJECTS

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
APPROACH TO MATERIAL SUBJECTS				
GRI 3: Material Subjects 2021	3-1: Material subject definition process	52, 53, 54		
	3-2: Subject materials list	55, 56, 57, 58, 59		
SUSTAINABLE CITIES				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	36, 37, 38, 39, 40, 167, 168, 169, 170		
GRI 203: Indirect Economic Impacts 2016	203-1: Investments in infrastructure and support services	190, 193		
	203-2: Significant indirect economic impacts	190, 192		
CONSERVATION AND BIODIVERSITY				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	183, 186		
GRI 304: Biodiversity 2016	304-1: Operational units owned, leased or managed within or in the vicinity of environmental protection areas and areas of high biodiversity value located outside environmental protection areas		The company has no traceability of the monitoring information of its operating units.	
	304-2: Significant impacts of activities, products and services on Biodiversity	183, 184, 186		
	304-3: Protected or restored habitats	183, 184, 186		
	304-4: Species included on the red list IUCN and on national conservation lists with habitats in areas affected by the organization's operations		MRV&CO does not have these species tabulated, nor does it carry out this control.	

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
SUSTAINABLE BUILDINGS				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	36, 37, 38, 39, 40, 167		
GRI 302: Energy 2016	302-1: Energy consumption within the organization	175		
	302-2: Energy consumption outside the organization	175		
	302-3: Energy intensity	175		
	302-4: Reduced energy consumption	175		
	302-5: Reductions in the energy requirements of products and services	175		
GRI 303: Water and Wastewater 2018	303-1: Interactions with water as a shared resource	176		
	303-2: Managing impacts connected with water disposal	176, 177		
	303-3: Water collection	176, 185		
	303-4: Water disposal	176, 177		
	303-5: Water consumption	176		
SUPPLY CHAIN DEVELOPMENT				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	148		
GRI 308: Environmental Supplier Assessment 2016	308-1: New suppliers selected based on environmental criteria	149		
	308-2: Negative environmental impacts of the supply chain and actions taken	149, 152		
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers selected based on social criteria	149		
	414-2: Negative social impacts of the supply chain and actions taken	149, 153		

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
FUNDING DIVERSIFICATION				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	36, 37, 38, 39, 40		
PEOPLE MANAGEMENT				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	98		
GRI 202: Market presence 2016	202-1: Ratio between the lowest wage and the local minimum wage, broken down by gender	109, 113		
	202-2: Proportion of board members hired from the local community	109, 113		
GRI 401: Employment 2016	401-1: New hires and employee turnover	112		
	401-2: Benefits offered to full-time employees that are not offered to temporary or part-time employees	110		
	401-3: Maternity/paternity leave	112		
GRI 402: Labor Relations 2016	402-1: Minimum notice period for operational changes	109		

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
GRI 403: Health and Safety at Work 2018	403-1: Occupational health and safety management system	123, 124		
	403-2: Hazard identification, risk assessment and incident investigation	123, 133		
	403-3: Occupational health services	123, 125		
	403-4: Worker participation, consultation and communication with workers regarding health and safety at work	123, 126		
	403-5: Training workers in occupational health and safety	123, 126		
	403-6: Promoting workers' health	123, 131		
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked to business relations	123, 133		
	403-8: Workers covered by an occupational health and safety management system	123, 124		
	403-9: Work accidents	123, 137		
	403-10: Occupational diseases	123, 138		
GRI 404: Training and Education 2016	404-1: Average hours of training per year, per employee	117, 118		
	404-2: Programs for improving employee skills and career transition assistance	117, 119		
	404-3: Percentage of employees receiving regular performance and career development evaluations	117, 121		

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
GRI 405: Diversity and Equal Opportunities 2016	405-1: Diversity of governance bodies and employees	62, 102, 105		
	405-2: Ratio of average salary and remuneration of women to men	113		
GRI 406: Non-discrimination 2016	406-1: Cases of discrimination and remedial actions taken	72, 84, 102		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	109		item a. MRV&CO does not carry out operations that violate workers' rights to exercise their union or collective bargaining rights.
GRI 408: Child labor 2016	408-1: Operations and suppliers with significant risk of child labor cases	140, 141		
GRI 409: Work analogous to slavery 2016	409-1: Operations and suppliers with significant risk of cases of forced or compulsory labor	140, 141		
GRI 410: Security Practices 2016	410-1: Security personnel trained in human rights policies or procedures	140, 142		
WASTE MANAGEMENT				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	180, 186		
GRI 306: Waste 2020	306-1: Waste generation and significant impacts connected with waste	180, 186		
	306-2: Management of significant impacts connected with waste	180, 182, 186		
	306-3: Specific content: Waste generated	180, 181, 186		
	306-4: Specific content: Waste not intended for final disposal	180, 181, 186		
	306-5: Specific content: Waste intended for final disposal	180, 181, 186		

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
GOVERNANCE: COMPLIANCE, ETHICS AND INTEGRITY				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	61, 72		
GRI 205: Fighting Corruption 2016	205-1: Operations assessed for risks connected with corruption	72, 86		
	205-2: Communication and capacity-building on anti-corruption policies and procedures	72, 80, 86		
	205-3: Confirmed cases of corruption and actions taken	72, 86		
CLIMATE JUSTICE				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	167		
GRI 201: Economic Performance 2016	201-2: Financial implications and other risks and opportunities arising from climate change	190, 191, 194		
GRI 305: Emissions 2016	305-1: Direct emissions (Scope 1) of greenhouse gases (GHG)	171, 173, 185		
	305-2: Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy purchases	171, 173, 185		
	305-3: Other indirect emissions (Scope 3) of greenhouse gases (GHG)	171, 173, 185		
	305-4: Intensity of greenhouse gas (GHG) emissions	171		
	305-5: Reducing greenhouse gas (GHG) emissions	171, 174		
	305-6: Emissions of ozone-depleting substances (ODS)	171		
	305-7: NOX, SOX and other significant atmospheric emissions	171		

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
RESEARCH, DEVELOPMENT AND INNOVATION				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	36, 37, 38, 39, 40		
PRIVACY AND DATA SECURITY				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	91		
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints regarding breach of privacy and loss of customer data	91		
CUSTOMER RELATIONS				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	160, 165		
GRI 416: Consumer Health and Safety 2016	416-1: Assessment of health and safety impacts caused by product and service categories	139		
	416-2 Cases of non-compliance in relation to health and safety impacts caused by products and services	139		
COMMUNITY RELATIONS				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	156		
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments and development programs	156, 157		
	413-2: Operations with significant negative impacts - actual and potential - on local communities	156		
SYNERGY AND VALUE CHAIN ENGAGEMENT				
GRI 3: Material Subjects 2021	3-3: Managing material subjects	32, 33, 34, 35, 148		
GRI 204: Purchasing Practices 2016	204-1: Proportion of expenses with local suppliers	149, 151		

ADDITIONAL DISCLOSURES

Indicators not included in materiality, but which MRV&CO decided to report in order to maintain the historical series and comparability.

STANDARD	CONTENTS	PAGE(S)	INFORMATION AND REASONS FOR THE OMISSION	OTHER INFORMATION
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	190		
	201-2: Financial implication and other risks and opportunities arising from changes Climate	190, 191, 194		
	201-3: Defined benefit plan obligations and other retirement plans	190		
	201-4: Financial support received from the government	190, 192		The company receives no financial support from the government.

Independent Assurance Claim

INDEPENDENT ASSURANCE CLAIM – BUREAU VERITAS



INTRODUCTION

MRV&CO hired Bureau Veritas Certification Brazil (Bureau Veritas) to conduct an independent assurance of the 2023 Sustainability 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 standards and Principles¹ of the Global Reporting Initiative™ for Sustainability Reports and refers to the rendering of accounts for the period from January 1, 2023, to December 31, 2023.

RESPONSIBILITIES OF MRV&CO AND BUREAU VERITAS

The Report's preparation, presentation, and content are the sole responsibility of the MRV&CO management. Bureau Veritas is responsible for providing an independent opinion to Stakeholders under the scope of work defined in this claim.

The MRV&CO's Report was prepared per the guidelines of the Global Reporting Initiative (GRI Standards) and the Company's internal controls determined to be necessary to enable the preparation of this information free from material misstatement, whether due to fraud or error.

METHODOLOGY

The assurance included the following activities:

1. Interviews with those responsible for the material topics and content of the Report;
2. Remote verification of corporate and operational processes (sample verification of GRI and SASB material indicators);
3. Analysis of documentary evidence provided by MRV&CO for the period covered by the Report (2023);
4. Analysis of engagement activities with stakeholders developed by MRV&CO;
5. 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, per the requirements of the ISAE 3000² standard, incorporated into Bureau Veritas' internal verification protocols.

1. Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability.
2. International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information.



LIMITATIONS AND EXCLUSIONS

It was excluded from this verification any evaluation 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 Accuracy and Reliability of data were verified on a sample basis, exclusively in the light of the information and data related to the material topics presented in the Report;
- The economic information presented in the Report was specifically verified against the GRI Balance and Completeness principles.

OPINION ON THE REPORT AND THE ASSURANCE PROCESS

- MRV&CO guided the material topics for the Report from the Dual Materiality approach – in which the organization identifies the most relevant topics for its business, from a perspective of risks, impacts and value generation, taking into account the perceptions of different internal and external stakeholders.
- In our understanding, the MRV&CO Sustainability Report presents the impacts of the company's activities in a balanced way.
- MRV&CO demonstrated an adequate data collection and compilation method concerning the GRI Reliability Principle.
- The inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.

RECOMMENDATIONS

- It is recommended that MRV maintains the calculation memory of the indicators in detail for all Group companies.

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 the quantitative and qualitative data used in the Report;
- The Report does not adhere to the Principles for defining content and quality of the GRI Sustainability Reporting Standard.

**CLAIM OF INDEPENDENCE AND IMPARTIALITY**

Bureau Veritas Certification is an independent professional services company specializing in Quality, Health, Safety, Social and Environmental management with over 195 years of experience in independent evaluation services.

Bureau Veritas has implemented and enforces a Code of Ethics throughout its business to ensure that its employees maintain the highest standards in their day-to-day activities. We are particularly attentive to prevention with regard to conflict of interest.

The verification team has no bond 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.

CONTACT

<https://www.bureauveritas.com.br/pt-br/fale-com-gente>

São Paulo, June, 2024.

Camila Chabar

Camila Pavão Chabar

Executive Sustainability Manager
Bureau Veritas Certification – Brazil

Nádia Lúcia Zuca Simões

Nádia Lúcia Zuca Simões

Lead auditor - Assurance Sustainability Reports (ASR)
Bureau Veritas Certification – Brazil



Credits

GENERAL COORDINATION

MRV&CO INSTITUTIONAL COMMUNICATION

Simone Maia Caetano • Carla Marin

MRV&CO SUSTAINABILITY

José Luiz da Fonseca

Fernanda Gomes • Gilmara Figueiredo • Iara Nunes • Maria Luiza Araujo

STORYTELLING AND DESIGN

Carla Marin

PHOTOS

Leo Drumond • NITRO

Acervo MRV&CO

ADVISORY SUPPORT

AMBIPAR ESG

Henrique Dornas • Hugo Andrade • Quênia Lyrio





MRV & CO

