

MRV & CO

ANNUAL
SUSTAINABILITY
REPORT

2025



ANNUAL SUSTAINABILITY REPORT **2025**

A PUBLICATION BY MRV&CO'S
INSTITUTIONAL COMMUNICATION AND
SUSTAINABILITY DEPARTMENTS

MAY 2026

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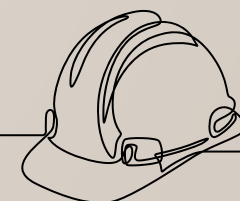
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SUSTAINABILITY
AT MRV&CO

AT MRV&CO, SUSTAINABILITY MEANS MOVEMENT.

It is a strategy that has become a cross-cutting practice, coming to life through initiatives that intertwine ESG ambitions with business objectives.

A movement made of intelligent, pragmatic and conscious choices. Choices made with the maturity of a consistent commitment to our values and results and to the positive transformations we want to see in people's lives, in society and on the planet. After all, what begins within our doors ripples outward to the world and to everyone. This is how the truths that inspire us materialize into action.

"Sustainability must be embedded in a context of real benefit and must be part of everyday life."

– RAPHAEL LAFETA, EXECUTIVE DIRECTOR OF
INSTITUTIONAL RELATIONS AND SUSTAINABILITY

WELCOME!

Join us on this occasion to speak about what we do, based on who we are, exploring our achievements, progress and challenges in 2025. Join this never-ending conversation that deepens each year with new learnings, evolving without losing focus on what moves us, and what drives the lasting legacy we have been continuously building for 46 years.

Because sustainability at MRV&CO Group is about consistency, proactivity and intentionality.

AT MRV&CO, SUSTAINABILITY MEANS ACTION.

We hope you find this report informative.

GRI 2-3 | 2-5 | 2-14

ABOUT THIS REPORT

For 16 years, our Annual Sustainability Report has fostered a space where reflections, reporting and perspectives meet. By revisiting our experiences across environmental, social and governance fronts throughout the year, we document the living history and the ongoing ESG movement within the MRV&CO Group – a movement that connects achievements with a vision for the future, with sustainability as its guiding thread.

For more than a decade and a half, we have witnessed the growing maturity of our management and our choices. The Annual Sustainability Report itself evolves year after year – in the quality of information, narrative structure and both textual and visual language. Looking at recent examples, the 2023 edition highlighted people – our focus as an organization. In 2024, we anchored the report on the truths that guide us – our way of being. Now, in 2025, we tie these two dimensions together, using our way of acting as our core axis: how we engage people and processes to transform, with intentionality, responsibility and pragmatism, our truths into reality every single day.



In this 2025 Annual Sustainability Report, action is at the center of the narrative, celebrating an MRV&CO that is constantly improving, always aiming for the future it wishes to build, for the business itself and for the world.

Therefore, the information reported here, covering the period from January 1 to December 31, 2025, is organized according to MRV&CO's new strategic materiality framework. We highlight themes that are vital to us, as well as risks and opportunities that will continue to guide the Group's strategy and decision-making over the coming years.

The 2025 Annual Sustainability Report was prepared in accordance with the Global Reporting Initiative (GRI) standards and submitted for external assurance by Bureau Veritas. It also underwent internal verification by the Audit and Internal Controls departments and received approval from the Executive Board and the Governance, Risks, Compliance and Privacy (GRC) Committee.

If you have any questions or would like to learn more about the 2025 Sustainability Report, please email us at sustentabilidade@mrv.com.br, phone us at +55 (31) 3165-7100, or talk to Susi – MRV&CO's virtual sustainability specialist – on WhatsApp by adding +55 (31) 97569-0059 or by scanning the QR code on this page.

"Transparency brings credibility when it comes to sustainability."

– RAPHAEL LAFETA, EXECUTIVE DIRECTOR OF
INSTITUTIONAL RELATIONS AND SUSTAINABILITY

GRI 2-4

Following GRI guidance for all reports published as of January 1, 2026, this document adopts the disclosures from GRI 101: Biodiversity 2024, replacing the GRI 304: Biodiversity 2016 standard used in previous years. Furthermore, starting in 2026, we have begun responding to GRI 207: Tax 2019 and GRI 206: Anti-competitive Behavior 2016, aiming to increase the level of transparency in our reporting. Other instances of data or information restatements will be detailed throughout this document.

Over the course of this report, you will find various interactive features. Links and buttons will direct you to external websites. On pages marked with the ● icon in the footer, click on the + symbol to open pop-ups and on the ✕ symbol to close them.

GRI 2-2

SCOPE

This Annual Sustainability Report refers to the MRV&CO Group, which consists of five autonomous companies: MRV, Luggo, Sensia, Resia and Urba. Therefore:

- When mentioning the MRV&CO Group, we refer to information common to all brands or companies, or aspects involving the Group as a whole.
- When specifically mentioning one of the brands, we refer exclusively to that brand and its specific characteristics.
- A significant portion of the content in this report is related to MRV, due to its operational significance and its weight within the Group's overall activities. Information, data and indicators specifically referring to the Group's other brands or companies will be duly identified throughout the document.
- The companies within the MRV&CO Group have their own materiality framework and independent financial statements. This report considers their impact within the scope of the material topics that guide the MRV&CO Group's sustainability strategy.

MRV&CO's **consolidated financial statements** follow the same reporting period (January 1 to December 31, 2025) and encompass the operations of all Group entities – MRV Incorporação (MRV + Sensia), Resia, Luggo and Urba. This includes all companies within the corporate structure: MRV Engenharia e Participações S.A., Prime, MRL, Urba, Luggo and Resia (MRV US). This information can be verified in the **Results Center** on the MRV&CO Investor Relations website.

MESSAGE FROM THE CEOs



Eduardo Fischer and
Rafael Menin

SUSTAINABILITY: A CONTINUOUS MOVEMENT

Challenging times are always educational, and it is no different for MRV&CO.

In recent years, we have had to sustain our growth while managing the impacts of a period that affected everyone and that continued to manifest its effects, especially in long-cycle industries such as construction.

We understand that this cycle is nearing its end – our steady recovery is a strong indicator of this. However, it is always important to consider how much challenging moments can affect the entire organization, including its sustainability strategy.

As we overcome these challenging times, it is worth reflecting: What can we learn from the discipline acquired during this process? How can we convert valuable lessons into strategic inputs to further strengthen MRV&CO?

Our ability to incorporate lessons learned is historic; it has been one of the cornerstones of our successful journey, which spans nearly five decades of life stories transformed for more than half a million families.

In a relatively short recent period, we have witnessed a significant surge in ESG agendas, which could potentially lead to a loss of focus on the subject. We have remained especially vigilant to ensure that MRV&CO reaches a level of sustainability maturity where **focus, pragmatism, the ability to reorder priorities and intelligent execution merge into a major continuous movement**; a movement supported by what we like to call "real-world ESG" – ESG that is possible, achievable and relevant.

Our commitment to sustainable development is a choice driven by intentionality; a constant call to action that invites further smart, pertinent, strategic and viable choices.

MRV&CO's vocation is to act, and we do so with purpose. Our core product – affordable housing – is intrinsically linked to solving a series of adversities: high-quality, affordable housing brings security, health, mobility, infrastructure, access and quality of life. That is where its immense transformative power lies.

Our developments often represent the transition from informal to structured living and progress from instability to homeownership. For many families, they are a very special achievement – perhaps a once-in-a-lifetime one. And we know that structure, stability and achievement make a big difference.

Our product inherently embodies social sustainability. Placing it within a lasting, solid and responsible business environment is our duty. Our ambitions are tied to this shared desire to be here forever; to build, beyond real estate developments, a legacy of value; to build dreams that transform the world.

COHERENCE, PROACTIVITY, INTENT AND PURPOSE

MRV&CO's purpose gains momentum through the conscious decisions made throughout our history, with coherence and conviction.

We understand that the social relevance of our business is enriched by environmental responsibility and completed by robust governance. We work to ensure that each of these fronts grows increasingly stronger. By adopting development, relationship and growth models that seek not to compromise future generations – through the efficient use of resources, responsible management and the valuation of our people – we are acting now and thinking beyond.



By **actively seeking answers to the challenge of further engaging our team, our peers and leaders across different organizations and sectors**, we recognize our role as a leader and the responsibilities that derive from it. We know that when a movement gains traction, it gains its own energy to move forward, and this holds especially true for ESG initiatives.

By **making education a constant inspiration to guide our efforts**, we expand the meaning of our purpose, promoting transformations from the

inside out and impacts that span generations – this is the vision of social responsibility that makes the most sense for us as a Group and as leaders.

By **structuring our 2025 Sustainability Report around our 10 recently redefined material topics**, we demonstrate our pragmatism, sense of reality and ESG as a practice. The previous edition of the report highlighted our “guiding truths,” and they remain deeply present, anchoring everything we do. In this new reporting cycle, those principles are translated into tangible action, renewing our conviction that when we act with truth, transformation happens.

Acting with truth means acting with awareness, coherence and often even courage. Therefore, our vision for each material topic is made complete by the calls to action that drive us forward.

Thus, by making intentionality the core of our choices, we gain the strength to carry lessons forward and to evolve. We value our vocation for delivery and our ability to prioritize in order to act with effectiveness. We strive to always be the best MRV&CO ever – a goal that is renewed every day, provoking, instigating and calling us toward this transformative action.

ESG FOR ALWAYS

For us, intentionality represents the meeting point of pragmatism and purpose, giving meaning to MRV&CO’s transversal sustainability and making it possible for our “real-world ESG” to also be the ESG of the now and the tomorrow – the ESG for always, in a never-ending movement that is part of who we are as an organization and as individuals.

This continuous movement assumes that delivering results requires ensuring the very existence of what makes that achievement possible. Therefore, for us, it is a source of great joy and pride to be able, year after year, to recount the new steps in this long history.

The more people who are, in some way, with us on this journey, the greater the positive impact we will leave together along the way.

Eduardo Fischer and Rafael Menin
CEOs

HOUSING MEANS
TRANSFORMATION
AND SOCIAL
SUSTAINABILITY.

TRANSFORM

GRI 2-1

THE MRV&CO GROUP

Living well is transformative. Throughout its 46-year history, the MRV&CO Group has built a true legacy of positive change in the lives of thousands of families through innovative, smart and affordable housing solutions. These are new homes that open doors to new possibilities.

We realize dreams that expand horizons through five brands that meet diverse housing demands – from people’s first affordable apartment to land subdivisions, smart rentals, customizable floor plans and profitable investments – across Brazil and abroad. By providing the ideal solution for every customer profile and life stage, MRV&CO makes a difference in people’s lives, the economy and society as a whole.

After all, each of our products is an extremely powerful tool for social transformation and for accessing new opportunities. Through them, many people change their lives and significant progress occurs. Consequently, we view **sustainability as a transversal principle of our operations, integrated into the positive impact of our solutions and interconnecting all business dimensions.** By prioritizing robust governance and social and environmental compliance, we deliver quality of life both inside and outside our developments, contributing to the growth of strengthened communities and helping overcome housing deficit challenges.

“Among so many stories of transformation, one case in 2025 especially stood out: during a key handover, we discovered that the new owner of one of our apartments would pay a monthly mortgage installment that was nearly a third of what she previously paid in rent. This surplus value can now be invested in her daughters’ education, better nutrition for the family and effectively improving their quality of life. And that is the core of our work: we plant benefits that will be harvested in the long term, going far beyond the delivery of units and changing the lives of future generations.”

– EDUARDO FISCHER, CEO MRV&CO



550,000

homes delivered
by the end of 2025

The work of MRV&CO is the meeting point of high-quality housing and the needs, aspirations and realities of our customers. Our business results are connected to the stories and success of millions of people in their homes, communities and cities – living with better infrastructure, security, health, mobility and quality of life; dreaming higher and achieving more every day.

MRV&CO



"MORE THAN 1.6 MILLION PEOPLE LIVE IN HOMES MADE POSSIBLE BY THE MRV&CO GROUP'S SOLUTIONS."

– 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

LEARN MORE
MRV&CO's
Institutional Website

MRV&CO (MRV Engenharia e Participações S.A.) is a publicly traded corporation listed on the São Paulo Stock Exchange (B3) under the ticker symbol MRVE3. The Company is headquartered in Belo Horizonte, Minas Gerais, Brazil (at Av. Professor Mário Werneck, 621, Bairro Estoril) and its Brazilian corporate taxpayer identification number (CNPJ) is 08.343.492/0001-20.

MRV&CO'S CULTURE AND STRATEGY

OUR WAY OF WORKING
AND DOING BUSINESS
REFLECTS WHAT WE BELIEVE
IN AND WHAT DRIVES US: A
CULTURE ROOTED IN OUR
VOCATION FOR DELIVERY AND
TRANSFORMATION.

Culture and strategy are deeply intertwined: this is how the MRV&CO Group operates with consistency and confidence. It is the “what we do” and the “how we do it” working in complete harmony, ensuring that every decision brings our purpose as an organization to life, turns our vision into reality, and fosters the people, cultural competencies and attitudes that consistently drive the best results.

For us, culture means belonging; it promotes a sense of teamwork and serves as the foundation of a strong community. MRV&CO's organizational culture strengthens awareness among our employees of the values that guide us, encouraging best practices grounded in integrity and ethics across all levels of the organization and reinforcing sustainability as a cross-cutting principle throughout the Group.

PURPOSE

TO BUILD DREAMS
THAT TRANSFORM THE WORLD.

MISSION

TO MAKE THE DREAM OF HOMEOWNERSHIP A
REALITY BY OFFERING PROPERTIES WITH THE
BEST COST-BENEFIT RATIO FOR OUR CUSTOMERS.

VISION

TO BE THE BEST REAL ESTATE DEVELOPMENT,
CONSTRUCTION AND SALES COMPANY FOR
AFFORDABLE HOUSING IN BRAZIL.

VALUES

WE ALWAYS DO WHAT IS RIGHT
OUR CUSTOMER IS OUR COMMITMENT
OUR PEOPLE ARE OUR GREATEST STRENGTH
WE SHARE OUR ACHIEVEMENTS
WE INNOVATE TO TRANSFORM

Our culture is the daily expression of everything we believe in: the stories that motivate us, the lessons learned from challenges and achievements, the value of what we deliver, and the legacy we seek to leave for people and the planet.

THE BEST MRV EVER: A SHARED JOURNEY

Our culture is reflected in every employee who has been, or continues to be, part of MRV&CO. It comes to life through three clearly defined strategic pillars and cultural competencies promoted across all levels of the organization. In this way, everyone plays an active role in the Company's success and in the positive impacts it creates.

We believe in a living organizational culture – one that is present in everyday behaviors. This way of thinking and acting not only mobilizes our team but also inspires our value chain, the communities we engage with, and everyone connected to MRV&CO and its brands. In this way, **we build relationships with intentionality and meaning for all.** By promoting pride and genuine bonds with the organization, we share our transformative purpose with the team.

We maintain ongoing initiatives aimed at strengthening employees' understanding of our cultural values and fostering behavioral, operational and emotional engagement. These initiatives include a range of approaches and strategies designed for both corporate and office employees as well as teams working at construction sites, all of whom are featured throughout this report.

STRATEGIC PILLARS

FOCUS AND SIMPLICITY

PEOPLE

OPERATIONAL
EXCELLENCE

CUSTOMERS

CULTURAL
COMPETENCIES:
OUR ATTITUDE

The customer is our
reason for being
Together we go further
People with a capital P
Planning for excellence
Passion for entrepreneurship.

KEY BEHAVIORS FOR
TRANSFORMATION



TIMELINE

The MRV&CO Group's business model matures alongside the evolution of living. We are inspired by new expectations, contexts and personal goals to develop operating formats, determine market presence and offer a broad portfolio of products and services.

We experience continuous results in a dynamic model that anticipates movements, absorbs changes, overcomes challenges and embraces technical and social advancements. This longevity stems from coherence, competence, perseverance and a deep understanding of the transformative potential of housing.

46

years in 2025

R\$ 70.9 billion

invested in infrastructure

more than 1.5 million

jobs created
directly and indirectly



MRV expands
throughout Brazil
1994

Urba
is created
2012

Sensia
is created
2020

We expand abroad,
acquiring Resia
[formerly AHS]
2020

1979
MRV
is founded

2007
MRV goes public
MRV IPO

2019
Luggo
is launched

2020
The Group
positions itself as
MRV&CO

2024
We reach the
milestone of 500,000
homes delivered

GRI 2-6 | 2-7 | 2-8

ACTIVITIES

The MRV&CO Group operates in construction and real estate development within the residential segment across 22 Brazilian states, the Federal District and in three metropolitan regions in the United States through Resia. The activities of MRV Engenharia e Participações S.A. (the "Company") and its subsidiaries (the "Group") include:

- Management of own and third-party assets;
- Development, construction and sale of own or third-party real estate;
- Provision of engineering services within the scope of the Company's technical responsibilities, as well as real estate consulting and intermediary services for the supply of goods and services in the residential real estate segment;
- Participation in other companies as a partner or shareholder.

The development of real estate projects and the construction of properties are carried out by Group companies or partners. These partners act directly in project development through participation in special purpose entities and joint venture partnerships.

GRI 2-6 | 2-7 | 2-8

HEADCOUNT

In December 2025:

more than
33,5K
pessoas

3,011 **independent
brokers**

3,243
third-party professionals, on average,
assigned through construction and
subcontracting agreements

20,508
employees

6,808
third-party employees, on
average, hired to meet specific
short-term demands

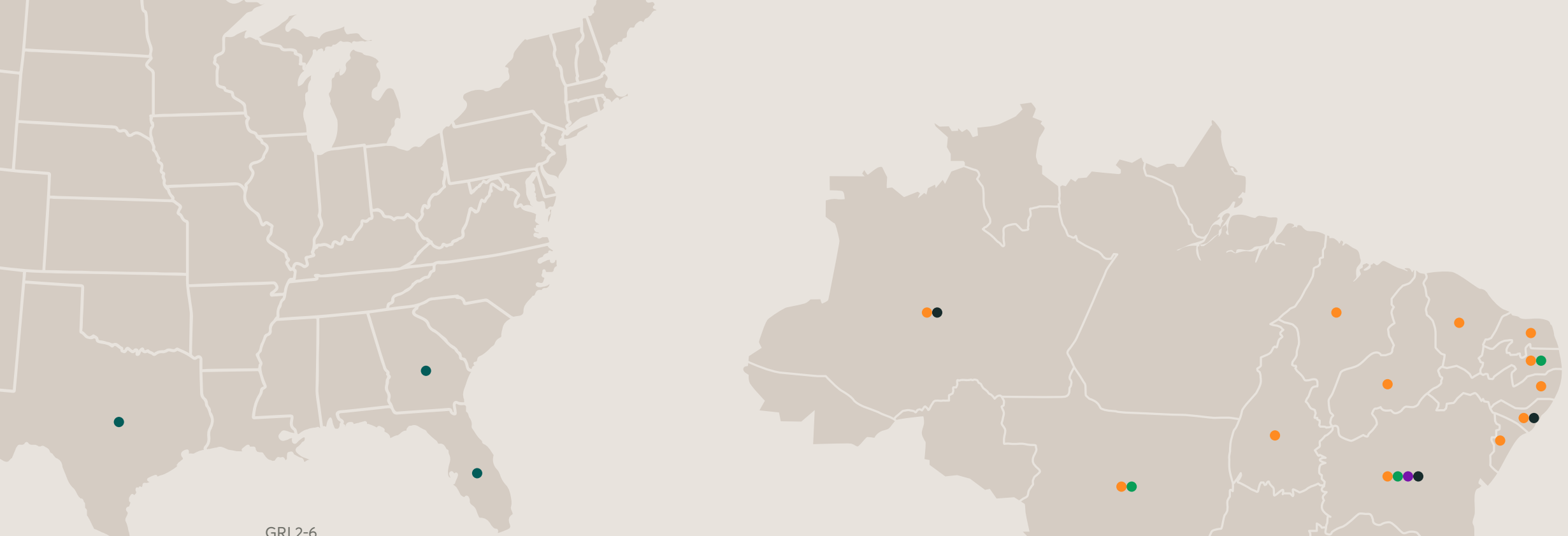
SUPPLY CHAIN

14,368
active suppliers
in our database

67.08%
local suppliers [operating in the same
state as the project/construction site]

49.74%
maintain **long-term** commercial
relationships with MRV&CO
through contracts

Includes procurement from material suppliers, service providers, equipment providers and contractors.



GRI 2-6

LOCATIONS AND MARKETS

Brazil

22

states

+ the Federal District

USA

3

states

Florida, Georgia and Texas

-  MRV
-  Urba
-  Luggo
-  SENSIA
INCORPORADORA
-  RESIA

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

MARCAS

The MRV&CO Group currently comprises five brands: MRV, Urba, Luggo, Sensia and Resia. Offering a variety of housing solutions, they maintain their own identities and business models while sharing the Group's values and purpose. This materializes the Group's versatility and capacity to serve different audiences and housing needs across distinct markets.

This multi-brand approach has proven valuable in addressing challenges and achieving strategic and operational objectives.

MRV & CO



- The largest construction company in Latin America in its segment
- Affordability as its core axis
- Quality of life, comfort and innovation made accessible to thousands of families, helping reduce the housing deficit in Brazil

MRV is a benchmark in **innovation, sustainable growth and shareholder returns**, promoting urbanization with social responsibility and sustainability, focused on customers. Smart projects provide the optimal way to achieve homeownership through properties that combine **affordability, quality and location**.

more than
550.000
families live in MRV properties

[LEARN MORE
MRV's Website](#)

MRV adopts best practices in construction, through continuous investments in operational excellence and compliance with high standards of environmental, safety and health management. Throughout the entire value chain – from land acquisition to the sale of developments – the Company acts in an integrated manner with surrounding communities, considering aspects such as urban planning, neighborhood building, infrastructure, respect for the environment, mobility and harmonious relationships.

In 2025

Net sales
R\$ 9.928 B

Launches
R\$ 11.537 B

Units produced
40,128



- Responsible and sustainable urban development, inspired by key smart city concepts
- High-level architectural planning for middle- and lower-income people

Urba develops land subdivisions with infrastructure, accessibility and proximity to nature in city growth vectors. It creates planned and integrated spaces for social interaction and growth, resulting in shorter commutes, reduced negative impacts and a strong sense of community and identity between people and where they live.

Sustainability is a cultural pillar at Urba, taking shape through efficient processes, technology and innovative solutions, such as the Smart product line, which combines quality and accessibility, expanding the brand's positive impact in low-income communities. Currently, the Company is present in more than 30 cities across the states of São Paulo, Rio de Janeiro, Minas Gerais, Bahia, Mato Grosso and Paraíba.

MRV&CO holds a 54.54% stake in Urba, as stated in MRV&CO's last earnings release. See detailed data on 100% of Urba's operations at the Urba Results Center.

+ than **13K**
Urba units
have already been delivered

LEARN MORE
Urba's Website



- Experience, simplicity and convenience
- Smart residential rental solutions for middle-income segments, within in-house developments

Luggo's business model is inspired by the habits and expectations of customers seeking uncomplicated, functional and well-located housing solutions, coupled with collective benefits and an integrated living experience. By enhancing the quality of the residential experience, the rental process is structured with reduced bureaucracy and is entirely digital.

Developments feature full infrastructure, pay-per-use services, shared spaces and technological solutions available in

a practical and efficient manner, promoting community living, the efficient use of resources and the principles of the sharing economy. Luggo applies MRV's expertise in land acquisition, development and construction while adopting sustainable practices. Its operations include property management and the administration of developments for rental and sale to real estate investment trusts (REITs), balancing efficiency with responsible performance. Due to its forward-thinking vision, with sustainability as a strategic axis, Luggo continues to attract interest from international asset management players and leaders in impact investing.

approximately
3,000
units
are managed by Luggo

LEARN MORE
Luggo's Website

SEN S I A INCORPORADORA

- Personalization and quality of life embedded in every project
- Focus on middle and high-end segments

Sensia projects are developed with **flexible floor plans and extensive customization possibilities**. Each property features high-end finishes and premium materials to meet the expectations of an audience that values comfort, exclusivity and aesthetic refinement.

Sensia developments are located in strategic areas of major cities, in neighborhoods with premium surroundings. The focal point for the brand is identifying with the customer's essence, ensuring that every detail reflects their unique identity.

approximately
3,100
homes have already
been delivered by Sensia

LEARN MORE
Sensia's Website

RESIA

- Development and management of apartment communities for rent
- High-growth potential markets
- High efficiency in construction solutions and management

The acquisition of Resia was a major milestone in MRV&CO's international expansion. Its emphasis on technological innovation for affordable housing creates a positive impact on the multifamily market in the United States and serves as a benchmark for the Group.

Resia's operations are fundamental to MRV&CO's geographic and customer profile diversification strategy. With an exclusive focus on the **multifamily rental market**, Resia develops projects in regions with high housing deficits in Florida, Texas and Georgia. The developments are designed to withstand severe weather events and offer high quality with affordable rents, tailored for the American workforce (middle- and low-income families), with properties strategically

located near urban centers, transportation and employment hubs.

Through smart processes and reduced execution time, Resia optimizes every stage from conception to delivery. The construction method is based on **concrete formwork** – similar to the large-scale model successfully applied in Brazil – which drastically accelerates the production schedule. Furthermore, it employs a pioneering approach to the use of **prefabricated components** through off-site construction. This combination allows for better utilization of labor and resources, facilitates on-site logistics, increases worker safety and significantly reduces waste and environmental impacts. Today, sustainable sector practices position Resia as a standout in automation and industrialization trends within the construction industry.

+ than **1,400** **Resia units**
rented

LEARN MORE
Resia's Website

BUSINESS CYCLE

The MRV&CO Group's activities drive a business cycle where sustainability is integrated transversally as a guiding principle for all stages. This cycle evolves over time, weighing factors such as social and environmental responsibility, the management of human, productive and natural resources and the engagement of various stakeholders.

Our business cycle represents a universe of agents committed to maximizing benefits for all, through a lens that balances innovation, financial results and respect for the environment and the communities in which we operate.



GOVERNANCE



SYNERGY BETWEEN TEAMS AND DEPARTMENTS • STRUCTURED PROCESSES
ACCELERATION OF KEY STAGES TO OPTIMIZE OPERATIONS • LAND COMMITTEE

CERTIFICATIONS & AWARDS

RECOGNITION THAT REFLECTS OUR CONTINUOUS
COMMITMENT TO DOING OUR BEST

Our products, services, processes and people are consistently recognized by the market, institutions, the press and our customers. These certifications and awards reinforce our leading position across various themes and our role in driving the construction sector and the market forward. Below are the highlights of 2025:

CERTIFICATIONS

- ISO 9001 – Quality Management Systems (since June 21, 2001): Business management quality oriented toward customer satisfaction
- ISO 14001 – Environmental Management Systems (since October 17, 2014): Supporting environmental management implementation at 100% of construction sites
- ISO 45001 – Occupational Health and Safety Management Systems (since October 20, 2014): Focus on improving OHS performance *The teams are trained to implement and audit management systems, ensuring the maintenance of ISO certifications.*
- SiAC / PBQP-H: System for Conformity Assessment of Services and Works Companies and the Brazilian Quality and Productivity Program for Habitat

AWARDS

CASA AZUL • CAIXA ECONÔMICA FEDERAL

ESCOLA NOTA 10 (BUILDING FUTURES)

ESG / SUSTAINABILITY

CUSTOMER RELATIONSHIP & EXPERIENCE

INNOVATION & IT

COMMUNICATION, MARKETING AND BRANDING

LEGAL

OCCUPATIONAL HEALTH AND SAFETY

MARKET

RESEARCH, DEVELOPMENT AND INNOVATION

APPLIED, TRANSVERSAL, STRATEGIC
AND CONTINUOUS INNOVATION:
MORE THAN A CONCEPT, IT IS A
DAILY PRACTICE AT MRV&CO

We believe in innovation as a dynamic and powerful asset for the MRV&CO business as a whole, enhancing products, processes and day-to-day practices. Given the complexity involved in the construction sector, we seek to continually improve everything that affects our deliveries.

The MRV&CO Business Cycle and the value chain derived from it involves multiple aspects – from project engineering and customer experience to resource usage, occupational safety, cost efficiency and tax compliance, among many other factors.

In our competitive market, it is essential to constantly improve with regard to all relevant topics, including sustainability. **At MRV&CO, innovation is present in all business areas** through operational niches, maintaining the strategic axis of digital transformation and innovation within the Information Technology Department.

Understanding and applying **innovation as a strategic asset** of this cross-cutting nature makes it more than just an MRV&CO value; it is a key input for our ability to respond both to the Group's specific challenges and to those inherent to our industry.

- Diversification of raw materials
- Supply chain stress management
- Labor attraction, retention and development
- Transitioning from traditional construction models to more efficient approaches
- Efficient use of economic, natural and human resources
- Increased productivity
- Enhanced economies of scale
- Product quality improvement
- Strong relationships with various business cycle stakeholders, such as brokers, surrounding communities and property managers, among others
- Process standardization within an environment of conflicting municipal, state and national regulations
- Efficient tax structuring for developments

INTEGRATION BETWEEN COMPLIANCE AND IT: STRATEGIC BENEFITS

In 2025, the Risk Management, Compliance and Privacy Department further strengthened its ties with the IT area. Beyond regulatory issues, procedures and policies, IT oversees technical matters and technological tools, contributing significantly to a preventive and predictive approach to risk management through data analysis and a dedicated squad focused on compliance.

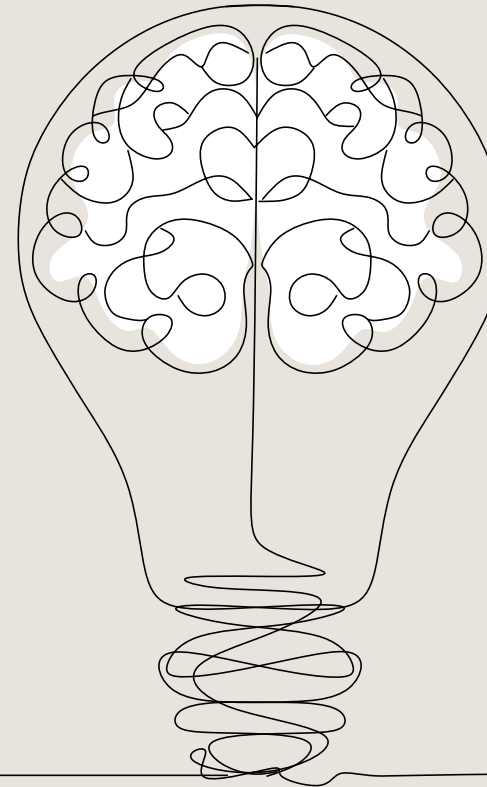
Integration between compliance structures and the IT Department brings strategic benefits to governance by **enhancing audit and monitoring processes**, making them continuous, more comprehensive and more systemic.

"The lessons learned through the experience of our compliance areas are being systematized and benefiting from technology to be translated into practices that are increasingly less occasional or on-demand and more continuous. This is a preventive and predictive approach to anticipate potential irregularities and raise the level of security within the organization."

– ALEX MEDEIROS, DIRECTOR OF GRC AND PRIVACY

Alongside the IT Department, the Human Development (HD) and Project Management areas operate in aspects connected to research and development, specifically regarding internal processes and product enhancement initiatives.

DIGITAL TRANSFORMATION AND INNOVATION TO GENERATE BUSINESS VALUE



CUSTOMER ECOSYSTEM

Covers the entire relationship lifecycle, including processes from lead generation to delivery and post-delivery/occupancy of the property.

PRODUCTION ECOSYSTEM

Covers processes from planning to final delivery, encompassing all stages of the Integrated Production Journey.

OPERATIONS ECOSYSTEM

Real estate development and Shared Services Center; includes processes related to land acquisition and legal compliance / permitting.

BACK OFFICE [TI]

INNOVATION AS CULTURE AND EXPERIENCE

We believe that greater efficiency and quality in our operations stem from **constant critical analysis** that identifies areas for improvement at every stage of the business cycle.

The strategic application of innovation – driven by a **pragmatic view of technological challenges** such as security, proper tools and the effective use of available resources – is a key differentiator for the MRV&CO Group.

This is possible because, at MRV&CO, innovation is not a specific department or a one-off movement: it is a core element of our culture. It is a **shared experience that connects competencies, teams and intentions**, serving as an axis for transformation and value generation across the entire chain. This mindset puts us at the helm of the positive changes we seek for construction, affordable housing and people.

Our vision of innovation is what positions MRV&CO as a benchmark in business models, strategic approaches, operational models, financial performance and ESG topics, while reinforcing its leadership, pioneering spirit and legacy of lasting value.

Through pragmatic innovation, we act as effective agents of evolution in techniques, technologies, processes, construction methods, urban development and many other aspects related to our business and our role in society. We believe that our responsibility is intertwined with our ability to mobilize the “new” in favor of positive impacts for society and the planet.

“Innovation that does not improve people’s lives has no place here.”

– GUILHERME SILVA FREITAS,
LEGAL DIRECTOR

In 2025
over
R\$ 80 M
invested in innovation
[including in IT, products and sustainability initiatives] in both internal and external projects

INNOVATION AND PRODUCTS

Affordability is the guiding concept for product innovation at MRV&CO. We seek objective gains based on the increased economic viability of housing solutions. Higher profitability for each product is also a fundamental pillar of business sustainability.

The optimization of our product portfolio and floor plans, alongside the rationalization of material use, are key elements for **greater efficiency in project production and execution**. By deeply evaluating opportunities to save time and improve aspects related to materials, labor and practices, **we enhance our offerings and reduce costs without losing value for our customers**.

Ongoing initiatives include:

- **continuous performance analysis of materials** such as concrete and steel, emphasizing structural and technical performance, durability and environmental impact;
- **material diversification**, focusing on reducing costs and negative impacts across the entire supply chain;
- **use of component materials with a lower carbon footprint**, aiming for environmentally friendly concrete mixes to reduce costs and environmental impacts;
- active participation in **sector forums**, aimed at enabling the use of alternative materials, especially to reduce water consumption and the use of cements with a high greenhouse gas footprint;
- **adoption of innovative construction methods**, such as off-site and modular construction.

In 2025, **new MRV facade models** were launched, inspired by Brazilian biomes. Combining aesthetics, sustainability and efficient resource use, this initiative enables reduced maintenance costs and enhances quality perception without increasing production costs.

TPOLOGY OPTIMIZATION: A CONTINUOUS MOVEMENT

Through consistent investment and human resources, MRV&CO develops and refines a **construction system that boosts efficiency across various product levels** through a rigorous evaluation of spaces and portfolio elements.

Internally known as "Project Lego," this initiative aims to achieve high levels of standardization in construction elements. To this end, a modular catalog of parts and kits is being consolidated, enabling adaptable combinations suited to the specific characteristics of each site, region and development. The focus remains on the Customer Dimension – using their needs as a compass for what developments offer, ensuring that housing solutions effectively meet expectations.

By balancing **standardization and flexibility**, saving time and facilitating smart choices, it is possible to build with quality and achieve significant gains in timelines, costs and safety. The project has been transforming the way new products are developed at MRV&CO, and we can already see a series of direct and indirect results:

- Process savings and cost reduction, while maintaining customer value perception;
- Better land utilization, with higher occupancy rates in compliance with local regulations;
- Increased commercial opportunities through an intelligent portfolio of products that align with consumer expectations and regional requirements;
- Strengthening of competitive advantages for MRV&CO.





Green living
Safety
Urban development
Mobility and accessibility
Amenities
Strong sense of community
Technology

CIDADE SETE SÓIS

Established as a successful example of applied innovation, the Cidade Sete Sóis developments offer a living experience with a higher quality of life, highlighting the relationship between people, their surroundings and their neighborhood. The product brings tangible sustainability to thousands of Brazilians while remaining affordable, including through housing subsidy programs such as Minha Casa, Minha Vida.

The Sete Sóis developments form communities that are planned, organized, connected and integrated with nature. The seven pillars that support the Sete Sóis concept are inspired by established sustainable practices of smart cities, in alignment with the United Nations Sustainable Development Goals and MRV's 2030 Vision.

Already present in cities such as São Paulo, Salvador, Rio de Janeiro, Betim and Campinas, Sete Sóis also arrived in 2025 in São José dos Campos, São Paulo State, one of the largest technological hubs in the country and a reference in quality of life and economic development. Across a 440,000 m² site, the arrival of approximately 16,000 residents is expected over the next 10 years.

Living in Sete Sóis means having energy efficiency, community life, economic technologies, smart security and environmentally friendly solutions as part of daily life. Waste management happens starting from the construction methods. Waste reduction, encouragement of recycling and reuse, and optimization systems that preserve water resources are integrated into the project. The landscaping combines functionality, aesthetics and environmental conservation. All of this is provided in a product with a cost compatible with the reality of a portion of the population that often has difficult access to housing advances.

[LEARN MORE
Cidade Sete Sóis](#)

INNOVATION & PROCESSES: DIGITAL TRANSFORMATION

The digitalization of processes remains the driving force behind digital transformation at MRV&CO. A key highlight is customer relations: **our integrated digital platform covers every stage of the customer journey** – from initial interactions with brands and products to full support throughout the sales and post-sales processes. Built over the past several years, this effort has delivered clear efficiency gains:

- More effective sales processes, with higher conversion rates and optimized costs;
- Intelligent lead generation, including the development of the existing customer base;
- An improved customer experience, strengthening customers' role as brand advocates;
- Lower overall costs and more efficient use of material and logistical resources;
- Optimized costs to support the ongoing improvement of the sales process;
- A fully digital post-sales operation, including processes such as inspections, renegotiation and customer follow-up.

In 2025

90%

of sales took place via digital platform processes

100%

of the relationship with customers, throughout their journey, happens within the digital platform

The **digital post-sales experience**, in particular, has a significant impact on customers' trust in the delivered product and in the brand. Improvements to digital technical support tools have reduced the number of service requests, resulting in higher satisfaction levels. See more on this topic in the Customer experience and satisfaction section of this report.

"The constant challenge of achieving results in sales and reducing production costs inspires a series of movements. In the commercial area, we seek to deeply understand the customer, hyper-personalize sales and identify the most suitable product.

This brings our customers closer, improves their perceptions and contributes to reducing defaults. This is a clear example of the synergy of innovation with different business areas and of digital transformation applied to business objectives."

– REINALDO SIMA, INFORMATION TECHNOLOGY DIRECTOR

In addition to our broad effort to digitalize processes, initiatives focused on adopting new technologies and diversifying the Group's business models remain active, with the potential to expand revenue streams. MRV&CO also remains open to collaboratively solving specific challenges through open innovation initiatives.

INTERNAL EFFICIENCY

The year 2025 was marked by the strengthening of the squad model, involving close partnerships between digital transformation teams and business areas. Each squad is fully dedicated to a specific project, facilitating communication and the resolution of demands, integrating technology in a deeper, more synergistic and efficient way into the business and making IT an area that goes beyond the operational, taking on a highly strategic position.

This process governance model strengthens new internal innovation projects and complements transformation initiatives already underway, such as the Integrated Production Journey and the migration to SAP® HANA, a platform that offers greater data processing and integration capabilities.

In 2025
more than **35** active squads
mobilized around
350 professionals

STRATEGY AND INTELLIGENCE CENTER

The Strategy and Intelligence Center is an internal area of MRV&CO focused on strategic analysis, data intelligence, project management and continuous process improvement. It is fundamental for data-based decision making, supporting other areas and senior management in a transversal way, optimizing costs and managing performance indicators. It is an indispensable engine of innovation in the organization, providing insights and tools to raise the degree of efficiency and competitiveness of the Group, starting from a vision based on data and intelligent planning.

BETTER PRODUCTION PERFORMANCE

INTEGRATED PRODUCTION

JOURNEY • JIP [in portuguese]

PRODUCTION BEST PRACTICES

The JIP represents the continuation of efforts to direct innovation toward the digitalization of the production journey – a movement launched in 2024. By precisely identifying the stages of production and improving the coordination among them, the JIP better synchronizes the different phases of the business, from land selection and permitting to final delivery.

A milestone in the integration of Business Planning, Production and Sales, the JIP focuses on critical resources, such as the adoption of industrial practices to reduce waste and increase productivity, as well as the allocation of teams across different construction sites, emphasizing the performance and resource gains created by greater coordination among areas and projects.

Among the initiatives connected to the JIP is the Simple Recruitment tool, which streamlines and simplifies the posting and filling of vacancies at construction sites, making it easier to identify and select candidates.

VIRTUAL MODELS: BIM

MRV&CO applies Building Information Modeling (BIM) resources, digitalizing engineering designs through virtual models. This practice supports the management of projects and works, facilitating the identification of design flaws, the production process and the exploration of technical possibilities, based on land and feasibility analyses with 3D perspectives and simulations. Furthermore, BIM is essential for advances in the field of standardization of construction elements, an object of great interest in the Group.

ARTIFICIAL INTELLIGENCE AT THE SERVICE OF INNOVATION



The advanced use of artificial intelligence is now an indispensable instrument of process efficiency at MRV&CO. This occurs across different fronts:

PREDICTIVE AND PRESCRIPTIVE ANALYSES

The use of statistical models and machine learning in data analytics applications supports decision making in different areas. From predictive ratings on the financial capacity of customers to monitoring the propensity for the occurrence of certain risks, AI enables various strategic support resources.

• IMAGE PROCESSING

AI support in data and image recognition in documents automates tasks and makes processes more agile.

• NATURAL LANGUAGE PROCESSING

Capabilities such as text interpretation, conversion of voice to text and vice versa and interpretation of intentions are fundamental to the handling of interactions with users.

CO-PILOT FOR OPERATIONAL AREAS

The rapid development and availability of knowledge bases have made a difference across a wide range of departments, including engineering, technical support and compliance, optimizing processes and improving productivity.

This latter approach, together with the intensified use of chatbots as a communication tool between MRV&CO and its different audiences, was among the main highlights of 2025, which saw the introduction of new agents and the consolidation of the **integrated generative AI platform MIAG** – responsible for facilitating the internal creation of intelligent assistants and access to complex AI resources.

Next, meet some of the MRV&CO assistants.

MRV&CO estimates point out that the set of AI initiatives and the digital transformation process at MRV&CO generated more than

R\$ **70 M**
in savings in 2025

Among their many capabilities, intelligent assistants can generate responses based on proprietary knowledge bases, perform tasks automatically and make communication about complex topics, such as sustainability itself, more accessible.

GRI 2-29

MIA

Mia was fully developed by MRV&CO, combining language models with deep learning. In addition to integrating information, she interprets texts, converts data into voice and understands complex contexts from different origins, being capable of accelerating workflows that involve various areas and competencies.

Mia is the most comprehensive virtual assistant at MRV&CO. She **tracks the journey of MRV, Urba and Luggo customers** from end to end, promoting practical, objective and resolute interactions. With Mia, human assistance is only triggered for truly indispensable occurrences, which contributes to a precise, fast, economical and efficient service process.

In 2025

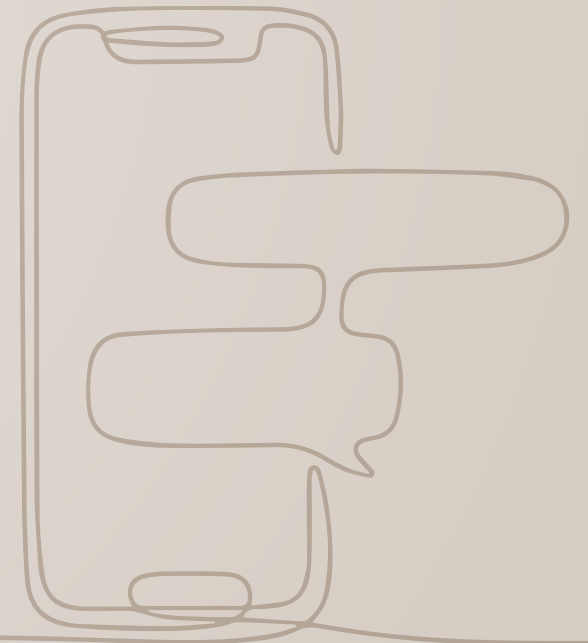
2.01 million
customer interactions

Mia offers immediate, secure and personalized assistance, creating a self-service dynamic structured in a complete relationship and communication flow. Interactions cover functionalities such as online service, call center, social media service, ombudsman offices and reputational platform. Mia also relates to the internal audience, in specific flows focused on operational processes.

Based on the monitoring of user experiences, Mia is continuously adjusted to refine her performance and her capabilities.

737.3k
referrals

The virtual assistant **Sofia** was developed exclusively for Sensia. She enables dynamic, precise and agile interactions, improving the customer experience in different relationship points and optimizing the performance of internal operations. In 2025, more than **62,700 customers** used Sofia.



GRI 2-29

SUSI

Launched in June 2025, shortly after the publication of the 2024 Annual Sustainability Report, Susi is the virtual specialist in sustainability at MRV&CO. She is the first AI in Brazil dedicated to the dissemination of information on the theme.

Using the MRV&CO Sustainability Report as its knowledge base, Susi is able to interpret complex and dense content to answer questions submitted via text or voice through WhatsApp. It engages users through light, personalized interactions, even adapting its language to different audience profiles, such as students and professionals. Susi has also become an important and reliable source of information for users both inside and outside MRV&CO, providing simplified and agile access to information within the scope of the Sustainability Report.

Susi is also available exclusively to internal audiences on the MIAG platform for text-based interactions.

Talk to Susi!



Susi represents **intelligent sustainability** and embodies the Group's intention not only to maintain benchmark ESG practices, but also to serve as a key agent in promoting the circulation of quality information and encouraging discussion on the topic across different sectors of society. More than simply talking about sustainability, we want to engage in meaningful dialogue – and Susi is the tool that expands the possibilities of that movement.

In 2025, targeted internal and external initiatives were carried out to promote Susi, generating highly positive qualitative feedback. Following the strong acceptance of the launch version, and in addition to incorporating future editions of the Sustainability Report, Susi is expected to receive regular additions of complementary information, always within the scope of sustainability at MRV&CO. It is also expected to become an integral part of ESG engagement and awareness-building initiatives, both inside and outside the organization.

In 2025

305

**contacts
started**

2.2k

**messages
exchanged**



GRI 2-29

MARCO

Created to serve a strategic group of MRV&CO stakeholders – **real estate brokers** – Marco provides guidance on products, commissions, credit, sales, campaigns, scripts and much more. His goal is to provide reliable technical knowledge, supporting brokerage professionals with useful, secure, current and easy-to-access information, with a focus on those who are starting their careers. Marco is not intended only for the MRV&CO broker base: he can be accessed, without blocks, by any professional, even those without a relationship with the Group.

In a national market where 116 new real estate agents enter the profession each day (according to Imobi Report data), Marco has become an important technical reference for these professionals. At the same time, it has contributed significantly to the dissemination of the operating practices recommended by MRV&CO and to strengthening the Group's reputation.

Given the success of the first version, Marco 2.0 is under development, which will feature a series of new functionalities.

In 2025

14,690

people
used Marco

148K

messages were
exchanged via the tool

New
brokers who
use Marco
register

27%

**greater
productivity**

24%

**more
sales**

GRI 2-29

ZÉ DA OBRA

This "Construction Site's Best Friend" was created to serve as a copilot for engineers and construction professionals at MRV&CO. It brings together information on operational procedures and regulatory documents to answer questions related to the day-to-day execution of construction activities, improving the quality of delivered projects, reducing errors and preventing rework.

In 2025

2,183

people
used Zé da Obra

36.9K

messages exchanged

GRI 414-1

DAEane

DAEane is the virtual assistant for the Contractor Support Department and was launched in 2025 with an important mission: to provide fast and secure onboarding for contractor companies and their employees.

Through artificial intelligence, the process of collecting documentation and compliance evidence is streamlined while maintaining the highest standards of oversight and governance. The goal is to achieve greater agility in hiring new professionals – which positively impacts both the shortage of construction labor and the allocation of the right resources to each development, while also reducing lead times for the start of construction. In addition, it has the potential to help keep workers continuously employed, with fewer interruptions between projects.



GRI 2-28

INNOVATION AS A SPACE FOR PARTNERSHIP AND MOBILIZATION

By viewing innovation as culture, we recognize **the importance of dialogue with different actors to enhance creativity and, consequently, the emergence of transformative ideas.**

MRV&CO not only practices innovation but also seeks strategic partnerships and the construction of spaces and initiatives that encourage debate. Alongside specific hubs and federal and state universities, we strengthen the capacity to apply science and technology to construction, advancing studies on more sustainable materials and techniques – such as eco-efficient concrete and modular construction – to reduce costs, increase energy efficiency and decrease the environmental footprint of developments.

Some notable partnerships in 2025:

- **Hubic:** an innovation hub focused on concrete solutions aimed at reducing the CO₂ footprint of the cement chain, made up of construction companies and maintained by the University of São Paulo and the Brazilian Portland Cement Association (ABCP);
- **CTNano** (Federal University of Minas Gerais) in partnership with CIT at SENAI-MG;
- **ABRAINIC:** partnership in studies on carbon, thermal comfort and energy efficiency for the sector;
- Participation in **COP30**, with participation from sustainability area spokespersons;
- **Órbi Conecta:** a pioneering hub for innovation and digital entrepreneurship in Brazil, founded by MRV&CO together with major companies from Minas Gerais and the San Pedro Valley startup community. It connects startups, companies, academia and initiatives to drive digital transformation;
- **Acate Vertical Construtech:** an initiative of the Santa Catarina Technology Association involving more than 60 companies engaged in the development and commercialization of technological solutions for the construction and real estate sectors;
- Projects involving nature-based solutions in partnership with the **International Council for Local Environmental Initiatives** (ICLEI) for MRV&CO smart city projects.

We participate in a dynamic innovation ecosystem, acting together with more than 70 startups in projects that optimize processes and improve the customer experience. An example of this is our partnership with UCondo, a startup focused on condominium management, which integrates residents, property managers and management companies.

We also seek to engage people to promote innovation through our own initiatives. They include:

- **INOVA 2030**
an intrapreneurship program that encourages disruptive solutions aimed at optimizing resources, reducing environmental impacts and expanding the positive effects of developments.
- **AUSTERAMENTE**
an initiative focused on recognizing employee excellence that identifies, through an internal call for proposals, projects aligned with the pursuit of efficiency and operational excellence, as well as initiatives with the potential to reduce resource consumption. Selected projects are implemented in practice, and their creators receive financial awards and participate in the implementation process. In its first edition, Austeramente selected ideas aligned with the theme Operational Efficiency with Impact – projects capable of promoting efficient, responsible and sustainable processes while meeting high quality standards.
- **HABITABILITY PORTAL**
a content platform that engages specialists, communities and stakeholders in discussions on sustainable and intelligent housing, addressing topics such as housing, education, healthcare, diversity, technology, production, mobility, the environment, quality of life, ESG and more.
In 2025, Habitability published more than 140 new pieces of content, reached 868,000 visits, including 621,000 unique users, and achieved 16% growth in organic audience reach.
LEARN MORE: **[Habitability Portal](#)**

SUSTAINABILITY MANAGEMENT:
TRUTH AND DIALOGUE IN
CONSTANT MOTION

EVOLOWE

GRI 2-23 | 2-24

OUR SUSTAINABILITY MANAGEMENT

The brands of the MRV&CO Group were created and consolidated in a sector long associated with sustainability challenges. Historically, issues such as high resource consumption, significant contributions to pollutant emissions, vegetation clearing, waste generation and other impacts have been part of the industry's reality.

In recent years, the construction industry has undergone steady and meaningful transformation, driven by regulatory and technological advances as well as changes in corporate practices. Within this landscape, MRV&CO has played a leading role and is proud to be recognized internally and externally as a benchmark.

We understand that we have a decisive role not only in raising the industry's level of commitment to sustainability, but also in inspiring, driving and mobilizing the changes that are reshaping both the perception and – most importantly – the reality of our sector in this area.

The challenges are real and demand the **ongoing advancement** of ESG practices and initiatives, along with a close and genuine connection to organizations' purpose and business models in order to achieve a consistent balance between business results, social and environmental responsibility and legacy. It is no coincidence that we made last year's sustainability report a statement of the undeniable correlation between what drives us – our core beliefs – and what we deliver in sustainability.

Our main product, housing, plays a strategic role in promoting positive socioeconomic transformation. Quality housing changes the reality of families, communities and cities. Naturally, this is a determining factor in the choices we make regarding sustainability. But we believe it is possible to go further – and that means building, in many different ways, the future we know is possible.

That is why, year after year, we seek to reinforce our commitment to sustainability best practices and to serve as an example of efficiency and effectiveness for our peers and for the market as a whole, generating positive impacts for business, society and the planet. Change does not happen overnight, and it is certainly neither simple nor easy. It requires **consistency, intentionality, persistence and the ability to evolve** – concepts that strongly reflect our 2025 journey and our long-term ESG approach.

"The right term is growing maturity. We did not launch new initiatives, but we improved the initiatives we already have, acting with more depth, clarity and transparency. In what we were already good at, we became even better and we went further: we improved the way we talk about sustainability, about what we do and why we do it, with different audiences."

– RAPHAEL LAFETA, EXECUTIVE DIRECTOR OF INSTITUTIONAL RELATIONS AND SUSTAINABILITY



In practice, we understand this growing maturity in sustainability as the strengthening of **transversality**, accentuating the involvement and participation of different areas and different levels of the organization, with resources, assets and ideas in an integrated way. This is reinforced by an **operational planning aligned with strategic goals** and, at the same time, a reference for international standards of good practices and by the construction of partnerships with industry associations and unions for collective engagement in agendas that make a difference.

Throughout our long history, in which challenges have always been constant, MRV&CO becomes better equipped each year to address them and increasingly recognized as a driver of transformation – not only through its products, but also as a source of inspiration and a model for effective decisions and actions grounded in reality. An organization open to dialogue with the different stakeholders who can contribute to the active pursuit of improvements and solutions; ready to deal with contingencies and make difficult choices; capable of breaking paradigms when necessary and continuing what fulfills its transformative purpose.

After all, the future starts at every moment.

MRV'S COMMITMENTS

- Economic Pact with Nature (signatory since 2024):
This initiative brought together more than 50 business leaders from major companies and Brazilian economists in support of sustainable economic development and efforts to combat climate change in the country. The pact is summarized in a document designed to encourage dialogue with the three branches of government in order to improve development conditions without compromising or depleting natural resources.
- First Brazilian construction company to have climate targets approved by the Science Based Targets initiative (SBTi)
- Initiatives such as the More Water movement and the UN Global Compact's Net Zero Ambition initiative
- Institutional supporter of the United Nations Global Compact, serving as an ambassador for SDG 11: Sustainable Cities and Communities

TRANSFORMATION IS NECESSARY, AND SO
IS THE EFFICIENT MANAGEMENT OF THE
RESOURCES THAT MAKE IT POSSIBLE.

IDENTIFY

A NEW
STRATEGIC
MATERIALITY
AT MRV&CO

STRATEGIC MATERIALITY

The MRV&CO Group's materiality assessment, by defining priority topics connected to our reality and the sector's challenges, guides both sustainability management and strategic decision-making.

For this reason, we review the Materiality Matrix every two years to ensure it keeps pace with the organization's evolution and remains current and relevant in relation to the most important issues in Brazil and around the world.

The most recent review was completed in the second half of 2025. As in previous cycles, we maintained Double Materiality as our methodology, considering both the financial and social and environmental implications of ESG topics. The new element introduced into the process was a deeper, more detailed and rigorous mapping of impacts, risks and opportunities associated with each material topic.

As a result, our new matrix for the two-year period includes 10 topics divided among the environmental, social and governance dimensions.

This process is also part of our preparation for the adoption of the S1 and S2 standards of the International Financial Reporting Standards Foundation (IFRS Foundation), which, starting in 2027, will become mandatory for all publicly traded companies under a determination issued by the Brazilian Securities and Exchange Commission.

GRI 3-1

DEFINITION OF MATERIALITY

1

Through an analysis of different sustainability frameworks and a review of the materiality matrices of other companies in the construction sector, 18 potentially material topics were identified.

2

Nineteen priority stakeholder groups for MRV&CO were also identified, including senior leadership, shareholders, investors, financial institutions, suppliers, employees, communities and customers, among others.

3

Based on the analysis of more than 50 internal documents, as well as approximately 70 external references –such as news articles and industry publications – 100 sustainability Impacts, Risks and Opportunities (IROs) applicable to MRV&CO's context were identified.

4

The identified IROs were submitted for evaluation by MRV&CO's various stakeholders through consultations aimed at gathering qualitative perceptions and quantitative information.

- A survey conducted with seven stakeholder groups – employees, customers, suppliers, associations, institutional partners, shareholders/investors and financial institutions – received 214 responses.
- Interviews: 20 focus groups with internal departments; consultation with three community representatives.
- Interviews with senior leadership: 10 interviews with company executives to further explore and calibrate the preliminary results.

5

Based on the stakeholder assessment, the most significant IROs were selected to compose MRV&CO's Matrix.

6

Based on the selected IROs, the 10 material topics that will guide MRV&CO's operations were defined.

The presented results replace the previously reported topics.



GRI 3-2

MATERIAL TOPICS

2025-2026

CLIMATE CHANGE
AND ENERGY
EFFICIENCY

NATURAL
RESOURCES AND
ECOSYSTEMS

WASTE AND
CIRCULAR
ECONOMY

HEALTH, SAFETY
AND WORKING
CONDITIONS

HUMAN CAPITAL,
EQUITY AND
INCLUSION

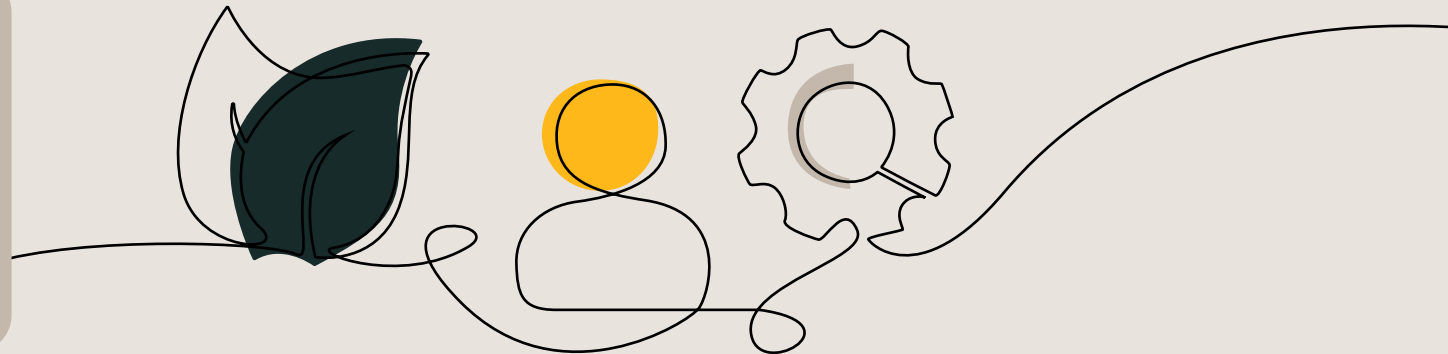
SUPPLIER
COMPLIANCE AND
HUMAN RIGHTS

COMMUNITY
DEVELOPMENT
AND SOCIAL
INCLUSION

CUSTOMER
EXPERIENCE AND
SATISFACTION

GOVERNANCE,
INTEGRITY AND
INFORMATION
SECURITY

REGULATORY
ENVIRONMENT
AND FUNDING



2030 VISION

LEARN MORE
2030 Vision

Our commitment to sustainability takes shape through MRV's 2030 Vision, which serves as a guiding framework for structuring our ESG strategies around objective dimensions of our proposed contribution to the sustainable development agenda.

As a long-term public commitment, the 2030 Vision is a living instrument. Whenever appropriate, in response to changes in a fluid global landscape, it is revisited and its status is updated with our stakeholders in order to ensure that the document's proposal regarding the organization's ability to respond to the dynamic challenges of sustainability remains robust and effective.

The 2030 Vision is a strategic foundation that combines ambitious goals, ongoing monitoring of measurable indicators and integrated strategies, with the aim of aligning economic and financial performance with positive social and environmental impacts. The year 2030 marks the target date for achieving these goals. We are now past the midpoint of the "Decade of Action," which compels us to intensify efforts across the three dimensions that structure the Vision:

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

These dimensions are managed in an integrated manner, reflecting MRV&CO's sustainability management approach, and each has specific goals and its own indicators, defined based on rigorous assessments and the mapping of positive and negative impacts associated with our activities. At all times, the focus is on alignment with the United Nations Sustainable Development Goals (SDGs) and on the relevance of the SDGs to the Brazilian context and the construction industry.

By establishing a direct connection between our business vision, resources, supply chain and corporate responsibility and the United Nations's efforts and concerns regarding the future of people and the planet, the 2030 Vision more deeply aligns the aspirations of our stakeholders with our purpose, our real capacity to act and our ESG legacy.

For 2026, plans include the continuation of initiatives to engage suppliers, partners and leadership teams in ESG practices, as well as the consolidation of methodologies for measuring progress toward meeting targets, strengthening the assessment of lessons learned, reaffirming the decisive role of the 2030 Vision in bringing sustainability to life at MRV&CO and reinforcing the spirit of transparency that underpins the Group's management of the topic.

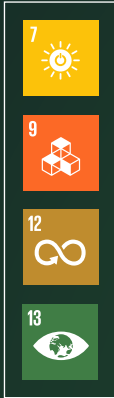
SUSTAINABILITY
IN ACTION

ACTION

IMM

CLIMATE
CHANGE
AND ENERGY
EFFICIENCY

PROVE



This topic encompasses the Group's negative impacts resulting from greenhouse gas emissions and energy consumption in its operations. It also covers financial risks linked to extreme weather events, low effectiveness in mitigating emissions and dependence on fossil sources, reflecting the challenges and pressures of the transition to a low-carbon economy.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

DIRECT OPERATIONS

CUSTOMERS

SECTOR

SUPPLY CHAIN

SOCIETY

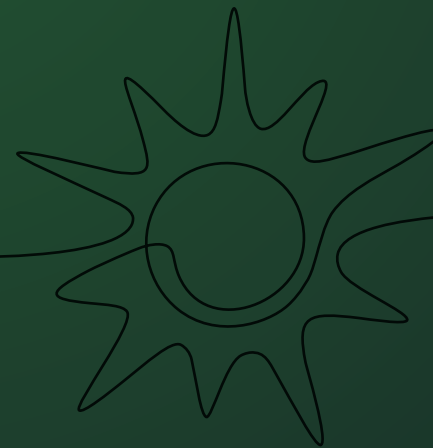
IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [NI] Energy consumption (electricity and fuels)
- [NI] GHG emissions
- [!] Climate vulnerability
- [R] Low effectiveness in mitigating emissions

CLIMATE CHANGE AND ENERGY EFFICIENCY

DOUBLY MATERIAL THEME



CLIMATE CHANGE AND ENERGY EFFICIENCY

The construction industry value chain is characterized by inputs with high embedded energy consumption throughout their transformation process. Inevitably linked to the production and use of cement, steel and concrete, our industry has a significant impact on greenhouse gas emissions and climate change on a global scale.

In the current context, in which the **transition to a low-carbon economy is an increasingly urgent challenge** for organizations across a wide range of sectors, we reaffirmed this topic's priority in the new Materiality Matrix, committing to the continuous strengthening of management practices and to advancing emissions and energy efficiency indicators.

We believe in **strategic partnerships** to improve our indicators and multiply knowledge:

- Since 2021, we have maintained an agreement with the **Science Based Targets initiative (SBTi)** to evaluate and set targets for reducing GHG emissions in production and processes, sharing the objective of contributing directly to the fulfillment of the Paris Agreement.
- We also support the Commitment to the Climate program, led by the Ekos Institute, offering discounts to MRV&CO suppliers that want to offset their emissions by purchasing carbon credits.
- We participate in the Built Environment Decarbonization Working Group, composed of ABRAINCO, ABRAFAC, ABRINSTAL, ASBEA-SP, ASHRAE, CBCS, SECOVI-SP and SINDUSCON-SP, acting to build a more sustainable future.

RESPONSIBILITY
AND COMMITMENT
TO FACE URGENT
CHALLENGES

GRI 201-2

CLIMATE RISKS

Climate vulnerability analyses of our national landbank are carried out through the Climate Vulnerability Dashboard and include an assessment of physical risk factors (landslides, flooding and sea level rise), which are currently part of the Risk and Opportunity Matrix.

The tool also provides a financial impact projection, allowing for a more informed analysis of vulnerable areas.

In 2025, none of the evaluated sites presented a scenario with high probability and financial impact. Therefore, no mitigation or emergency measures were required.

Climate vulnerability, dependence on fossil fuels and low effectiveness in mitigating emissions are the main sustainability impacts, risks and opportunities identified during the MRV&CO Materiality update.

This result is aligned with the climate risks previously mapped through **climate vulnerability studies (via the MOVE tool)** conducted by MRV&CO. MOVE analyzed the land bank to identify climate risks for the 2030 and 2050 time horizons based on scenarios involving flooding, sea level rise and landslides. The tool also identified opportunities for improvement and pathways to reduce these risks in developments. This data is available through the **Climate Vulnerability BI Dashboard**, which is accessible to all business areas.

In a context in which disasters caused by extreme climate events – especially heavy rainfall – affected approximately 83% of Brazilian municipalities between 1991 and 2023, we recognize that monitoring and assessment initiatives are becoming increasingly relevant within MRV&CO, both for developing forecasts related to the future of our business and for more integrated monitoring of our operational process, guiding decisions made, for example, by the Real Estate Development and Projects areas.

* Data compiled by a network of researchers linked to the Federal University of São Paulo

"WE OPERATE IN ONE OF THE
SECTORS WITH THE HIGHEST
LEVELS OF POLLUTION AND
ENVIRONMENTAL IMPACT."

– 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

REAL ESTATE DEVELOPMENT AND CLIMATE VULNERABILITY

In 2025, **climate vulnerability analysis was systemically integrated** – an advancement that incorporates the results of vulnerability studies conducted on the 2022-2023 landbank into prospecting and design processes through MRV Terrenos 2.0. The platform will include an Environmental Characteristics field to record assessments drawn from the Climate Vulnerability Dashboard.

In addition, we sought to **expand the scope of the Vulnerability Study** with support from the Real Estate Development Back Office. A data cross-check was conducted between the vulnerability database and the updated landbank (2024-2025), using the combination of neighborhood + city + state to identify potential threats associated with the Company's assets. As a result, 55% of active construction sites in 2025 were assessed using the tool, considering the three climate risks: flooding, landslides and sea level rise.

For 2026, a formal update of the studies and their inclusion in the Ecosystem platform is planned, alongside the other environmental indicators.

MRV: ALIGNMENT WITH THE PRIVATE SECTOR WITH A CENTRAL ROLE IN THE CLIMATE AGENDA

In September 2025, during Climate Week in New York City, MRV joined leading organizations in co-signing a document that outlined the private sector's 23 priorities – a tool designed to support COP30 negotiations. Presented during a ceremony attended by the UN Special Envoy for Climate Ambition, the document represented the largest coordinated effort by the global private sector to contribute to decarbonization and sustainability strategies. By signing the document, the participating companies reinforced their commitment to strategic topics such as the energy transition, the circular economy, the bioeconomy, food systems, nature-based solutions, sustainable cities, sustainable finance, green jobs and skills for the future.

GRI 302-1 | 302-2 | 302-3 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5

TARGETS AND PROGRESS

MRV was the first Brazilian construction company to have its greenhouse gas (GHG) emission reduction targets approved by the Science Based Targets initiative (SBTi) for the short-term horizon, reinforcing our commitment to practices aligned with global objectives to limit the increase in the planet's temperature to 1.5°C.

TARGETS APPROVED BY SBTi

FOR 2028:

Work so that at least 14% of suppliers responsible for emissions associated with purchased goods and services have their own science-based targets. Learn more [here](#).

FOR 2030:

- 48.8% reduction in Scope 1 and 2 emissions compared to 2019
- 27.5% reduction in absolute Scope 3 GHG emissions (using 2019 as the baseline year), covering 74% of purchased goods and services and 58% of the use of sold products

As part of our efforts to achieve these targets, the following actions were taken in 2025:

- **Reduction in diesel use at construction sites:** we prioritized the use of cleaner energy sources, significantly reducing diesel consumption by using fewer generators at construction sites.
- **Expanded use of ethanol:** reduced gasoline use in the fleet and preference for ethanol, which has a lower carbon footprint, contributing to emissions reductions in Scopes 1 and 2.
- **Reduced travel:** adoption of measures to streamline corporate travel, prioritize virtual meetings and optimize transportation, contributing to lower fossil fuel consumption.
- **Reduced steel use and greater use of green steel:** pursuit of more sustainable material alternatives, reducing overall steel consumption and, whenever possible, using green steel (with lower emissions intensity in its production).
- **Prioritization of lower-emission cement:** preference given to the use of CPII and CPIII cement, which emit less CO₂ compared to CPV, aligning our procurement practices with sustainability criteria.

JOURNEY TOWARD MATURITY IN SOCIAL, ENVIRONMENTAL AND CLIMATE RISK MANAGEMENT

Through an intentional journey, MRV&CO is gradually enhancing its practices related to social, environmental and climate risk across the different stages of maturity of the Group's companies on this topic. The main areas of focus in this process include:

- **Monitoring climate vulnerability risk:** This is now fully incorporated into MRV&CO's Materiality Matrix.
- **Continuous integration:** Maintaining a seamless connection between operational and strategic areas for the management of ESG topics.
- **Stakeholder engagement:** Actively involving suppliers, employees and other stakeholders through targets, climate policies, incentives and participation in sector-wide decarbonization initiatives.



RESULTS OF GHG EMISSION REDUCTION TARGET

In alignment with MRV's commitment to sustainability and climate change mitigation, we established a **target for the 2025 cycle to reduce greenhouse gas emissions per unit produced (emissions/UP) by 5%** compared to 2024.

The decision to monitor and report GHG emissions in terms of "emissions per unit produced," rather than considering only the absolute value (total emissions), ensures a fair and comparable analysis over the years, regardless of production volume, providing a more accurate and transparent view of the organization's actual environmental performance, real progress in reducing GHG emissions and the impact of the sustainability initiatives implemented during the period.

The Emissions/UP indicator enables:

- Objective assessment of environmental efficiency, that is, whether we are producing in a cleaner and more efficient manner, regardless of total production volume.
- Year-over-year comparisons of environmental performance across varying production volumes.
- Identification of improvement opportunities and prioritization of emissions reduction initiatives, supporting decision-making.
- Alignment with market best practices, in line with leading international sustainability frameworks and standards that recommend intensity indicators for organizations with variable production levels

The number of units produced may vary significantly from one year to another due to market factors, construction planning, seasonality and strategic decisions.

This decision was made based on the environmental advantage of electrification, since diesel's emissions factor is considerably higher than that of electricity. As a result, the increase in Scope 2 emissions is directly related to the greater electrification of machinery and equipment at construction sites, partially replacing the use of fossil fuels. This is a recommended practice, given that Brazil's electricity mix is predominantly renewable and has a low emissions factor.

EMISSION MANAGEMENT: 2025 HIGHLIGHTS

The significant reduction in Emissions/UP is the result of a series of initiatives implemented throughout the year, in partnership with strategic sectors of MRV&CO, combined with operational factors:

- **Prioritization of the purchase of CP II cement**, with a lower emission factor compared to other types, favoring the reduction in the consumption of higher-emitting cements.
- **Application of steel supplied by Aço Verde do Brasil (AVB)**, which emits up to 85% less CO₂ than conventional steel in its production process. The indicators in the environmental performance management system are in the process of being updated to properly reflect the positive impact of this measure.
- **Significant reduction in the consumption of diesel, ethanol and gasoline** due to the renewal of the vehicle fleet, prioritizing more economical and environmentally efficient models. Specifically regarding diesel, a contributing factor was also the greater electrification of construction machinery (which led to a slight increase in Scope 2 emissions).
- **Less clearance of native vegetation** during the year, associated both with the stage of construction activities and the locations of new developments, which required less environmental intervention.
- **Improved management of municipal solid waste**, which maintained an insignificantly low share of total emissions despite a temporary increase.

In 2025:

- **Approximately 30% reduction in Emissions/UP across all three scopes** compared to 2024, significantly surpassing the established 5% target
- **2.23 metric tons of CO₂ equivalent generated per operational unit produced** [down from 3.17 tons in 2024]
- **21.7% reduction in emissions** associated with inputs purchased by MRV&CO [Scope 3]

See detailed data in the Indicators Center •
Emissions

GRI 302-1 | 302-2 | 302-3

ENERGY EFFICIENCY

From processes at construction sites to real estate development, from planning to operations, across all our spaces, we view the efficient use of energy resources as a strategic pillar. At MRV&CO, energy efficiency takes many forms: when we choose materials with lower embedded energy costs, when we optimize processes and when we refine the extensive logistics inherent to our operations.

In 2025:

- **114,106.74 GJ** consumed within the organization:
 - **28,825.51 GJ** from fuel consumption
 - **85,281.23 GJ** from electricity purchases
- **10% reduction in energy consumption** linked to purchased inputs compared to 2024
- **24% reduction in total energy consumption** compared to 2024

See detailed data in the Indicators Center •
Energy Efficiency

EFFICIENT USE
OF ENERGY
RESOURCES
AS AN INTEGRAL
VALUE OF EACH
DELIVERY

GRI 3-3 | 2-23 | 2-24

CROSS-CUTTING MANAGEMENT OF THIS TOPIC

MRV&CO's interactions with the environment are guided by specific goals and targets for continuous improvement, established through the synergistic work of the Quality, HSE and Certification areas, with support from the Integrated Management System (IMS), which is responsible for identifying, classifying and monitoring strategic risks and opportunities.

Environmental targets also play a significant role in the composition of the indexes that determine profit-sharing and performance-based compensation at various levels of the organization.

In 2025, the Health, Safety and Environment (HSE) team invested in simplifying and digitizing environmental processes, such as vegetation clearing, water and energy consumption, and waste monitoring.

All environmental management efforts, certified under ISO 14001, complement **MRV&CO's Climate Change Policy** (which contains guidelines for employees, partners, suppliers and other stakeholders), the **Carbon Management Plan** and the goals of the **2030 Vision** in order to structure specific targets, commitments, strategic instruments and lines of action related to climate change and energy efficiency themes:

Due to the quality of our reporting, we became the first company in the construction sector to receive Gold certification in the GHG Protocol Program in 2016. Since then, we have accumulated 10 Gold certifications in the program. We also achieved a B score in the climate change questionnaire of the CDP, a global organization that promotes environmental transparency and sustainability for companies in all sectors.

- **Climate Vulnerability Studies** for MRV&CO developments (mapping sites with regard to current and future climate risks. The data collected serves as the basis for proposing solutions and alternatives to reduce risks.
- **Life Cycle Assessment (LCA)**, in accordance with ISO 14040, for the measurement and objective evaluation of the environmental impacts of developments, from raw material extraction to final disposal, based on criteria such as reduced input use, carbon footprint, and water and energy consumption across processes and stages. This makes it possible to prioritize products and solutions with lower climate impact.
- **Carbon Footprint Assessment**, in accordance with ISO 14067, to guide product-related decisions aimed at reducing GHG emissions and meeting MRV&CO's decarbonization targets.
- **Offsetting carbon emissions** related to Scopes 1 and 2 through the purchase of carbon credits from certified projects since 2015.
- Adoption of **efficient production solutions and materials with lower embedded energy costs** to reduce Scope 3 emissions.
- **Consolidation and disclosure of emissions data** through the Public Registry of Greenhouse Gas Emissions since 2014. Our GHG Inventory has undergone external verification since 2017, conducted by an accredited entity, reinforcing data quality.

For the coming cycles, our priorities include:

- consolidating the procurement of lower-emission materials, such as green steel;
- updating emission factors in inventory systems;
- expanding electrification and the use of renewable energy;
- implementing policies to prioritize the use of ethanol in the fleet;
- continuously monitoring emission factors and market practices.



RATIO

NWA

IZE

NATURAL
RESOURCES AND
ECOSYSTEMS



This topic encompasses MRV&CO's negative impacts related to the consumption of natural resources and ecosystem integrity, with emphasis on water use in direct operations and across the value chain, as well as the effects on soil and vegetation cover resulting from the implementation of developments.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

DIRECT OPERATIONS

CUSTOMERS

SECTOR

SUPPLY CHAIN

SOCIETY

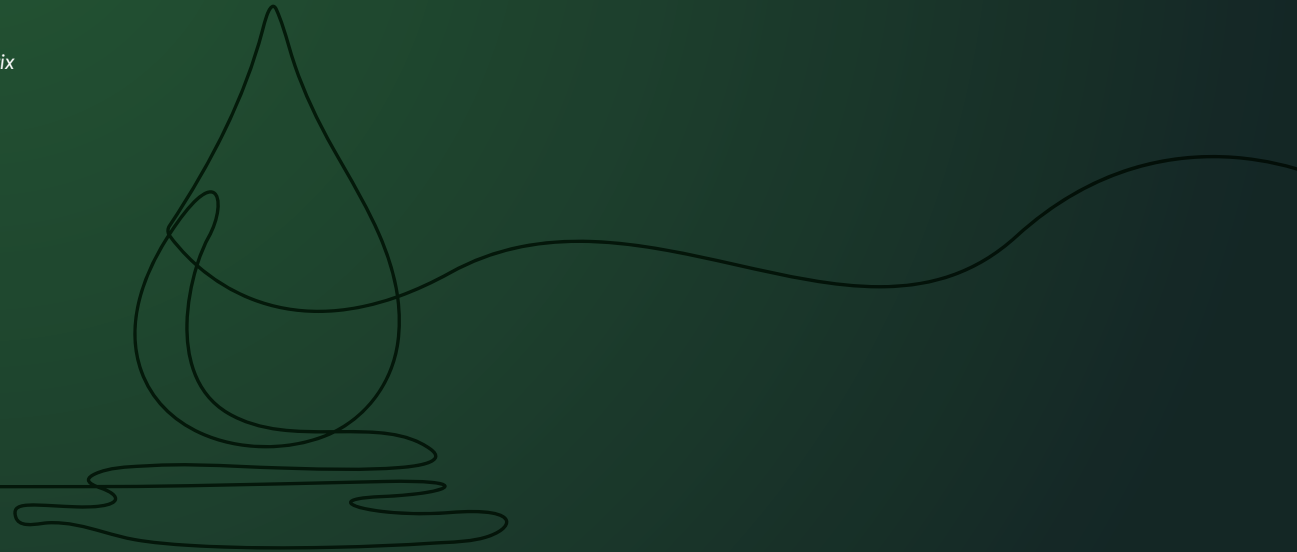
IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [NI] Water consumption
- [NI] Impacts on soil and vegetation clearance

NATURAL RESOURCES AND ECOSYSTEMS

IMPACT MATERIALITY



NATURAL RESOURCES AND ECOSYSTEMS

MRV&CO's business cycle transforms lives. It also transforms landscapes and the dynamics of natural resource consumption. Sites become housing developments, which involves soil movement and vegetation clearing. The construction process and the future occupancy of the properties, which create densely populated areas, also generate new demands on the hydrography of the region surrounding each development.

Recognizing these impacts inherent to the business is essential and lies at the heart of the inclusion of a specific topic on natural resources and ecosystems in the updated MRV&CO materiality assessment.

This topic reinforces commitments to the **efficient use of resources** and compliance; to the pursuit of regenerative solutions aimed not only at reducing harm, but also at restoring, revitalizing, and integrating ecosystems; and to the development of a **business model that balances growing results with respect for the environment.**

STRATEGY, MONITORING,
LEADERSHIP ENGAGEMENT
AND INVOLVEMENT OF
THE VALUE CHAIN TO
EFFECTIVELY CONNECT
ENVIRONMENTAL PURPOSE
AND OPERATIONAL RESULTS

MRV&CO's Occupational Health and Safety, Environmental and Quality Management systems were integrated in 2025 and began operating jointly under the IMS. Under the responsibility of the IMS and Certification area (Corporate IMS), the entire system has become increasingly robust and efficient, ensuring synergy and effectiveness across all integrated areas.

The continuous improvement of HSE management performance is a commitment established in MRV's Sustainability Policy and involves an internal procedure defining the methodology, responsibilities and requirements for planning and conducting internal audits of the Integrated Management System, with the objective of verifying adequacy, level of implementation, effectiveness and compliance with reference standards.

The Context and Stakeholder Requirements Matrix defines the requirements, needs and expectations of stakeholders, along with other relevant factors. Based on SWOT analysis of the data, strategic risks and opportunities are defined and classified according to level of impact and likelihood of occurrence, in line with the criteria established in the Process Risk Matrix.

GRI 3-3 | 2-23 | 2-24

INTEGRATED MANAGEMENT

Based on data collected through the Integrated Management System (IMS), MRV&CO defines **targets and objectives for continuous improvement** across different levels of interaction with the environment. This process lists priorities while considering commitments to public agencies and stakeholders, relevant inquiries via official channels, consultations with workers in non-managerial roles and strategic environmental risks and opportunities identified by the IMS.

This management structure strengthens environmental control efforts and the broad adoption of **sustainable construction practices**, with a view to reducing GHG emissions, increasing efficiency in the use of water and energy, and conserving biodiversity.

*In 2025, MRV underwent an integrated external audit of its certifications and obtained **joint certification of the ISO 9001, ISO 14001, ISO 45001 and PBQP-h standards** – an achievement that highlights our commitment to quality, the environment, housing and occupational health and safety.*

TO THINK ABOUT
HIGH-QUALITY
HOUSING, IT
IS ESSENTIAL
TO SEEK THE
INTEGRATION
OF OUR
SOLUTIONS AND
OUR BUSINESS
CYCLE WITH THE
ENVIRONMENT.

ENVIRONMENTAL IMPACT STUDIES



MRV&CO conducts continuous environmental impact assessments, whose guidelines are based on consumption criteria related to the solutions offered and Environmental Aspect and Impact Assessments.

These assessments are a tool for characterizing the environmental situation and supporting Life Cycle Assessment (LCA) and actions for impact mitigation. Its parameters are applied to all developments, considering aspects inherent to each region.

CASA AZUL + CAIXA CERTIFICATION

This certification, which applies to housing development projects and is granted by Caixa Econômica Federal, a government-owned bank, incorporates a series of environmental criteria. Various MRV&CO construction sites voluntarily adhere to the requirements.

In 2025, we had housing units certified in 31 developments, which met requirements related to thermal and lighting comfort, energy-saving devices, individualized gas metering, solar orientation and efficient elevators, among other factors. In all, the sustainability initiatives recognized by Casa Azul certification represented a valuation exceeding R\$ 135 million for these properties.

AUDITED INTERNAL CERTIFICATIONS

Based on rigorous sustainability criteria for processes and products, since 2016 we have maintained requirements that go beyond legislation and standard regulations and establish internal certifications related to the execution of actions at developments and construction sites. Green Construction Sites, an operational procedure for sustainable actions at construction sites, certifies the sustainability of construction sites and building management processes aimed at reducing environmental impacts.

MRV AND THE UN GLOBAL COMPACT

MRV is an institutional supporter of the UN Global Compact in Brazil. This partnership is voluntary and aims to promote corporate sustainability in areas such as human rights, decent work, environment and anti-corruption measures.

In addition to our commitment to the 10 principles and the Sustainable Development Goals (SDGs), we offer material and strategic support to the Global Compact Brazilian Network, helping to mobilize other companies. As signatories to the compact, we actively participate in movements and take on public commitments in line with the SDGs.

CEO Eduardo Fischer is an Ambassador for SDG 11 – Sustainable Cities and Communities and an “ImPacto Leader” for the UN Global Compact in Brazil, serving as an ESG spokesperson and taking on the mission of encouraging other organizations in the strategic integration of the SDGs.

ICLEI PARTNERSHIP: SUSTAINABLE DEVELOPMENT IN ACTION

In a pioneering partnership, MRV&CO relies on the International Council for Local Environmental Initiatives (ICLEI), the world’s leading association of local and subnational governments dedicated to sustainable development, for advisory support in developing sustainability possibilities for developments, as well as for support in strategic projects with nature-based solutions in order to integrate products into the urban context and the environment.

“WE KNOW THAT BUILDING WITH
SUSTAINABILITY CAN MINIMIZE THE
RISKS OF URBAN GROWTH.”

– 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

GRI 3-3 | 2-23 | 2-24 | 303-1

WATER AND EFFLUENTS

Construction site operations require a significant volume of water for activities such as concrete pouring, cleaning, mortar preparation, and sanitary use, generating effluents that, if not properly managed, may result in the pollution of water bodies and harm to biodiversity. For this reason, MRV&CO maintains an ongoing goal of reducing water consumption by at least 0.5% each year and is committed to the continuous assessment of the scope of **water-related risks associated with its operations and supply chain**, as well as to the monitoring of indicators.

We monitor indicators through an **integrated ESG information management system**, supported by tools designed to optimize consumption efficiency. We also conduct **Environmental Aspect and Impact Assessments** to anticipate potential impacts related to water withdrawal, consumption, and disposal at each development, considering factors such as reduced water availability and changes in water and soil quality.

Our structured management framework enhances the results of investments in employee training and awareness initiatives on the topic, as well as periodic initiatives to monitor water resource use.

- Annual World Water Day campaign
- Periodic circulation of information on procedures related to water management
- Reinforcement of best practices for drilling tubular wells, withdrawals, effluent discharge and other related matters

ROBUST WATER MANAGEMENT IN ALL
PROCESS STAGES, FROM CONSTRUCTION
PLANNING TO PRODUCT DELIVERY.



At the same time, we maintain a series of **structured actions to reduce the use of potable water and stimulate reuse during construction:**

- Use of water collected from office roofs at construction sites for washing equipment, cleaning areas and irrigating gardens;
- Decantation and filtration of water from cleaning concrete mixers for reuse in other cleaning operations;
- Reuse of water from construction site locker room sinks in urinal flushes (regulatory standards 18 and 24).

The effectiveness of water management measures, as well as controls related to associated risks, is monitored periodically through both environmental inspections conducted monthly at construction sites with the support of a standardized checklist and internal and external audits. The resulting indicators are submitted for critical review by management and other governance bodies.

With regard to the **value chain**, the supplier qualification process includes specific requirements related to water management. Water efficiency is also integrated into the products themselves: MRV&CO customers receive their properties equipped with features such as smart flushing systems, flow reducers on faucets, architectural planning for infiltration retention and stormwater management, and individualized consumption metering.

GRI 303-1 | 303-3 | 303-5

WATER WITHDRAWAL AND CONSUMPTION

In general, MRV&CO construction sites use water for human consumption supplied by public utility distribution networks. When this is not possible, our practice is to purchase water from third parties, supplied by water trucks and supported externally by a licensed water treatment plant, or to install artesian wells in accordance with the construction licenses issued by each municipality.

In 2025:

4,962.9 megaliters of freshwater sourced from third parties

1,589.5 megaliters withdrawn in water-stressed areas*

992.6 megaliters of freshwater consumed (withdrawal minus discharge)

617 m³ of water reused thanks to reuse initiatives at construction sites

* According to the Aqueduct Water Risk Atlas.

The hiring of water trucks and the drilling of wells are guided by MRV&CO's own Standard Operating Procedure, POP.002. In some regional offices, artesian wells are installed with the proper water use permits.

See detailed data in the Indicators Center •
Water Withdrawal and Consumption

GRI 303-2 | 303-4

WATER DISCHARGE

Water disposal is a highly critical stage in Construction processes. For this reason, MRV&CO relies on effluent control and treatment systems to support construction projects across all contexts and levels of sanitation infrastructure availability.

In general, disposal is directed to the public sewage collection network itself. In locations not served by basic sanitation infrastructure, we use resources such as collection tanks, filters, effluent treatment systems and sedimentation tanks, always in compliance with applicable local legislation and regulatory standards.

Regardless of the method applied, the direct disposal of effluents into water bodies is not anticipated. Should such a need arise, the characteristics of the water body and the applicable legislation and regulatory resolutions in force will be taken into consideration, following the same monitoring logic applied to all MRV&CO disposal procedures.

- **Liquid effluents discharged into the public sewage collection network** comply with the minimum standards established by permit conditions or by the local utility provider.
- **Liquid effluents discharged into watercourses, stormwater drainage channels, or infiltrated into the soil** are monitored in accordance with the parameters established by current state or municipal legislation or by environmental permit conditions. In the absence of these, we adopt CONAMA Resolution 430 of 2011, Section II, Article 16.
- **Liquid effluents originating from sanitary sewage treatment systems that are not discharged into the public collection network** are monitored in accordance with Section III, Article 21 of CONAMA Resolution 430 of 2011, when there is no applicable legislation or permit condition standards.
- **Effluents treated through septic tank, filter and soakaway systems**, when these are the only possible solution, are monitored in accordance with Section III, Article 21 of CONAMA Resolution 430 of 2011, even in the absence of applicable legislation.
- **Chemical products with polluting potential in the form of waste and effluents** are monitored in accordance with applicable legal requirements or with the standards established in environmental permit conditions. In the absence of these, the most restrictive applicable legislation is adopted

In 2025:
3,970.3 megaliters of water were discharged
80% return rate (discharge/
withdrawal ratio)

See detailed data in the Indicators Center
• Water and Effluents

GRI 3-3 | 101-1 | 101-2 | 101-4 | 101-5

BIODIVERSITY AND ECOSYSTEMS

MRV&CO recognizes that its activities, by promoting urban and housing development, may generate direct and indirect impacts on biodiversity, especially those related to land use change, vegetation removal and pressure on local ecosystem services.

In response, we structure our operations to minimize negative impacts, in alignment with the UN Sustainable Development Goals.

MRV&CO Group companies operate throughout Brazil, and the specific characteristics of each region are decisive for biodiversity management processes. Always considering local needs and requirements, we seek to adapt actions and develop valuable partnerships with entities, organizations and other companies in a joint effort to develop recovery and conservation solutions for areas of greater environmental vulnerability.

POLICIES AND COMMITMENTS

MRV&CO incorporates biodiversity conservation into its Sustainability Policy and operational procedures, focusing on reducing impacts, promoting the sustainable use of natural resources and generating positive outcomes for nature. These commitments apply to direct operations and also guide engagement with the supply chain through environmental requirements, approval processes and technical guidelines.

Targets related to reducing environmental impacts and expanding restoration and compensation initiatives were established through [MRV's 2030 Vision](#).

IMPACT MANAGEMENT AND MITIGATION HIERARCHY

Biodiversity impact management is carried out based on the following mitigation hierarchy:

- **Avoid impacts:** Priority is given to technical analyses and environmental studies for land selection to prevent interventions in ecologically sensitive areas whenever possible;
- **Minimize impacts:** Adoption of construction and operational practices that reduce the intensity and extent of interventions, such as construction planning, vegetation removal control, and effluent and waste management;
- **Restore and rehabilitate:** Implementation of actions to recover degraded areas, restore vegetation and integrate landscaping with native species, considering local ecological characteristics;
- **Compensate for impacts:** Compliance with legal environmental compensation requirements through measures such as compensatory planting, site recovery and other actions defined by environmental authorities;
- **Additional conservation measures:** Development and implementation of nature-based solutions in larger MRV projects (such as Cidade Sete Sóis), as well as institutional partnerships such as cooperation with ICLEI to expand positive impacts and strengthen ecosystem resilience.

During vegetation removal, specific wildlife management procedures are adopted. These include measures to rescue or drive away animals, conducted by qualified professionals so as to reduce biodiversity risks.

IMPACT IDENTIFICATION AND MONITORING

Biodiversity impact identification is carried out through **Environmental Aspect and Impact Assessments**, which consider land characteristics, environmental sensitivity and potential interactions with ecosystems and ecosystem services. In addition, our standard operating procedure for **land characterization** is applied to 100% of sites under evaluation.

Based on these processes, operational units are assessed according to their location and proximity to environmentally significant areas. **The main impacts are mainly associated with land use conversion and vegetation removal.**

IMPACT FACTORS AND OPERATIONAL CONTROL

The main direct impact factors related to MRV&CO's activities are managed through standardized operating procedures, legal requirements and continuous monitoring, supported by our Integrated Management System. These factors include:

- land use change;
- vegetation removal;
- consumption of natural resources, especially water;
- generation of effluents and waste.

Mitigation processes and interventions that may be required in Permanent Preservation Areas are carried out in accordance with our Land Guidelines Operating Procedure, which establishes:

- **Legal compliance:** All requests for vegetation cutting/removal or intervention in Permanent Preservation Areas must strictly comply with legal requirements and receive authorization from the authorities;
- **Compensation and recovery:** All interventions must be accompanied by compensation, recovery or tree management measures, as required by the environmental authorities. These include, for example, species transplantation, environmental compensation and degraded area recovery plans;
- **Wildlife management:** During vegetation removal, monitoring by qualified professionals is mandatory for wildlife rescue and dispersal, minimizing mortality and displacement of wild animals;
- **Mandatory reports and evidence:** Hired companies must submit detailed activity reports, including photographic records, actual removed volumes and waste disposal methods;
- **Traceability and legality:** A Forest Product Origin Document is mandatory for the transportation and disposal of native forest products and byproducts, ensuring material traceability and compliance with environmental legislation. Issuance of this document requires submission of environmental permits, transportation documentation and invoices, among other documentation;
- **Proper use and disposal:** Woody material resulting from vegetation removal may be donated for social purposes under a donation agreement or reused at the construction site itself. If neither option is possible, the material must be properly disposed of in accordance with waste management procedures;
- **Monitoring and control:** Compliance with environmental conditions and compensatory measures is monitored throughout all project phases, with clear responsibilities assigned to each area, ensuring continuity of actions.

In 2025

32

trees were removed
as a result of
MRV&CO's activities

81,881

trees were planted
in compensation efforts

See detailed data in the
Indicators Center • Biodiversity

VALUING NATIVE SPECIES

MRV&CO's **impact compensation initiatives** include tree planting, with priority given to native species from each region. The trees are planted either to restore degraded areas (as a compensatory measure) or as landscaping elements in shared and leisure areas within the developments. Implementation models are defined with the support of landscaping and environmental planning specialists and incorporated into each project.

In 2025, the practice became even more comprehensive: the launch of **new facade designs** for MRV developments, inspired by Brazilian biomes, is based in part on the planned use of regional plant species integrated into the landscaping of functional, leisure and circulation areas within our condominium complexes. The advantages include lower costs, easier maintenance and a stronger local identity for the developments.

VALUE CHAIN AND STAKEHOLDER ENGAGEMENT

Biodiversity management also considers the supply chain, with environmental requirements incorporated into supplier contracting and evaluation processes. MRV&CO promotes engagement with public bodies, communities, and institutional partners to ensure compliance, transparency, and continuous improvement of practices.

INTEGRAÇÃO COM CLIMA E SERVIÇOS ECOSSISTÊMICOS

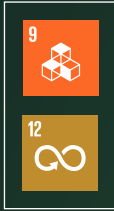
MRV&CO seeks to expand the synergy between biodiversity and climate through the adoption of practices that simultaneously contribute to emissions reduction, resource efficiency, and environmental conservation. The initiatives also consider the impacts on ecosystem services, such as water regulation, soil quality, and community well-being.

This set of practices reinforces the commitment to a business model that balances urban development, operational performance, and environmental preservation.

WASTE AND
CIRCULAR
ECONOMY

RE

THINK



The topic encompasses the negative impacts of MRV&CO related to the consumption of natural resources and the integrity of ecosystems, with emphasis on water use in direct operations and the value chain, as well as the effects on soil and vegetation cover resulting from the implementation of projects.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

DIRECT OPERATIONS

CUSTOMERS

SECTOR

SUPPLY CHAIN

SOCIETY

IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [NI] Waste generation and disposal
- Opportunity: Reuse and recycling of waste

WASTE AND CIRCULAR ECONOMY

DOUBLY MATERIAL THEME



WASTE AND CIRCULAR ECONOMY

The management of materials originating from the construction process generates a significant amount of waste. Improper disposal of these materials can lead to soil and water contamination, negatively impacting the ecosystem and the lives of communities surrounding projects.

The construction process is a core pillar of MRV&CO's operations and, as such, the challenges associated with it are absolutely inherent to our activities. This makes it increasingly essential to **expand waste management best practices**. As well as helping mitigate risks and impacts, these practices create valuable financial opportunities related to the reuse, recycling and proper disposal of materials, positioning MRV&CO at the forefront of the circular economy in the construction sector.

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

EXCELLENCE IN MANAGEMENT

WASTE AND CIRCULARITY:
THE GOAL IS TO DELIVER
MORE USING LESS.

Construction sites are the main source of waste generation at MRV&CO, and improper waste handling (such as rubble and packaging) can result in soil or water contamination, requiring extra care throughout the management process.

For this reason, each project has its own **Construction Waste Management Plan**, developed in accordance with the guidelines established in Operational Procedure 21 – Solid Waste Management. Management is centralized by MRV&CO itself.

This plan defines indicators for various waste classes, the handling procedures for each one, and the guidelines for monitoring the disposal process until environmentally appropriate final destination.

The principle of delivering more while using less is always present and gains momentum and practical application through risk mitigation based on circularity, waste transportation and storage best practices, and measures to control and rationalize material use:

- Application of concrete wall systems as a construction method, with materials reused on-site and used as a replacement for masonry
- Reuse of construction wood for other purposes: building safe walkways, waste disposal bays, identification signs, and fertilizer production (after grinding)
- Encouraging the use of reusable utensils at headquarters and in administrative environments
- Issuance of Waste Transportation Manifests through state systems or the National Information System on Solid Waste Management
- Detailed waste control and removal forms
- Waste segregation
- Proper storage and disposal of collected waste in accordance with legislation and updated studies

See detailed data in the Indicators Center •
Waste and Circularity

In 2025

580,275.39 m³
of waste generated

1,367.85 m³
of waste directed to
reuse, donation or sale

578,907.54 m³
of waste directed to landfills

In 2025, MRV&CO established a partnership with Amanco Wavin to implement a reverse logistics program for PVC waste generated at construction sites. The initiative began in the São Paulo regional division, where collection points were installed and specific routes were established to return post-consumer materials to the manufacturer, ensuring proper recycling. The project remains active in the regional division, with plans for expansion over the coming operational cycles and a goal of implementing the program in at least two additional regional divisions by 2027.

GREEN CONSTRUCTION SITES

Actions related to waste management are a required criterion for the **Green Construction Sites Sustainable Actions Procedure**, an audited internal certification that attests to sustainable practices in construction site and building management. To obtain this certification, the implementation of at least three of the following items is required during operations:

- Reduction of material use and/or solid waste generation
- Repurposing of materials/waste
- Reverse logistics and recycling
- Use of recycled materials

PREVENT

HEALTH,
SAFETY AND
WORKING
CONDITIONS



This topic addresses the impacts and risks related to the working conditions provided to employees and contractors in construction activities, including aspects such as safety, occupational health and the work environment. It also encompasses negative impacts associated with accidents and fatalities, as well as financial risks arising from incidents, reports of harassment or discrimination, and noncompliance with collective bargaining agreements and labor conventions.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

DIRECT OPERATIONS

CUSTOMERS

SECTOR

SUPPLY CHAIN

SOCIETY

IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [IN] Working conditions
- [IN] [R] Accidents and fatalities
- [R] Harassment and discrimination
- [!] Failure to comply with collective bargaining agreements within the established timeframe

HEALTH, SAFETY AND WORKING CONDITIONS

DOUBLY MATERIAL THEME



HEALTH, SAFETY AND WORKING CONDITIONS

HEALTH AND SAFETY:
CONTINUOUS
ACHIEVEMENTS
IN A JOURNEY OF
PREVENTION AND
SHARED KNOWLEDGE

Construction is an activity that requires heightened and strategic attention to aspects such as working conditions, workers' physical and psychological well-being, and the prevention of accidents and fatalities.

Risks are inherent and significant, making careful monitoring essential in shaping MRV&CO's approaches to health, safety and working conditions. We seek to go beyond compliance requirements, as we genuinely value the well-being and physical integrity of MRV&CO's employees and contractors.

The inclusion of this topic in MRV&CO's updated materiality assessment reinforces a movement that has been growing stronger for many years across our teams: **safety as a culture – every day, at all times, in every context and always from a preventive perspective.** This achievement is shared across all levels of the Company, grounded in an understanding of each worker's duties and responsibilities and the importance of everyone's role.

"CARING FOR OUR TEAM IS A PRIORITY."

– 10 TRUTHS •
MRV&CO 2024 SUSTAINABILITY REPORT



Sustainability cuts across a wide range of HSE topics. Our cross-functional view of sustainability promotes the continuous strengthening of foundations such as risk management, efficient management, and the programs, standards and measures focused on MRV&CO teams.

"Ultimately, we want to ensure that everyone – whether in offices, stores or construction sites – returns home the same way they arrived."

– DIRECTOR OF QUALITY,
POST-DELIVERY AND HSE

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

CONTINUOUS IMPROVEMENT:
A MANAGEMENT PRINCIPLE
AND A KEY ELEMENT OF
MRV&CO'S SUSTAINABILITY
POLICY.

100%

of workers (employees and contractors) in administrative spaces and at construction sites are **covered by the Health and Safety Management System.**

Administrative and engineering support activities are developed from our headquarters in Belo Horizonte. At our construction sites and in regional divisions, activities focus on construction operations.

MRV&CO's Occupational Health and Safety Management System is structured and certified in accordance with the international ISO 45001:2018 standard. Since 2025, it has been part of the Integrated Management System (IMS) – an approach that consolidates our Occupational Health and Safety, Environmental and Quality Management systems under a single framework.

This integration supports a **holistic management perspective**, ensuring synergy across all areas and strengthening the robustness and efficiency of the Occupational Health and Safety System – which has specific internal responsibilities and procedures supported by our Operational Health and Safety Golden Rules.

Managed by the IMS and Certification area (Corporate IMS), the entire system has become increasingly efficient.

Planning, dialogue, continuous risk mapping, broad and effective promotion, participatory processes, awareness-building initiatives: tools for comprehensive and effective HSE management.

In 2025, we began conducting internal and external audits for quality certifications (ISO 9001 and SIAC) and HSE certifications (ISO 45001 and ISO 14001) in an integrated manner through a single annual event, seeking greater process efficiency. We also launched a new class of the Internal Auditor Training Course, qualifying 100% of HSE engineers and supervisors, as well as environmental analysts, as internal auditors under ISO 45001 and ISO 14001 standards.

In 2025, our HSE governance underwent a major restructuring – an extensive preparation process aimed at strengthening the area’s role through the reassignment of competencies and responsibilities within a new structure. Starting in 2026, there will be a manager dedicated specifically to health-related matters, complementing the work already carried out by the six safety managers previously appointed. The goal is to bring greater effectiveness to the work of each area that makes up HSE.

We continue the practice of conducting annual internal and external audits, whose assessment parameters range from risk identification to the prevention and control measures in place, in order to evaluate the quality of MRV&CO’s Occupational Health and Safety Management System. An important input for these audits is the data management software implemented at MRV&CO, which generates up-to-date information on the health and safety requirements established under applicable legislation.

SMART MANAGEMENT: HSE + PRODUCTION INTEGRATION

The Group’s **HSE area reports to the Production Department** – a structural advancement that assigns responsibilities to construction site managers, positively impacting safety indicators and directly reflecting management quality. Highlights of the year include:

- **Integration of the QPE and HSE management systems:** 100% of procedures and documentation unified
- In 2025, internal and external audits for quality certifications (ISO 9001 and SIAC) and HSE certifications (ISO 45001 and ISO 14001) began to be conducted in an integrated manner through a single annual event
- **Implementation of monthly safety inspection process** to assess construction sites
- **2025 Mega Internal Workplace Accident Prevention Week**, held simultaneously across all construction sites
- **Restructuring of Occupational Medicine team:** adaptation of the structure and improvement of controls and processes to strengthen occupational healthcare best practices
- **Incentive campaigns for reporting deviations, near misses and first aid cases**, aimed at fostering a culture within the Production team in which everyone feels responsible for and comfortable report-ing any risk situation, fulfilling their role in contributing to a safer and healthier workplace

RISK MANAGEMENT AND IDENTIFICATION

RESOURCES, METHODOLOGIES AND STRATEGIES IN HARMONY TO INVESTIGATE, DETECT, CONTROL AND MONITOR OCCUPATIONAL AND OPERATIONAL RISKS.

Our **Occupational Risk Management System** is aligned with the requirements of ISO 45001 and Brazilian Regulatory Standard 1 (General provisions and occupational risk management). Periodically, measurement, analysis and monitoring of the hazards and risks associated with activities are carried out, applying specific procedures, reports and other tools for the control and management of occupational risks. This process involves several work fronts under the responsibility of the Occupational Risk Management System; including:

- Continuous inspection of facilities and equipment, which was reinforced in 2025 with the implementation of safety inspections, conducted monthly by HSE engineers at all construction sites
- Issuance of technical reports and documents
- PPE management
- Development of safety projects
- Management of operating procedures
- Risk identification



**PROGRAMS
AND
MONITORING**

**OPERATING
PROCEDURES**

**PERSONAL
PROTECTIVE
EQUIPMENT (PPE)**

DESIGNS

**RISK
MANAGEMENT
PROGRAM**

OCCUPATIONAL RISK MANAGEMENT SYSTEM

GRI 403-2 | 403-7

HAZARD AND RISK IDENTIFICATION

LEARN MORE
Risk Management
Policy

The identification of hazards and risks occurs within a defined process flow and covers activities, facilities and equipment, considering a range of factors:

- Whether activities are routine or non-routine
- Who the exposed workers are
- Activities of everyone with access to the workplace (employees and contractors, neighbors, visitors, independent workers) who may be affected
- Activities of workers in locations not under the direct control of MRV&CO
- Human and social factors, such as behavior, workload and hours, interpersonal relationships and organizational culture
- Hazards identified originating outside the workplace
- Situations in the vicinity of the workplace caused by MRV&CO-related activities
- Infrastructure, equipment, substances, physical conditions and workplace layout (including adaptation to the needs and capabilities of the workers involved)
- Changes (including temporary ones) in work variables, such as activities, materials, equipment and technology

- Possible and historical occurrences of accidents or health problems related to mapped exposures
- Existing preventive measures and applicable legal obligations

Unhealthy and hazardous activities, activities with emergency hazards and unplanned situations requiring immediate action for correction and return to normality are analyzed through specific procedures.

Hazard and Risk Inventories consolidate the results of these investigations. Based on them, control mechanisms are defined and implemented, encompassing elimination, substitution, engineering measures, signaling, alerts, administrative measures and measures related to personal and collective protective equipment. Hazard and Risk Inventories also serve as a basis for evaluating the need for new training and capacity building and are part of the **Risk Management Program**.

A significant advancement in 2025 was replacement of PPE, focusing on state-of-the-art equipment tested and approved by our construction teams. This initiative, combined with awareness efforts, seeks to increase professional adherence to the use of PPE at construction sites.

GRI 403-2 | 403-4 | 403-5

ENGAGEMENT, PREVENTION AND SAFETY TRAINING

We understand continuous HSE improvement as a collective effort, resulting from extensive dialogue, feedback and team participation. We have established both ongoing and targeted initiatives for training, information sharing, support and benchmarking across the various day-to-day realities of work at MRV&CO.

"I like to say that what we seek is engagement driven by genuine care among our teams. We place strong emphasis on the importance of family and friends, and on each employee protecting themselves because there are loved ones waiting for them. Safety becomes more tangible when professionals understand why, for what purpose and for whom they need to take care of themselves every day."

– KATIA LOBO, DIRECTOR OF QUALITY,
POST-DELIVERY AND HSE

THE COMMITMENT OF EACH PROFESSIONAL
STRENGTHENS MRV&CO'S SAFETY CULTURE.

GRI 403-5

SAFETY TRAINING AND INFORMATION

The first step toward broad and effective engagement is information. To ensure that all MRV&CO professionals, from construction sites to headquarters, have the skills and awareness needed to carry out their tasks safely and with quality, in compliance with the internal regulations of the Integrated Management System, we maintain a robust calendar of training and capacity-building initiatives.

In 2025, the highlights were:

- **Internal Auditor Training Course:** training of 100% of HSE engineers and supervisors and environment analysts as internal auditors for Safety (ISO 45001) and Environmental (ISO 14001) standards
Audience reached: 88 HSE employees
- **Environment Training Track:** monthly training with the HSE team on key environmental processes.
 - September: Introduction to Environmental Legislation
 - October: Waste Management
 - November: Water and Energy Management*Audience reached: 280 HSE employees (on average)*

- **Safety Training Track:** weekly training with the HSE team on key work safety processes and procedures, such as safety in concrete walls, accommodation and lodging management, safety in mini-crane and rack-and-pinion hoist operations, and workplace harassment.
Audience reached: 280 HSE employees (on average)
- **Safety Moment:** monthly training routine conducted by HSE engineers at construction sites for operational and engineering teams, addressing safety issues and nonconformities identified at sites.
- **Health, Safety and Environment Dialogues:** standardized safety communication routine carried out at least twice a week at construction sites by occupational safety technicians to raise awareness and align teams on safety-related topics.
- **Mandatory NR and onboarding training:** training sessions conducted with all construction site employees to ensure qualification in accordance with the legal requirements of regulatory standards, such as NR-18, NR-33 and NR-35.
- **WST Onboarding:** 100% of work safety technicians joining the organization receive initial training and instructions regarding safety procedures and processes.
- **Service Execution Procedure Training:** verified by the site team through unannounced site visits or service checks, or by the Quality and Post-Delivery sector during quality inspections, in service verification rounds and interviews with employees.

- **HSE Onboarding and Integration Training**, mandatory for all employees, covering various topics, including:
 - Sustainability Policy
 - Environmental aspects, impacts and control measures
 - Waste management and selective collection
 - Occupational health and safety hazards, risks and control measures
 - Job hazard analysis and safe work permits
 - HSE inspection and behavioral evaluation
 - Use and maintenance of PPE
 - Handling of chemical products, labeling and Safety Data Sheets
 - Emergency response procedure
 - Consultation and participation of workers and their representatives (Internal Accident and Harassment Prevention Committee members and designees)
 - Golden Rules
 - Job-specific service orders

Service orders, in addition to being part of mandatory HSE training, also undergo evaluation by the Workplace Health and Safety Specialist Group. Through safety inspections, behavioral audits, indicator analysis and monitoring of warnings and disciplinary measures applied, the team is able to evaluate the effectiveness of tool dissemination among employees and identify the need for new training or awareness campaigns.

Throughout the year, **health, safety and environmental campaigns are held regularly.**

GRI 403-4

INTERNAL ACCIDENT AND HARASSMENT PREVENTION COMMITTEES

Internal Accident and Harassment Prevention Committees serve as **a fundamental intermediary between employees and governance bodies on matters related to workplace safety**. All interested workers have easy access to meeting decisions, either on noticeboards or through electronic means. At our headquarters and across our construction sites, Internal Accident and Harassment Prevention Committees work in conjunction with the Workplace Health and Safety Specialist Group in various areas:

- Monitoring of hazard and risk management;
- Verification of environments and working conditions;
- Continuous dialogue with teams regarding their risk perceptions;
- Follow-up on investigations and analysis of work-related accidents and diseases;
- Participation in the development and implementation of HSE programs;
- Awareness raising on occupational health and safety topics;
- Annual Internal Workplace Accident Prevention Week, specifically including topics related to preventing and tackling sexual harassment and other forms of violence in discussions and practices.

Em conformidade com a NR05 e com o procedimento operacional interno da MRV&CO, a CIPA realiza reuniões mensais. Em casos de acidentes graves ou fatais, ou por solicitação da empresa ou dos colaboradores, pode haver reuniões extraordinárias. As deliberações são comunicadas diretamente à governança em reuniões de rotina e, para garantir representatividade, a comissão é composta por representantes da organização, dos empregados, dos empreiteiros e dos prestadores de serviço.

In 2025, our Internal Accident and Harassment Prevention Committees and Workplace Health and Safety Specialist Group held the Mega Internal Workplace Accident Prevention Week, which took place simultaneously at all construction sites to discuss accident prevention, occupational diseases and the promotion of health and safety in the workplace.

GRI 403-5

AUTONOMY AND DIALOGUE

In line with the commitment established in our Sustainability Policy, we provide our professionals with official channels and mechanisms through which they can express their perceptions of workplace conditions, encouraging autonomy in making decisions regarding their own safety.

- All employees may exercise the right to refuse work, guaranteed under Brazil's Consolidated Labor Laws, to stop work activities when they believe they pose a risk to their own safety, health or that of others. The Refusal to Work Form is available to everyone and can be easily accessed. The Sustainability Policy and Code of Conduct protect employees against retaliation when this tool is used appropriately.
- Employees and contractors who identify unsafe conditions or noncompliance at construction sites may report irregularities through the "Safety Alert" tool, which can be accessed via QR code displayed at worksites. Employee identification is optional, and all reports received are reviewed daily by the Occupational Safety team, which takes the appropriate measures.

- Suggestions related to process optimization and improvement, as well as the creation and revision of documents, may be submitted directly to the Feedback team through a widely publicized internal channel.
- Satisfaction survey for workers housed in company accommodations, with optional identification.
- Reports regarding legal noncompliance or violations of MRV&CO policies and regulations (including cases related to safety) may be submitted anonymously through the Confidential Channel, which is widely publicized.

We also believe in the importance of maintaining open spaces for dialogue to receive employee feedback and input, such as our **Health, Safety and Environment Dialogues**. These take place at construction sites at least twice a week and are led by occupational safety technicians to align on safety-related topics and discuss overall quality of life, addressing subjects such as mental health, disease prevention and healthy habits.

WORKER SUPPORT CENTERS

Our Worker Support Centers, located across several regional operations throughout Brazil, serve as the gateway to **an inspiring journey of integration and safety**. At these centers, new employees and contractors encounter a dynamic environment filled with theoretical and hands-on training that not only introduces technical and safety procedures, but also fosters a strong awareness of the real risks present in day-to-day construction site activities. This experience is essential for transforming attitudes, preventing accidents and promoting a strong safety culture.

GRI 403-2 | 403-9

ACCIDENT INVESTIGATION AND RESPONSE

MRV&CO's goal is to always act preventively with regard to safety, through risk identification, implementation of controls and employee training. Even with all these efforts, however, accidents may still occur.

It is our duty to be prepared to **respond to these incidents with agility**, effectiveness and strategy, prioritizing employees' recovery and treating each case as a learning opportunity to prevent similar situations from happening again.

MRV&CO continuously improves its accident management methodology by encouraging construction site teams to record any occurrence, regardless of severity, directly in the system. This valuable information is consolidated into Power BI dashboards that provide visibility, transparency and support more effective management. These dashboards also make it possible to accurately identify behavioral deviations before they develop into more serious accidents, enabling the implementation of control measures tailored to the safety challenges of each construction site and/or regional operation.

Every incident is an opportunity for learning for both management and day-to-day teams. Accordingly, 2025 was the year in which **we strengthened communication regarding accidents across our operational workforce**, incorporating any incidents into Health, Safety and Environment Dialogues throughout Brazil and encouraging professionals to discuss and absorb important lessons based on experiences from other construction sites.

These processes complement standards and procedures aimed at improving the quality of accident investigations at MRV&CO and providing inputs that can support the implementation of new control measures.

The entire accident communication and investigation process is carried out through the Obrasoft platform, applied nationwide, with the support of Internal Accident and Harassment Prevention Committees.

Internal regulatory instruments for accident investigation and response include:

- Internal Procedure for Analysis and Investigation of Accidents, Near Misses and Occupational Diseases
- Accident Contingency Plan
- Complete Emergency Response Plan, with procedures for specific scenarios



In 2025,

AMONG EMPLOYEES

the highest number of recorded occurrences was related to the activities of formwork assemblers, bricklayers and laborers, occurring between 8:00 a.m. and 11:00 a.m.

The primary accident-causing situation was collisions against obstacles, objects, equipment or materials.

**AMONG WORKERS WHO ARE NOT EMPLOYEES
(WHOSE WORK AND/OR WORKPLACE IS CONTROLLED
BY THE ORGANIZATION**

the highest number of recorded occurrences was related to the activities of laborers, formwork assemblers and bricklayers, occurring between 8:00 a.m. and midday.

The primary accident-causing situation was collisions against obstacles, objects, equipment or materials.

We had **zero fatalities among contractors and employees** working for MRV&CO in 2025. We reiterate our commitment to safety and to continuously strengthening our practices to prevent such incidents.

In 2025

64%

reduction in severity rate*
of recorded accidents compared
to the previous year

** Total severity rate, considering both
employees and contractors.*

See detailed data in the Indicators Center •
Occupational Accidents

GRI 403-3 | 403-6 | 403-10

HEALTH AND WELL-BEING, ALWAYS

To value our team as our greatest strength, attention to the health and well-being of every employee is essential. At MRV&CO, we understand that a health approach focused solely on the workplace is not enough; management must be integrated, with attention to quality-of-life needs that arise in different settings.

MRV&CO takes a comprehensive approach to employee health, with initiatives, services and programs focused on physical and psychological well-being. We maintain specialized occupational healthcare teams, initiatives aimed at informing and raising awareness among our internal audience, as well as a range of efforts covering different aspects of health and specific stages in employees' lives.

AN INCLUSIVE, INTEGRATED
AND INTELLIGENT VISION:
EMPLOYEE HEALTH AS PART
OF OUR CULTURE.

Within the context of **comprehensive health**, a range of **benefits, programs and partnerships** are available to the MRV&CO team:

- Health insurance coverage for administrative employees
- Union support for workers at construction sites (as provided for in collective bargaining agreements)
- In some locations, MRV&CO maintains partnerships with nonprofit civil associations to offer free consultations with healthcare specialists, discounts at participating pharmacies, and other healthcare services
- Several initiatives under the "Ser Sangue Verde" program are connected to healthcare efforts, such as psychological support, prenatal support for pregnant employees and a partnership with TotalPass (dis-counted gym and physical activity memberships)

As part of our Occupational Health Medical Control Program, Hearing Conservation Program and Respiratory Protection Program, we maintain a **schedule of mandatory medical exams** that helps us monitor and identify, in compliance with NR 32, potential illnesses among employees and contractors. The exams are preferably conducted at clinics, and workers are excused from their duties during these appointments. If necessary, the exams may also be offered directly at construction sites.

We pay special attention to **protecting health information**. Digital medical records are managed through occupational health software, ensuring that access is restricted to the healthcare sector. Printed records are stored at partner clinics serving our regional offices or under the responsibility of the medical teams at offices.

Under any circumstances, employees' medical history data may only be accessed by the Occupational Medicine team. Findings identified through occupational health exams or the Company's health promotion programs are used solely as guidance for employees. Actions affecting an employee's routine are taken only if a condition is identified that could compromise workplace safety – always with special care to ensure medical confidentiality.

HEALTH UP TO DATE: ONGOING PROMOTION OF EMPLOYEE HEALTH

The Health Up to Date program includes a series of initiatives to encourage self-care and prevention among MRV&CO employees. Awareness campaigns and initiatives take place throughout the year, reinforcing continuous healthcare by sharing high-quality, up-to-date information and encouraging healthy practices – for example, through waived copayments for medical exams and consultations during specific periods (for users of the MRV&CO health insurance plan).

CONSTRUCTION SITES: SPACES FOR PROMOTING PHYSICAL AND EMOTIONAL HEALTH

In 2025, MRV&CO construction sites reached new levels in promoting workers' quality of life and overall health. Improvements to common and relaxation areas, available information and mental healthcare stood out. In addition, throughout 2025, a psychological wellness program was developed for implementation in 2026.

- **Welfare spaces** at construction sites go beyond regulatory requirements to provide professionals with a pleasant and motivating environment. Attention to detail, with planned landscaping, high-quality furniture, decorative elements and fully equipped recreation rooms, reflects the care devoted to our operational team and the encouragement we seek to provide for lighter, more positive relationships and a kinder, more caring outlook – inside and outside the workplace.
- **Regular campaigns** were carried out on health and quality-of-life topics.

**ZERO CASES OF
OCCUPATIONAL DISEASES** recorded

ZERO DEATHS
resulting from occupational diseases

Investigations into cases of potential occupational illness among employees are conducted by at least one occupational physician or member of the Occupational Medicine technical team, a representative from the Occupational Safety area and, whenever possible, with the collaboration of the patient.



WHEN EACH EMPLOYEE IS
ABLE TO MAKE INFORMED
AND RESPONSIBLE
DECISIONS ABOUT THEIR
HEALTH, WE KNOW WE
ARE ON THE RIGHT PATH IN
PROMOTING HEALTH AND
WELL-BEING.

WAL
UE

HUMAN
CAPITAL,
EQUITY AND
INCLUSION



This topic refers to aspects related to people management, with an emphasis on career development and equity and inclusion practices. It encompasses the positive impact associated with structuring diversity agendas and initiatives, as well as the negative impacts linked to gender pay disparities. It also considers the financial risks arising from difficulties in attracting and retaining qualified labor, especially in a sector marked by challenging working conditions.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

DIRECT OPERATIONS

CUSTOMERS

SECTOR

SUPPLY CHAIN

SOCIETY

IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [PI] Structured diversity, equity and inclusion agenda
- [NI] Gender pay disparity
- [R] Attraction and retention of workforce

HUMAN CAPITAL, EQUITY AND INCLUSION

DOUBLY MATERIAL THEME



HUMAN CAPITAL, EQUITY AND INCLUSION

BELONGING AND
PROTAGONISM:
HUMAN
DEVELOPMENT AS
CULTURE.

A business cycle that mobilizes tens of thousands of professionals to deliver quality throughout Brazil requires intelligent, comprehensive and responsible management.

To maintain MRV&CO's inclusive and inspiring environment, we adopt practices that are now benchmarks in people management. We combine care, respect and encouragement in initiatives that value each employee's individual role and foster positive team relationships. We engage talent and develop skills through an approach that highlights the daily practice of each of our cultural competencies. In this way, collaboration, ownership, customer focus, excellence and continuous improvement are brought to life at all times.

People management at MRV&CO gives our culture a day-to-day dimension, transforming the values that guide us into positive impacts – for the people who make things happen, for those who live in an MRV&CO property and for society..

The scale, geographic reach and functional diversity of our workforce of more than 20,000 people reinforce our position as a leader in the construction industry and make the sector's inherent challenges clear: high turnover, the aging of skilled construction-site labor and barriers to attracting talent.

In response to these challenges, the topic was once again selected as part of MRV&CO's Materiality Matrix, reaffirming our efforts to build a strong workplace culture focused on creating equitable work environments, offering opportunities for personal and professional development and promoting physical and psychological well-being.

PEOPLE CONNECT ACTION TO PURPOSE AT MRV&CO.

We want to engage people in a transformative journey shaped by their different motivations and life goals while sharing our strategic values. More than delivering results, we want every professional to understand their value in helping address Brazil's housing deficit and to feel proud of building dreams that transform the world and impact the future of the next generations.



PEOPLE MANAGEMENT AT MRV&CO

People give meaning and momentum to sustainability. This vision becomes tangible at MRV&CO through the integration between the Human Development area, senior leadership, the People Committee and the Board of Directors.

A connected approach for cross-functional management, strengthened by contributions from different areas, makes our people management a proactive process that anticipates employees' needs in order to promote benefits and education. The process goes beyond legal requirements at every level, from construction sites to administrative and commercial spaces.

In practice, this translates into diverse and inclusive initiatives – focused on employee development, team engagement and the advancement of technical and emotional skills – whose guidelines are set out in the MRV&CO People Management Policy:

- **Culture training programs** to support the integration of corporate values
- **Training programs for business areas** aimed at improving job performance
- **Leadership development** for current and future challenges
- **Development of young professionals** with potential for specialist and leadership positions
- Development of **specific HR programs and processes** to support business area strategies in partnership with internal consultants
- **Engagement, retention, integration and recognition** projects, among others
- Initiatives to strengthen people's connection with the MRV&CO Group and its values

The Human Development area plays a strategic role, delivering highly significant behavioral, operational and business results over the years. HD serves as a catalyst for important discussions with other areas, bringing strength and breadth to programs and initiatives that bring to life the approaches that sustain and advance MRV&CO's internal human ecosystem.

- Career development
- Human resources mapping
- Training and education
- Talent attraction, retention and acceleration
- Diversity
- Internal stakeholder involvement and engagement

WHEN WE VALUE PEOPLE, WE
VALUE OUR PRODUCT, OUR
BUSINESS AND OUR INDUSTRY.

GRI 401-1

TALENT ATTRACTION AND RETENTION

WORK THAT INSPIRES.
RESULTS THAT
TRANSFORM.

Given MRV&CO's broad geographic footprint, with operations throughout Brazil, and the shortage of specialized labor – a systemic risk for the construction industry – we view **talent attraction and retention as a strategic priority in people management.**

To attract and retain qualified professionals engaged with our purpose and willing to build their careers at MRV&CO, and to continue strengthening this team, it is our responsibility to provide a safe, healthy and stimulating work environment where performance goes hand in hand with professional growth and fair compensation.

We carefully design and monitor every step of the MRV&CO **employee experience.** At each stage, development tracks, internal engagement and benefits programs, inclusion and diversity-promotion initiatives and well-structured communication support the growth of every member of our team.

SELECTION AND RECRUITMENT

A positive experience in the MRV&CO employee journey begins with a consistent recruitment process aligned with our values.

In recruitment, we seek to identify professionals who combine genuine alignment with our culture with the technical and behavioral skills required for each position. Whether for new hires or internal changes in role or area, the process follows a well-planned structure with flexibility levels tailored to the position profile and the specific characteristics of each location. Our dedicated recruitment platform enables traceability throughout the stages and precise monitoring of indicators. These resources are also

available for recruitment processes related to affirmative-action openings, which are essential to achieving desired diversity and inclusion targets.

In 2025, the Human Development area also became responsible for recruiting construction foremen and site supervisors, strategic operational leadership positions whose recruitment had previously been handled directly by each construction site. The change is part of a structured effort to strengthen the connection between HD and construction sites, which also includes specific training, the inclusion of operational leadership in the Management and Performance Cycle, and discussions on increasing operational staff participation in the benefits offered, among other initiatives.

In 2025

10,061
hires

PARTNERSHIPS WITH SENAI: REJUVENATING OUR CONSTRUCTION SITE WORKFORCE

We are working with the National Industrial Training Service (SENAI) to initiatives to develop qualified labor for the market and spark younger generations' interest in the construction industry, highlighting the growth opportunities offered by the sector and, more specifically, by MRV&CO.

TECHNICAL TRAINING CLASSES

In 2025, we intensified our efforts to increase the number of young workers at construction sites. Through a partnership with SENAI, we offered **technical training in construction for apprentices** through a hybrid model: participants work at MRV construction sites in the morning and attend technical training courses at SENAI in the afternoon. The type of technical training offered is defined according to the workforce gaps identified in each region.

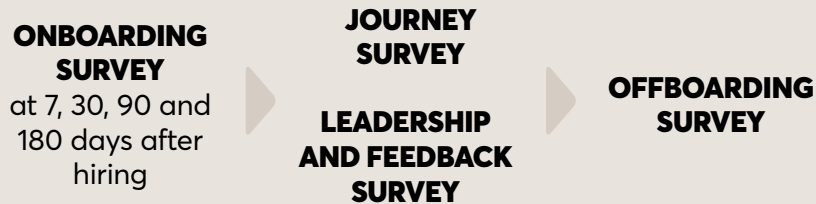
EXPANSION OF OPEN DOORS PROGRAM

The MRV&CO Open Doors Program has traditionally invited undergraduate students in construction-related programs to experience the organization's day-to-day operations through **guided visits to construction sites and offices**, connecting young people with experienced professionals. The program also creates space for discussions about the challenges and opportunities related to the profession. In 2025, Open Doors also began offering visits for graduates of SENAI technical programs.

EMPLOYEE JOURNEY

The employee journey at MRV&CO encompasses all employee experiences and interactions, from recruitment to the end of their path within the Group. We understand the impact – on the corporate environment, operational results and quality of life – of each employee’s perception regarding topics such as the workplace environment, infrastructure, working conditions, health, well-being, professional development, relationships and leadership. For this reason, we closely monitor indicators related to these and other aspects that may drive changes and improvements, applying the Employee Net Promoter Score (eNPS) methodology, which measures employees’ likelihood to promote the company where they work.

In 2025, recurring onboarding and offboarding employee surveys were conducted, in addition to employee experience (eNPS) surveys: the Leadership and Feedback Survey and the Journey Survey, both incorporated into the Management and Performance Cycle.



GRI 402-1

Communication of significant operational changes that may substantially affect workers occurs at least 15 days prior to implementation.

EMPLOYEE TURNOVER

In 2025, we intensified initiatives focused on problem analysis and resolution through the Plan-Do-Check-Act (PDCA) methodology, specifically aimed at reducing employee turnover in several areas:

- **Engineering:** Thanks to 23 actions implemented since 2024, monthly monitoring and the rapid adoption of countermeasures in cases of deviations, we observed a 50% reduction in turnover in the area compared with previous data.
- **Construction foremen and site supervisors:** In 2025, we implemented nine actions to reduce turnover, including salary and benefits adjustments and the implementation of a leadership training program. The project continues to advance, seeking to identify new causes and future countermeasures.
- **In-house store managers:** We have 12 turnover-control actions planned. Some of them were partially implemented in 2025, with monitoring and expected results to be captured in 2026.
- **Procurement:** 11 turnover-control actions are planned for the area.
- **Real estate agents:** The MRV+ Program, which provides additional benefits based not only on sales volume but also on employee tenure, continues to deliver significant results.

59.6%

**MRV&CO 2025
overall turnover rate**

Turnover rate = $\frac{[\text{Total hires} + \text{Total departures}]/2}{\text{Average headcount for the period}}$

COMPENSATION

At MRV&CO, we have implemented a compensation model designed to balance what is sustainable for the organization with what is rewarding for employees.

This approach is a strategic component of our talent attraction and retention efforts and results in a compensation policy based on clearly defined criteria, made up of elements that play specific short-, medium- and long-term roles, always taking into account the connection to results and to our efforts to advance in this area.

Employee compensation is defined from three perspectives:

- **EMPLOYER:** promotes the knowledge, skills and behaviors required for business success
- **EMPLOYEE:** compensation as part of an attractive value proposition
- **COSTS:** sustainable amounts that do not compromise other investments

***Senior executives'** compensation is determined according to their roles and responsibilities, benchmarked against the compensation of other executives in the real estate construction industry and aligned with the collective performance of the executive management team.*

*Compensation for **non-operational positions** is determined using the Mercer methodology, which is widely adopted in the market and in which the organization's internal relative job value is determined based on functions, units, divisions, geographies and the market compensation landscape, ensuring internal and external equity across positions. The process is supported by external consultants, who include external benchmarks for potential scenario reviews.*



FIXED COMPENSATION

Its purpose is to recognize and reflect the value of the position internally and externally.

- Board members (monthly compensation)
- Statutory and non-statutory officers
- Other employees

VARIABLE COMPENSATION

Available in different formats for specific groups, tied to targets according to position and area.

SHORT-TERM INCENTIVES

Profit-sharing and performance-based compensation, based on performance against individual, departmental and company targets aligned with the budget, strategic planning and market benchmarks. For senior management, targets include integrity, environmental and social criteria, highlighting the importance of ESG in our senior leadership compensation policy.

LONG-TERM INCENTIVES

For board members and statutory and non-statutory officers, this consists of stock option plans with defined terms and conditions, supporting employee retention and aligning interests with shareholders in the creation of sustainable, long-term business value.

GRI 2-21

COMPENSATION RATIOS

Scope: all employees across all MRV operations (Brazil). Part-time employees are included in the calculation base, and no differentiated rates were applied in calculations related to them.

$$\frac{\text{ANNUAL TOTAL COMPENSATION OF THE HIGHEST-PAID INDIVIDUAL}}{\text{AVERAGE ANNUAL TOTAL COMPENSATION OF ALL EMPLOYEES (EXCLUDING THE HIGHEST-PAID INDIVIDUAL)}} = 18,353\%$$

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

based on monetary compensation (base salary + profit-sharing and performance-based compensation + commissions/bonuses).

GRI 202-1

LOWEST SALARY VS. LOCAL MINIMUM WAGE

The lowest salary at MRV&CO corresponds to the **assistant position** and is equivalent to **1,0 (100%) of the minimum wage for women and men.**

For comparison purposes, working hours were converted to a 44-hour workweek. MRV&CO considers MRV Brazil to be its most significant operational unit. Although some Brazilian states have regional minimum wages, the lowest salary paid by MRV nationwide for the entry-level construction assistant position is the national minimum wage.

GRI 202-2

LOCALLY HIRED BOARD MEMBERS*

- MRV, Luggo, Sensia and Urba: 100% (Brazil)
- Resia: 25% (USA)

* In the country of operation.

GRI 2-30 | 401-2

BENEFITS

- Life insurance, disability and incapacity assistance, parental leave, pension funds and benefits plans are available to all MRV&CO employees, including temporary and part-time employees.
- Meal vouchers, health insurance and the option to enroll in private pension plans are available exclusively to full-time employees.

All direct MRV&CO employees are covered by collective bargaining agreements, which define the benefits packages to be offered (except interns, whose working arrangements are governed by specific legislation in Brazil). At MRV&CO, however, **we believe it is possible to go beyond what is required by law and collective bargaining agreements.**

Accordingly, we maintain **major programs** that strengthen our culture while offering additional benefits for different groups with specific needs.

GRI 401-3

PARENTAL LEAVE

At MRV&CO, all employees are entitled to parental leave. Fathers, including adoptive fathers, are granted an extended 10-day paternity leave.

MRV&CO's post-leave flexibility initiative is structured in phases, adapting according to the time elapsed since the arrival of the child and the employee's workplace. For mothers, the benefit begins between the fifth and sixth month after the child's arrival, offering office employees a 100% remote work arrangement, in addition to a one-hour daily reduction in working hours for breastfeeding, while employees at construction sites and stores receive a two-hour daily reduction. Between the seventh and ninth month, flexibility changes to a schedule of one in-office day and four days working from home for office employees, and a one-hour daily reduction for employees at construction sites and stores. Between the 10th and 12th month, office employees move to a schedule of two in-office days and three days working from home, while the one-hour daily reduction remains in place for employees at construction sites and stores. For fathers, the benefit is valid until the second month after the child's arrival, allowing office employees to work under a schedule of two in-office days and three days working from home, while employees at construction sites and stores receive a one-hour daily reduction in working hours.

In 2025

190

employees took parental leave

After returning,

180

employees remained with the Company for more than 12 months • 47.4% retention rate considering the 380 employees who took parental leave in previous year

74

paternity leave

116

maternity leave

100%

returned to work after the end of their parental leave

As recommended by GRI, the 2025 reporting used 2024 parental leave records to identify employees who returned to work after leave and remained employed 12 months later.

See detailed data in the Indicators Center • Parental Leave

"SER SANGUE VERDE" PROGRAM

The "Ser Sangue Verde" ("Being Green Blooded") program brings together more than 20 engaging initiatives developed with the support of the People and Diversity & Inclusion Committees, strengthening the bond between employees and MRV&CO through benefits focused on topics such as professional support, health, well-being, psychological and emotional safety, organizational climate and more. All initiatives are widely communicated through internal channels and enjoy strong participation across the team.

These initiatives include the following:

- **Sua Mente** (Your Mind): brief psychotherapy for immediate psychological support
- **Você no seu MRV** (You in Your MRV): special conditions for purchasing MRV, Sensia or Urba properties
- **Acolher** (Support): flexible work routines for those caring for people with disabilities
- **Retificação do Prenome** (Name Change): legal support for updating the documents of transgender employees
- **Filhos a Bordo** (Children on Board): additional support for parents during childbirth, adoption and leave periods
- **Bebê a Bordo** (Baby on Board): guidance and support for pregnant women and future parents
- **Feliz Aniversário** (Happy Birthday): one day off of the employee's choice
- **Flexibility**: flexible start and end times and "bridge" holidays
- **Seu Estilo** (Your Style): freedom and safety for employees to express their individuality
- **Totalpass**: Discounted access to gyms across Brazil
- **Discount Partnerships**: Mundo da Casa, electricity bill savings, Allya, Dell and others

In 2025, communication with all audiences was a priority, particularly during Ser Sangue Verde Week – a series of initiatives designed to promote the benefits of the Ser Sangue Verde program at offices and stores. The week also included visits to construction sites to promote the program and discuss possible adaptations to operational circumstances.

Dynamic and comprehensive, the Ser Sangue Verde program evolves over time alongside employees' needs. New benefit formats are periodically evaluated through pilot implementations and user perception assessments. In 2025, this continuous improvement process led to a series of important additions and enhancements to the program's benefits package, aimed primarily at fostering inclusion and diversity. Highlights include the following.

FILHOS A BORDO [CHILDREN ON BOARD]

This initiative provides additional support for mothers and fathers during childbirth, the adoption process and leave periods through childbirth assistance, continued meal voucher benefits and flexible working hours, among other benefits. In 2025, the program was enhanced in several areas:

- **FLEXIBLE WORKING HOURS:** the flexibility already offered upon return from maternity leave has now also been extended to pregnant employees in the final stages of pregnancy. Starting in the 33rd week of pregnancy, employees working in offices are entitled to a hybrid schedule, with three in-office workdays and two work-from-home days per week. Employees working at construction sites or sales offices are entitled to seven consecutive days of paid leave, with no deductions from salary, benefits or accrued time balances.
- **CHILDBIRTH ASSISTANCE:** Previously, employees had to provide proof of child-related expenses in order to receive this benefit. Now, making day-to-day life easier for parents and streamlining the application process, the benefit is provided as an allowance rather than a reimbursement: employees simply need to submit the birth certificate or adoption documentation to receive the amount established in the collective bargaining agreement, along with a baby kit and family kit. The application period has also been extended to 150 days.

ACOLHER [SUPPORT]

This program already offered a more flexible work routine for employees whose dependents had reduced mobility or were autistic. In 2025, it underwent adaptations to become more inclusive:

- **Employees with disabilities** (reduced mobility and autistic employees) also became eligible for workplace accommodations upon medical request and evaluation by occupational health professionals.
- **Employees undergoing cancer treatment** – or whose parents or children are in this situation – may access the benefit, which is arranged individually with the occupational health team according to the medical recommendation for each case.
- **Expanded scope:** flexibility is now also available for employees and dependents (including parents) with severe neurological diseases, critical respiratory and cardiac conditions and degenerative diseases such as Alzheimer's disease, Parkinson's disease, multiple sclerosis, amyotrophic lateral sclerosis (ALS), myasthenia gravis and childhood Duchenne muscular dystrophy.

BEBÊ A BORDO [BABY ON BOARD]

This program already offered guidance for pregnant employees and expectant parents through support provided by a specialized team (physicians, obstetric nurses, psychologists and nutritionists) via remote consultations at no cost through the baby's first month of life. In 2025, the journey was further enhanced with educational talks on topics relevant to the health of both the baby and the family.

GRI 404-1 | 404-2

TRAINING AND PROFESSIONAL DEVELOPMENT

Our professionals must be prepared to navigate every aspect of the MRV&CO world – developing in-depth knowledge of our products, services, procedures and standards while embracing the cultural aspects of the organization, with opportunities to continuously strengthen both soft and hard skills.

In 2025

7,563 **employees trained**

3,901 **men**

3,662 **women**

51.6%

of employees trained
[24.5% of the total
male workforce]

48.4%

of employees trained
[79.7% of the total
female workforce]

+ than

131 **k**

training hours
[average time per employee:
17 hours, 25 minutes]

At MRV&CO, we continue to build an increasingly comprehensive **corporate education environment** each year, with major training and development initiatives created and expanded in 2025 for a range of internal audiences. From Group-specific topics to technical development and career plans, administrative professionals have access to a digital platform offering structured learning tracks and study programs for the corporate headquarters, sales offices and construction sites.

New opportunities and departmental demands are continuously monitored, guiding the enhancement of existing content and the introduction of new materials and topics – an ongoing journey to strengthen the technical, cultural and behavioral competencies required of employees, taking into account the specific characteristics of each role and area within a pipeline that extends all the way to senior leadership.

See detailed data in the Indicators Center •
Training and Development

2025 HIGHLIGHTS

GRI 404-2 | 404-3

PERFORMANCE EVALUATION

MRV&CO maintains a structured **Performance Management Cycle** designed to monitor and encourage talent development within our teams. Implemented more than five years ago and periodically refined, the cycle has gained traction and robustness as an integral part of MRV&CO's internal processes, contributing strategically to people management.

Organized into stages, the Performance Management Cycle involves **annual self-assessments and evaluations by the direct managers** of eligible employees, with an emphasis on expected competencies and behaviors. The scores generate averages that, together with the evaluations, are discussed in a meeting between manager and employee in a constructive feedback and exchange process focused on career development.

The criteria are adjusted according to the employee's level – Individual Contributor, People Leader, Leader of Leaders and Business Leader. The guiding framework is always MRV&CO's set of cultural competencies.

In 2025, the Human Development team designed a Performance Management Cycle model specifically adapted to the reality of foremen and supervisors. As a result, these leaders will join the program in 2026.

The Performance Evaluation Cycle provides employees with an objective view of their competencies and opportunities for improvement. At the same time, it supports management decision-making by identifying potential successors, internal mobility needs and merit-based recognition opportunities.

A WELL-ESTABLISHED
METHODOLOGY TO RECOGNIZE THE
POTENTIAL OF EVERY EMPLOYEE.

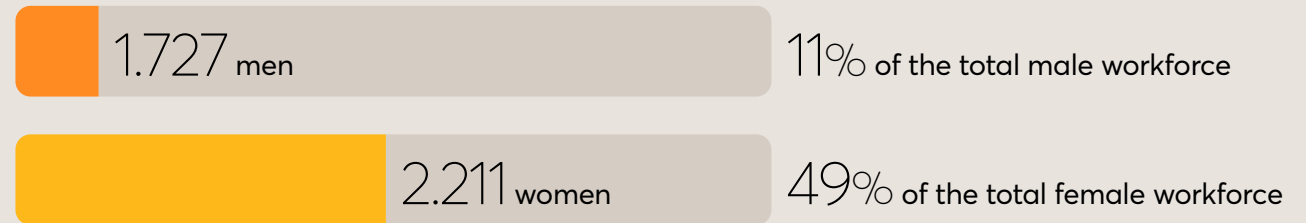
CAREER COMMITTEES

Complementing the Performance Management Cycle, the Career Committees provide leaders with the opportunity to conduct an in-depth evaluation of their teams, facilitated by the Human Development area.

Using the Nine Box methodology and applying behavioral and performance-delivery criteria, the analysis takes into account both **performance and potential**. In this way, it supports the identification of outstanding professionals and helps leadership adopt the most appropriate strategies for retention, successor preparation and support for professionals with competency gaps and opportunities for development.

IN 2025, THE FOLLOWING PEOPLE PARTICIPATED IN THE PERFORMANCE MANAGEMENT CYCLE:

3,938 employees
19.47% of MRV&CO's total direct workforce*
71.76% of leaders [managers and directors]
216 out of a total of 301



EMPLOYEE CATEGORY	2023	2024	2025
Coordenador/Especialista	84.1%	80.06%	76.42%
Diretor	55.1%	53.85%	23%
Gestor	92.2%	83.1%	81%
Operacional	0.1%	0%	0%
Profissionais	52.2%	61.09%	67%

The CEO, board members, apprentices and interns do not undergo performance evaluations.
* Does not include Urba.

MRV&CO conducts an annual **Board of Directors Collective Evaluation** in alignment with the good governance practice recommendations of the Brazilian Institute of Corporate Governance. However, there is no specific evaluation regarding oversight of the organization's management of its impacts on the economy, the environment and people.

DIVERSITY, EQUITY AND INCLUSION

DIVERSITY: A SOCIAL
VALUE INDICATOR,
OBJECTIVE AND
STRATEGIC ASSET
AT MRV&CO.

With a broad portfolio of housing solutions designed to meet a wide range of customer needs and profiles, we understand that building a diverse team is both **an important social indicator and an essential strategic resource** for aligning our products with our audiences.

The process is challenging. Many social and global barriers still limit access for underrepresented groups to leadership positions within organizations. These issues become even more pronounced in the construction industry, a sector in which nondisabled men have historically represented the predominant workforce.

Given this complex and challenging situation, we continue to **strengthen our governance structure** for diversity-related matters – under the responsibility of the People Committee, the Human Development area and the **MRV&CO Diversity and Inclusion Committee**, which is made up of individuals from different hierarchical levels, positions, regions, cultures, ethnic backgrounds, sexual orientations and gender identities, with and without disabilities. The objective is to promote **cross-functional initiatives across multiple fronts** and keep diversity at the forefront through engagement and awareness-building actions.

MRV&CO's diversity initiatives and ongoing progress toward a fairer, more balanced and inclusive environment continue to receive recognition: for years, we have been part of IDIVERSA B3, an index that classifies companies listed on the São Paulo Stock Exchange in a dedicated portfolio according to criteria such as gender and race.

GRI 405-1

GENDER EQUITY

We have been signatories to **Ambition 2030** – a global pact between the UN and companies for gender equity – since 2022, when we committed to two major goals: **exceeding the 45% mark for women in leadership positions and increasing the share of women in MRV&CO's workforce to 30%**.

- The first goal was achieved in 2024 and maintained in 2025, with **women accounting for 45.1% of leadership positions** across the Company.
- The second remains a joint focus of the People Committee and the Human Development area, which continuously assess our different areas – especially construction sites – from a structural perspective in order to increase women's participation and promote the training of specialized female workers at different levels.

The São Paulo Stock Exchange's Corporate Sustainability Index (ISE B3) establishes quantitative metrics that serve as indicators of the growth and consolidation of the MRV&CO Group's diversity strategies and alignment with SDG 5 – Gender Equality. They are also important components in defining strategic directions, such as the structural reassessment of areas to increase women's participation and the promotion of training programs for specialized female workers at different levels.

GRI 405-2

We understand that compensation is an important tool for promoting inclusion at MRV&CO, and we have sought to improve our compensation models so that differences in pay between men and women in the same position result only from individual merit rather than systemic inequalities.

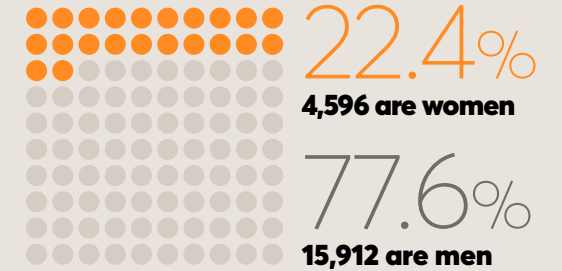
SALARY RATIOS [WOMEN/MEN]

EMPLOYEE CATEGORY	2025 COMPENSATION	2025 SALARY
Director	0.81	0.87
Manager	0.94	0.94
Coordinator/Specialist	0.97	0.97
Professional	0.99	1.00
Operational	0.80	0.80

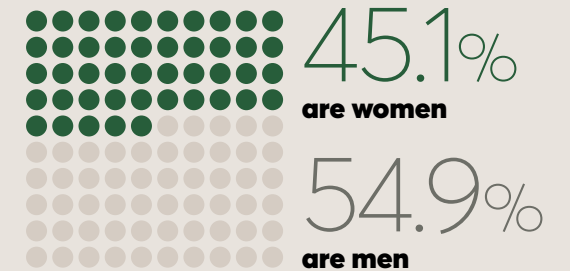
The "Professional" employee category includes analyst, assistant, aide, clerk and technician positions. The total number of active employees as of December 2025 was used.

AT THE MRV&CO GROUP

[Total of 20,508 employees]

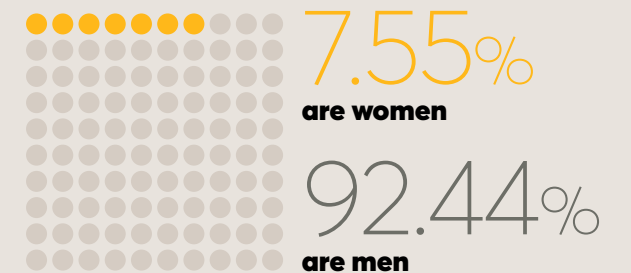


AMONG LEADERSHIP POSITIONS



AT CONSTRUCTION SITES

[Employee category: Operational]



GRI 405-1

DIVERSITY: ONGOING PROGRESS

In addition to the gender equity actions that are part of our 2030 Ambition commitment, we remain attentive to other underrepresented groups across race, LGBTQIA+, multigenerational and people with disabilities categories, directing efforts and implementing initiatives tailored to different needs and opportunities.

In 2025, of MRV&CO's total workforce:

70.9%

identified as **black or mixed-race**

2.57%

were **people with disabilities**

15.9%

were **over 50 years old**



"WE RECOGNIZE THAT WE STILL HAVE
PROGRESS TO MAKE IN INTERNAL
DIVERSITY AND PAY EQUITY."

- 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

AFFIRMATIVE MENTORING

Women who participated in MRV&CO's female mentorship programs were invited to "switch sides" by taking on the role of mentors in a group focused on the development of Black and mixed-race professionals at MRV&CO in 2025. To prepare for this role, mentors received training to identify and challenge unconscious bias; guidance on conducting mentorship meetings, including which issues should or should not be addressed within the program environment; and training on racial microaggressions and mental health data related to Black professionals in the labor market.

The mentees, in turn, were prepared to make the most of the experience. They received guidance on the mentorship focus, critical success factors, roles and responsibilities, aligning talents and motivations, and developing growth plans.

In 2025:

19 participating employees

100% NPS [mentors and mentees]

GREATER INCLUSION OF PEOPLE WITH DISABILITIES

In addition to expanding the Acolher (Support) program for employees with disabilities, including autistic employees and those with reduced mobility, and launching the **People with Disabilities Referral Program** in 2024 to increase the presence of people with disabilities in our workforce, in 2025 we focused our efforts on a specific initiative: the **inclusion of rehabilitated workers at construction sites**. This initiative is the result of a pioneering partnership with the Minas Gerais branch of Brazil's National Social Security Institute (INSS) and seeks to offer opportunities for reintegration into the labor market for people who suffered accidents that required leave and, after completing the rehabilitation process, were cleared to return to professional activities.

In 2025, 126 professionals were hired through this initiative to work at our corporate headquarters and construction sites. Discussions are underway regarding the future expansion of the partnership to include INSS branches in other Brazilian states.

DIVERSITY TRAINING: 2025 HIGHLIGHTS

- **Awareness sessions** for construction, sales and corporate teams
- **Brazilian Sign Language course:** 16 employees completed the course in 2025
- **Diversity and Inclusion online training course** available on the Develop platform
- Participation in affirmative employment fairs
- Training for construction site support, Contractor Support Department and HSE teams on **interpersonal skills and welcoming disabled and female employees**
- LGBT Pride Month: partnership with the Customer Relations area for an initiative focused on **LGBT community customers**
- **Support for legal first-name changes** for transgender employees
- **Diversity and Inclusion Guide** for suppliers

See detailed data in the Indicators Center •
Diversity

DIVERSITY ON THE AGENDA

We seek to keep diversity as a topic that is always present among MRV&CO employees. To that end, we maintain an active calendar of communication and engagement initiatives related to the following topics:

- Diversity topics in the **Leadership Development Program**
- **Awareness initiatives** at construction sites through internal radio broadcasts
- Live streams on topics such as LGBT+ Pride, people with disabilities and Black awareness, in addition to live events held on dates such as Mother's Day, Father's Day and International Women's Day, promoting deeper discussion of sensitive topics
- **Campaigns** featuring targeted messages and internal events tied to occasions such as International Women's Day, Mother's Day, Father's Day, International LGBT+ Pride Day, Black Awareness Day, Autism Awareness Day and Down Syndrome Awareness Day

LEARN MORE
MRV&CO
Report GRC&P

GRI 406-1

NON-DISCRIMINATION

We maintain **ongoing efforts to eradicate discrimination in all our environments**. However, we recognize that this is a complex and continuous process involving education, awareness-building and sensitization.

Cases of discrimination may occur – and in this regard, the Confidential Channel plays a fundamental role by remaining permanently available for the reporting of complaints, which are then investigated. If confirmed, they may result in administrative and disciplinary measures against the offender, as provided for in the Code of Conduct.

In 2025, 23 discrimination complaints were received and handled by the Corporate Investigation area. Of these, nine were validated and referred for appropriate administrative action in accordance with MRV&CO's Consequences Policy. All validated cases have already had remediation plans implemented and are not subject to any pending corrective measures.

The measures applied included formal warnings, suspension, termination with or without cause and supplier blocking. In addition, training sessions are conducted by the Compliance, Diversity and Human Development areas.

STIMULATE

SUPPLIER
COMPLIANCE
AND HUMAN
RIGHTS



This topic relates to the management of the supply chain, considering the practices, legal commitments and risks associated with the activities of the Group's suppliers and partners. It encompasses financial risks related to liability for environmental, labor, tax and contractual noncompliance, in addition to risks arising from the identification of slave-like labor situations within the supply chain, considering the associated legal, reputational and financial implications.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

- DIRECT OPERATIONS
- CUSTOMERS
- SECTOR
- SUPPLY CHAIN
- SOCIETY

IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [R] Liability for supplier noncompliance
- [!] Slave-like labor

SUPPLIER COMPLIANCE AND HUMAN RIGHTS

FINANCIAL MATERIALITY



SUPPLIER COMPLIANCE AND HUMAN RIGHTS

Valuing compliance means strengthening the entire construction industry. A highly complex product such as housing involves a supply chain made up of many different types of suppliers – from those who produce raw materials and components to service providers, from contractors to sales teams, among many others.

This broad range of relationships demonstrates the scope of our value chain and encourages us to seek partners aligned with our values, sharing our commitment to quality, social and environmental responsibility and human rights.

Inspiring our value chain is part of our commitment to generating a legacy of value for society and highlights this topic as an integral part of our Materiality Matrix, driving efforts toward continuous improvement.

“WE VALUE A
PRODUCTION CHAIN
THAT SHARES WHAT
WE BELIEVE IN.”

– 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

GRI 3-3 | 410-1

HUMAN RIGHTS

A SUSTAINABLE FUTURE IS BUILT THROUGH GOOD CHOICES
AND DECISIVE ACTION IN SUPPORT OF WHAT IS RIGHT.

Our continuous work to identify risks, combined with our experience in the construction industry, makes clear the importance of a nonnegotiable stance regarding respect for human rights throughout the supply chain.

Practices such as slave-like labor and child labor, whether in direct labor relationships or involving suppliers such as contractors and service providers, are absolutely unacceptable.

LEARN MORE
Decent work at MRV&CO

This position is formalized in policies, contract clauses, our Monitoring Program and other instruments inspired by best practices in corporate governance, sustainable development and social responsibility, in compliance with guidelines established by international organizations and agreements such as the UN and the ILO.

Human rights are a requirement in our governing documents, including the MRV&CO Code of Conduct and Supplier Relationship Policy. They are also reflected in the Decent Work Guide, made available to suppliers and launched in December 2025, and serve as the guiding principle behind all management practices.

"DECENT WORKING RELATIONSHIPS
ARE NONNEGOTIABLE FOR US, AND
SLAVE-LIKE LABOR IS UNACCEPTABLE."

- 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

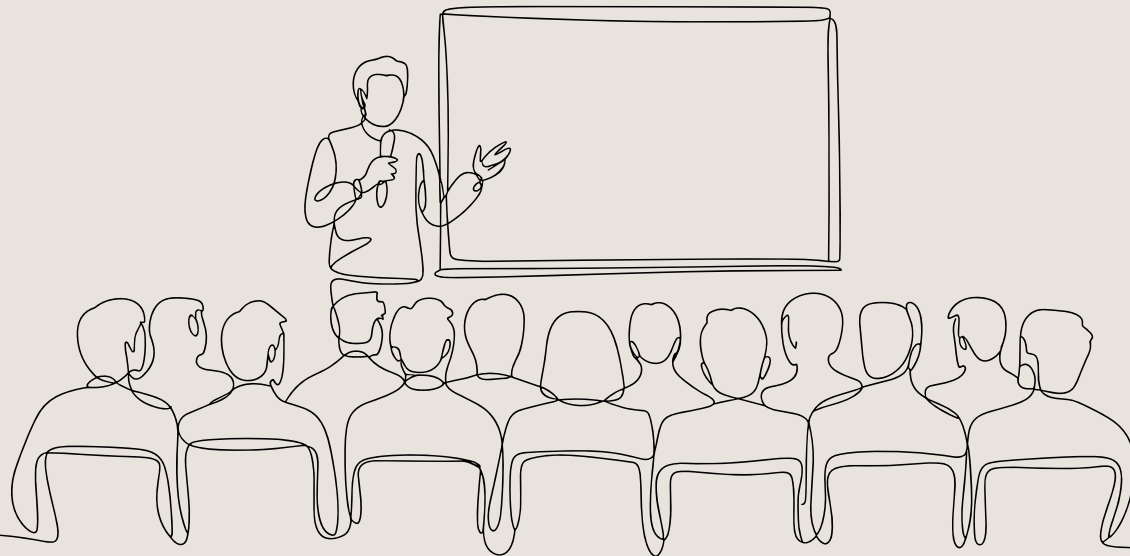
GRI 410-1

HUMAN RIGHTS TRAINING

Awareness topics related to human rights – such as combating discriminatory behavior, harassment, the submission of workers to degrading or slave-like conditions and child labor – are always present. They are addressed continuously, whether as a central focus or a cross-cutting element, in internal and external awareness campaigns and initiatives reinforcing good practices, and are incorporated into activities such as Health, Safety and Environment Dialogues at construction sites, specific training sessions, communications regarding the Code of Conduct, organizational climate and working conditions surveys, and periodic employee interviews.

In 2025

More than 111 hours dedicated to training on human rights policies or procedures related to human rights aspects relevant to the organization's operations



MRV&CO relies on outsourced professionals for property security activities, such as security guards and access control personnel. **In 2025, MRV&CO trained 14 employees in the "security guard" employee category on topics related to human rights, harassment, discrimination and use of the Confidential Channel.**

The reported figure corresponds to 100% of security guards working at the Company's headquarters. GRI 410-1 refers to security guards and access control personnel. Regarding the access control personnel job category, whose activities take place at construction sites, management and oversight of training for all professionals in this category are carried out directly by the outsourced companies responsible for these workers. In 2025, 106 access control staff worked at 66 MRV&CO construction sites.

INTEGRITY ON THE AGENDA

This is a project in which the Compliance area provides training to occupational safety technicians and commercial human development analysts so they can share knowledge on integrity, human rights and ethics with employees and contractors who do not have internet access, helping us increasingly foster ethical and healthy environments at construction sites and sales offices.

*In 2025, in an edition focused on Production, **106 occupational safety technicians** received training on **decent work practices at construction sites**. The content was then shared with **4,685 employees**, covering topics such as recruitment, selection and hiring, accommodations, employment contracts and salary payments.*

Learn more about Integrity on the Agenda in the "Governance, integrity and information security" section.

BUILDING THE FUTURE THROUGH DECENT WORK

In November 2025, the mandatory "Building the Future Through Decent Work" training program was launched for the Production Department. Providing guidance on standards and practices that ensure the adoption of decent work practices at MRV&CO, the program uses real-life situations to illustrate what can and cannot take place at our construction sites. The training serves as another opportunity to reaffirm **MRV&CO's commitment to the highest standards of ethics, respect and dignity in the workplace**. Every employee, supplier and partner plays an essential role in our journey, and we work tirelessly to ensure fair and safe conditions for everyone.

*In 2025, **2,035 employees** completed this training.*

PROMOTING A HEALTHY
WORK ENVIRONMENT
DEPENDS ON
INFORMATION AND
AWARENESS-BUILDING
– AND THIS INCLUDES
DEVELOPMENTS RELATED
TO HUMAN RIGHTS.

INTERNAL WORKPLACE ACCIDENT PREVENTION WEEK IN THE FIGHT AGAINST HARASSMENT

During our Internal Workplace Accident Prevention Week, the Compliance area trained **221 occupational safety technicians** on psychological and sexual harassment, while also reinforcing information about the use of the confidential reporting channel through the initiative "Harassment: What Does It Have to Do with Me?"

We work with a broad range of suppliers, including large manufacturers, intermediate wholesalers, outsourced service providers and small local suppliers of materials and services. All of them play important roles in our supply chain, ensuring the delivery of materials and services that are essential to our operations. **Their compliance is a strategic and fundamental element of our Business Cycle.**

For this reason, every MRV&CO supplier must be assessed and monitored based on technical, financial, legal, reputational, environmental and social criteria tailored to the risk and impact level of each partner group, always with great rigor, to ensure that all comply with legislation, Group standards and our vision of integrity and sustainability.

Each procedure applied protects both the partner itself and the MRV&CO Group with regard to operational, reputational and corporate and individual liability risks involving officers and managers. We operate in the construction industry, which reinforces the need for a consistent, robust and continuously improving process.

RIGOROUS SUPPLIER MANAGEMENT

GOOD SUPPLIERS STRENGTHEN
OUR BUSINESS AND OUR DELIVERIES.

More than simply overseeing and monitoring, we genuinely seek to engage suppliers in good management practices at every stage – from selection and approval to the effective delivery of materials or provision of services.

At the center of this process is the **Procurement area**, which is responsible for:

- qualitatively assessing and monitoring suppliers;
- updating the value chain with information on MRV&CO Group policies and processes;
- periodically cleaning up the supplier database;
- carrying out purchasing and contracting operations.

PROCUREMENT: A STRATEGIC STRUCTURE

Working in close synergy with the other areas of MRV&CO, the Procurement area is strategic for sustainability topics:

- closely monitoring new materials, applications and process innovation;
- leveraging opportunities with suppliers and products, with an emphasis on their ESG development;
- **building purchasing and contracting practices that help promote smart cost reductions, the proper use of resources and conscious ESG choices.**

The team is structured into sectors dedicated to specific types of suppliers (large players, benefits companies, regionalized services, etc.) and relies on specialized information management. Governance practices are centralized, with a focus on category management and basic approvals. Our strategic headquarters in Belo Horizonte coordinates operations involving direct and indirect materials and services.

In 2025, the area focused efforts on **strengthening our sustainable procurement culture** – which should gradually replace the standard purchasing process – and continued implementing **strategies to improve the MRV&CO supplier experience.**

MRV&CO SUPPLIER EXPERIENCE

A PERSPECTIVE THAT VALUES THE SUPPLY CHAIN

Our relationship with the supply chain is careful and attentive, regulated by a dedicated internal policy. Several **relationship and support programs and approaches aimed at material suppliers** are in place to enhance the MRV&CO supplier experience:

- Onboarding with automated registration, reputable selection processes and clear criteria;
- Accurate scorecards that define leverage actions and support needed adjustments*;
- Monitoring of service, quality and sustainability indicators*;
- Governance and documentation;
- Supplier Portal with self-service features that provide convenience and agility for partners;
- Benefits Program: differentiated rates for receivables advances and mentoring with MRV&CO executives;
- Frequent and up-to-date communication;
- Annual awards.

GRI 308-2 | 414-2

SELECTION AND APPROVAL

Construction is a sector that involves highly critical impacts related to supplies and services. This requires an especially careful supplier selection and approval process to safeguard organizations and ensure integrity throughout the supply chain.

MRV&CO's approval process is structured as a **continuous, fully outsourced workflow** – an approach that is both specialized and impartial.

From the very beginning of the process of identifying potential suppliers, **bidding maps** are developed to promote a fair and equitable evaluation: all suppliers go through the same selection process, which involves technical, commercial, strategic, sustainability, compliance, quality, and HSE criteria.

Selection is followed by an **approval matrix** that is continuously being improved. Within the registration system itself, an **integrity due diligence** process is automatically conducted to assess supplier documents, data, and information in order to identify:

- A history of involvement in corruption cases or unethical or illegal conduct;
- Officers who are public officials or politically exposed persons;
- The existence of a code of conduct, anti-corruption policy and whistleblower channel;
- Inclusion on restrictive lists such as the National Register of Debarred and Suspended Companies (CEIS), National Register of Punished Companies (CNEP), Register of Nonprofit Private Entities Barred from Operating (CEPIM), and the Labor Ministry's "Dirty List";
- Shareholders who are related to MRV&CO employees or who were employed by MRV&CO within the past 18 months, in order to prevent potential conflicts of interest and ensure compliance with outsourcing legislation.

The process also involves:

- mandatory self-declaration forms acknowledging and agreeing to MRV&CO's supplier policies and to our compliance and sustainability standards;
- a Social and Environmental Questionnaire and a Compliance Questionnaire covering internal practices;
- classification of each supplier within a specific Risk and Requirements Matrix according to its category;
- approval by company type, with specific attention to critical sectors and their characteristics.

Irregularities identified in the questionnaires or during the due diligence process are submitted to Compliance, the HSE area, the Contractor Support Department or the Administrative area for analysis regarding the supplier's hiring or dismissal.

All practices mentioned refer exclusively to domestic suppliers.

TECHNICAL REGISTRATION OF MATERIALS

The approval process specifically for MRV&CO's material suppliers received a significant boost in 2025 with the strengthening of the Master Data Management area, which is responsible for the technical registration of materials.

This represents a strategic step toward standardizing the raw materials used by MRV&CO, especially imported ones. The new structure makes it possible to verify whether production and quality standards for inputs from a wide range of origins are effectively maintained. This takes place through the work of the approval team within the Master Data Management area, which defines the technical attributes that must be included in material registrations, using language understood both within and outside Brazil.

In this way, MRV&CO addresses compliance aspects related not only to suppliers, but also to the supplied material itself, positively impacting all subsequent stages of the process, from construction to after-sales support.

GRI 308-2 | 414-2

HIRING SUPPLIERS

Partnerships between MRV&CO and suppliers are formalized through the implementation of actions and items established in a contract:

- Acceptance of Code of Conduct Adherence Agreement;
- Download of internal guidelines material;
- Compliance with MRV&CO's Anti-Corruption Policy;
- acknowledgment of policies and internal regulations applicable to suppliers.

Contractors are then granted access to the **Supplier Portal**, a proprietary platform that brings together resources such as support for financial inquiries, clarification of questions, and access to the Code of Conduct and the Confidential Channel.

ENCOURAGING THE PURSUIT
OF MORE EFFICIENT
PERFORMANCE IN DAY-TO-DAY
RELATIONSHIPS ACROSS THE
VALUE CHAIN: A SMART MOVE.

GRI 204-1

STRONG PARTNERSHIPS

To develop strong, high-quality and long-term partnerships, we regularly invest in the technical and professional development of third parties that share their values and history with MRV&CO. The various forms of support include specialized consulting, symposiums, conferences, training sessions and engagement initiatives, in addition to encouraging continuity and stability in the relationship (for example, across different projects). In addition:

- To support contractors – most of them small businesses with fewer than 10 employees – we offer the **Friendly Accountant Program**, which provides accounting support so these businesses can properly manage their taxes, improve profitability and resolve potential legal issues.
With the launch of the DAeane virtual assistant to support service providers, we began assisting contractors by simplifying the process of collecting information and providing guidance on the actions required to demonstrate labor compliance.
- Together with partner companies, we have also established an **ongoing system for engagement and monitoring of sustainability practices**, promoting sustainable innovation initiatives and encouraging and monitoring positive-impact practices such as:
 - choices that contribute to reducing the carbon footprint of concrete and additives;
 - the use of lower-impact and more durable materials;
 - reducing water consumption;
 - encouraging partnerships to develop nature-based solutions;
 - expanding the use of technologies that optimize resources and reduce waste.
- **Best of the Year (Procurement):** to recognize and value the performance of contractors that stood out most throughout the year.
- **Coffee with Contractors:** a discussion in which the Contractor Support Department reinforces the commitment to always doing the right thing, reviews processes and documentation, and reinforces the topic of decent work and the nonnegotiable rules that ensure safe, high-quality sequencing in operations.

In 2025

14,368 active suppliers in the database

- **100%** of suppliers certified on the registration platform underwent integrity due diligence through the platform. Of these, 1,775 were referred for Compliance risk analysis
- **370** suppliers and partners underwent due diligence upon request through the Talk to Compliance channel
Não passaram por due diligence fornecedores com cadastros simplificados, corretores e imobiliárias agente dos sonhos

6,279 new approved suppliers

7,083 service providers responded to the **social and environmental questionnaire**

67.08% of purchases were made from local suppliers [66.65% of the total annual procurement budget]

Whenever possible, priority is given to local suppliers (whose billing state is the same as that of the consuming unit – construction sites, offices or stores). They are vital to the business, accounting for more than R\$4.7 billion annually.

"SANGUE VERDE" SUPPLIERS

In 2024, MRV&CO developed a Supplier Scorecard Dashboard. This visual management tool presents indicators and metrics on third-party performance across **three pillars: service, quality and sustainability**.

By bringing together accurate data in a single environment, the dashboard has established itself as a strategic tool for identifying challenges and opportunities in relationships with **material suppliers**, highlighting how well they meet MRV&CO's goals, expectations and priorities.

In 2025, the initiative expanded in scope and became the "Sangue Verde" Supplier Program, which **monitors critical suppliers on a monthly basis** across the three established areas and proposes action plans for identified issues. In this way, we encourage the continuous development of third parties while continuing to compile solid data to support decision-making.

Looking ahead, the goal is to increase engagement: an annual award program for the top-performing suppliers in each pillar is currently under development. Starting in 2026, we also intend to formally prioritize suppliers with stronger sustainability, service and quality performance in future negotiations – an MRV&CO investment in the continuous improvement of its value chain – and assess the inclusion of service providers in the program, with an initial focus on the most strategic ones (such as concrete suppliers). Over time, the idea is to evaluate all MRV&CO suppliers according to the scope of their supply.

GRI 408-1

COMBATING CHILD LABOR

MRV&CO maintains specific measures to identify and prevent cases of child labor within its supply chain:

- Suppliers registered and certified on the management platform undergo an integrity due diligence process to identify reputational, financial and labor-related risks.
- All suppliers with access to construction sites undergo a registration assessment for the approval of outsourced professionals through service providers. This includes verification of workers' personal documents to ensure that no minors are authorized to work and that no worker who does not fully comply with current legal requirements is approved.
- Any hiring of direct labor involves a rigorous assessment of all criteria required to ensure compliance in the employment relationship, including the minimum permitted age.

GRI 414-1 | 407-1 | 408-1 | 409-1

LABOR MONITORING AND COMPLIANCE PROGRAM

ENSURING DIGNITY IN
LABOR RELATIONS MEANS
BUILDING DREAMS ON
SOLID FOUNDATIONS.

Covering all MRV&CO employees, suppliers and outsourced workers providing services at construction sites, as well as the agreements and investments entered into by MRV&CO, the Labor Monitoring and Compliance Program has been in operation since 2023 to:

- promote decent work;
- encourage responsible business conduct;
- prevent practices that could constitute child labor or slavery-like conditions within our value chain.

TRABALHE COM
SEGURANÇA

Through the program, several initiatives gain traction and become embedded across construction sites and offices:

- Inspection and maintenance of decent conditions at construction sites
- Awareness initiatives at construction sites on decent work, addressing relevant topics during employee onboarding and throughout their employment
- Promotion of the Confidential Channel and encouragement of its use by employees, outsourced workers and suppliers to report irregularities
- Verification of labor compliance for outsourced workers before and during service provision
- Periodic interviews with workers to monitor compliance in employer-employee relations
- Periodic inspections of accommodation and lodging conditions
- Promotion of the program and implementation of the Third-Party Engagement Matrix, which introduced relevant topics related to decent work
- Integrity on the Agenda events, addressing and raising awareness about sensitive topics
- Internal and external awareness campaigns on decent work
- Promotion of the topics addressed in the Code of Conduct

Among the various responsibilities of the Labor Monitoring and Compliance Program are **integrity due diligence processes** for the hiring of companies and the inclusion of **labor compliance clauses in contracts** with construction service providers. In this way, we reaffirm practices that respect employees' human rights and freedom of association in line with our position, without creating obstacles or specific incentives.

0 In 2025, no cases of slavery-like labor or child labor were identified in our service provider chain

ADDRESSING VIOLENCE AGAINST WOMEN

MRV&CO rejects all forms of gender-based violence. In 2025, we became a signatory to the Zero Sexual Violence Movement, publicly reaffirming our responsibility as a socially responsible organization.

100%

of MRV&CO employees (including outsourced workers and suppliers) are covered by collective bargaining agreements

79

labor unions represent MRV&CO employees

100%

of service providers subject to registration due diligence completed a Self-Declaration Sustainability and Compliance Form

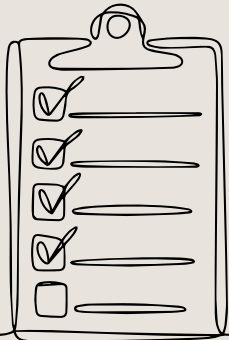
100%

of outsourced workers are only granted access to construction sites after registration

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

RISK ASSESSMENT AND MITIGATION

MRV&CO suppliers are internally classified according to the type of service provided and pre-hiring assessments as low, medium or high criticality.



HIGH CRITICIDADE

Third parties that have direct contact with public agencies or act on behalf of MRV&CO and therefore have access to the organization's confidential information – such as contractors, law firms, NGOs, consulting firms and advisory firms.

MEDIUM CRITICIDADE

Third parties that interact with government authorities; promote or market the MRV&CO name; operate on the organization's premises; provide internal services; and have access to the organization's materials before public release – such as marketing, communications and event companies; waste collection, cleaning, and maintenance service providers.

LOW CRITICIDADE

Suppliers, partners, service providers and material suppliers that do not fall within the other categories.

IMPACT IDENTIFICATION

Complementing our risk assessment, we also identify the main actual and potential impacts of our supplier base on the environment and society. Currently, the following have been mapped as our main **social and environmental impacts**:

- Illegal extraction of raw materials and aggregates without environmental licensing or regulatory compliance (wood, sand, gravel, etc.)
- Pollution of river basins and oceans
- Improper or inadequate waste disposal, especially hazardous waste
- Labor noncompliance: nonpayment of wages and benefits; accommodations lacking minimum conditions; informal labor; wages below industry minimums; charging workers fees to participate in recruitment processes; subcontracting of labor through multiple intermediary tiers
- Risk of forced labor or slavery-like conditions among service providers and contractors

IMPACT MITIGATION

The risk and impact mitigation process begins during supplier selection, which is immediately discontinued in cases of missing documentation or identification of irregularities. Preventive measures continue throughout the partnership between the supplier and MRV&CO through initiatives operated by the Labor Monitoring and Compliance Program and others such as:

- Guidance on the self-declared compliance and social and environmental questionnaire during registration
- Monthly monitoring of third-party workers, with their documents registered in the Third-Party Management Portal and access to construction sites monitored through turnstiles
- Sample surveys conducted with third parties to verify the effective implementation of desired practices
- Availability of the Confidential Channel for reporting potential irregularities

CONTRACTOR SUPPORT DEPARTMENT: FOCUS ON BEST PRACTICES

The **Contractor Support Department** is the MRV&CO area dedicated to monitoring contractors and their employees. Its responsibilities include monitoring contractors' employees' monthly documentation and verifying compliance with requirements (employment relationship, timely payment of wages, payroll charges and benefits, collective bargaining agreement and legal requirements).

ENVIRONMENTAL RESPONSIBILITY

MRV&CO's environmental responsibility approach becomes stronger and broader through supplier engagement, enhancing our work across the various stages of the business cycle and definitively linking our value chain to the UN SDGs.

The **MRV&CO Supplier Management Program** includes support resources to strengthen **control over environmental impacts**, complementing the mapping of **environmental risks related to suppliers' activities** – especially those associated with climate change, water management and forest management. Several MRV&CO areas are responsible for this monitoring, and the risks in question are part of the Risk Matrix scope. The analyses are connected to the requirements related to risk mitigation in the supplier registration and approval process.

100% of MRV suppliers complete a self-assessment on social and environmental impacts.



In 2025:

900

suppliers were identified as **potential causes of environmental impacts** [6% of active suppliers in MRV&CO's database]

45

suppliers were removed from the database for noncompliance with labor and Contractor Support Department requirements [under 1% of active suppliers]

400

suppliers were identified as **potential causes of social impacts** [3% of active suppliers in MRV&CO's database]

7

FSC®-certified wood suppliers accounted for approximately 73.4% of MRV&CO's wood purchases

The Forest Stewardship Council (FSC®) certifies wood producers that comply with good forest management practices, balancing ecological safeguards, social benefits and economic viability.

INSPIRE

COMMUNITY
DEVELOPMENT AND
SOCIAL INCLUSION



This topic covers the social and economic impacts and opportunities resulting from the implementation of developments in each region. It also includes the negative impacts associated with pressure on public infrastructure and local communities and the positive impacts related to urban infrastructure development, expanded access to housing and the generation of jobs and income.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

DIRECT OPERATIONS

CUSTOMERS

SECTOR

SUPPLY CHAIN

SOCIETY

COMMUNITY DEVELOPMENT AND SOCIAL INCLUSION

IMPACT MATERIALITY

IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix de Riscos

- [PI] Development of urban infrastructure
- [PI] Generation of employment and income
- [PI] Social inclusion and access to housing
- [NI] Strain on urban infrastructure and local communities



"When you open the doors to your apartment, the doors to the world open back up to you."

This phrase, part of one of MRV&CO's purpose manifestos, deeply reflects the impact of our products.

Owning a home changes our customers' lives – especially when it is their first home and especially when it is affordable housing. We know this and we are proud that our core business is in fact a powerful tool for social transformation.

With every key delivered, we learn that the transformation of the world we have always spoken about begins with each person's story. That is where the inspiration comes from for us to pursue other initiatives that drive social progress: more than housing, we want to deliver constant and lasting progress – for customers, for the cities where we operate, for the community around us and for the planet.

More than a desire or a legacy project, the Community Development and Social Inclusion topics once again form part of the MRV&CO Materiality Matrix, bringing together in a single material topic our ambitions in social responsibility and our community relationship, engagement and education initiatives – which we consider the most powerful lever for transformation that we can activate.

COMMUNITY DEVELOPMENT AND SOCIAL INCLUSION

"WE BELIEVE THAT
TRANSFORMATION
BEGINS WITH PEOPLE'S
LIVES AND STORIES."

- 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

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

COMMUNITY RELATIONS

Even before the first fence goes up, MRV&CO developments already impact the lives of the community, especially neighboring residents, who will experience the benefits of organized urban development driven by well-designed projects and real estate development processes that balance the project itself, urban growth and the needs of the surrounding and future communities in each location. At the same time, they will also experience changes to the landscape, disruptions to their routine and the specific characteristics of the construction process at the job site.

Aware of the potential impacts of all construction projects, we work not only to map and mitigate them, but also to cultivate a harmonious and respectful relationship with our neighbors, encouraging them to bring us their concerns and questions and to take part in the projects and action plans that arise from this open contact and dialogue.

Strengthening this relationship from the outset and turning it into a truly positive coexistence enhances the positive impacts – for future residents of the developments and for the entire region that receives them.

GOOD
NEIGHBORLINESS
IS ALSO PART OF
BUILDING.

In 2025

+ than **5** million
R\$

invested in **community engagement initiatives**,
[such as consulting services, training and
educational courses, and neighborhood
relations initiatives]

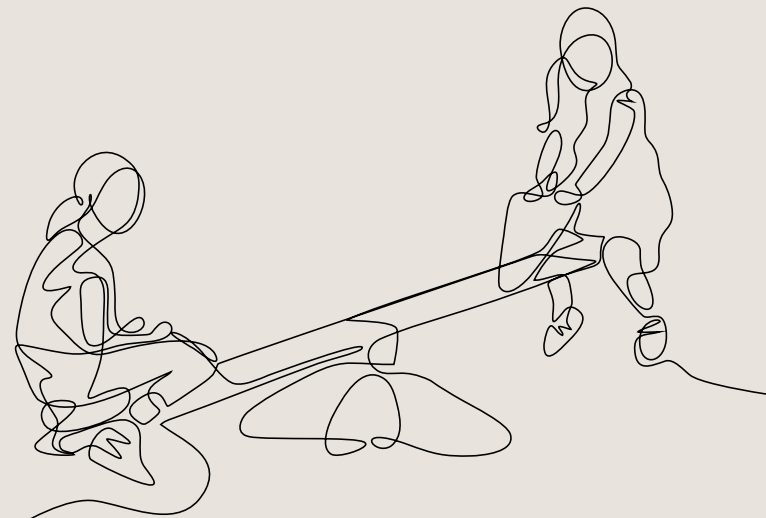
SIGNIFICANT ACTUAL AND POTENTIAL IMPACTS

POSITIVE IMPACTS

- Increased flow of people in the region and its consequences
- Generation of direct and indirect jobs
- Stimulation of the local economy
- Addition of green spaces, community areas and similar spaces
- Structural improvements
- Implementation and revitalization of urban equipment (public roads, water supply networks, sanitary sewage, rainwater collection/drainage, solid waste disposal and treatment, electricity, telephone networks and public transportation)
- Improvements to public services and facilities (education, healthcare, culture, social assistance, sports, leisure, public safety and supply services)
- Promotion of the UN 2030 Agenda
- Encouragement of the social and environmental development of communities through talks, workshops, professional training and support for various local projects and institutions

NEGATIVE IMPACTS

- Damage to residences
- Damage to public roads
- Effluents
- Air quality
- Fires and waste
- Noise outside permitted hours



In 2025, a request was received from the Public Prosecutor's Office and the National Institute of Historical and Artistic Heritage (IPHAN) regarding a completed development in the municipality of Santa Luzia. The agencies requested that MRV carry out a cultural initiative with the delivered condominium communities addressing the traditions of Congado and Capoeira, due to isolated conflicts between residents of Pentecostal religious background and the culture of the municipality's traditional communities.

GRI 411-1

INDIGENOUS COMMUNITIES

The potential neighbors of MRV&CO developments include Indigenous and traditional communities, whose legal considerations are taken into account in the relationship process. In 2025, we received no reports of violations of Indigenous peoples' rights.

GRI 2-25 | 2-29

COMMUNITY RELATIONS AND IMPACT MITIGATION

NEIGHBORHOOD IMPACT STUDIES

Neighborhood impact studies map the impacts generated by an MRV&CO development in order to assess the need for mitigation measures (implemented by the organization or by public authorities), anticipating urban infrastructure demands, within legal requirements, that will impact the urban environment. A mandatory requirement under various municipal laws, these studies have been incorporated into our Good Neighbor Program since 2023, monitoring aspects related to human rights, health and safety, urban transformation and the profile of the surrounding population.

DIALOGUE WITH YOU

[DIÁLOGO COM VOCÊ]

More broadly, including in regions without the Good Neighbor Program, MRV&CO provides a dedicated monitoring and service channel to receive requests related to disturbances and negative impacts associated with construction sites. Complaints are always handled as quickly as possible to reduce potential disruptions. E-mail:

dialogocomvoce@mrv.com.br

Phone: (31) 4005-1313

GOOD NEIGHBOR PROGRAM

[VIZINHO DO BEM]

Since 2016, the Good Neighbor Program has provided structured support to communities and organizations neighboring MRV developments in various spheres, carrying out local engagement initiatives and measures to mitigate potential negative impacts. The program operates in areas such as:

- sustainable landscaping;
- implementation of community and leisure spaces;
- training of local workers;
- monitoring of compensation measures agreed upon with public authorities;
- workshops, talks and engagement initiatives aligned with the UN 2030 Agenda and the Guiding Principles on Business and Human Rights.

The level of alignment and effectiveness of these initiatives is strengthened through careful assessment of the profile of each neighborhood and the degree of engagement among local residents, further enriching and expanding our neighborhood impact studies. The Good Neighbor Program and its equivalent program, My Sensia Neighbor, also **provide channels for complaints and suggestions for improvement**, facilitating communication with the community and increasing our ability to implement targeted mitigation measures.

In 2025:

2,423 requests addressed • 16 active regions

more than 130 construction projects were involved, representing approximately 48% of active construction projects during the year [more than 49,000 housing units]

more than 29,000 people benefited through engagement initiatives **635 complaints received** through the program's channel on topics such as dust, noise, mud and verification of precautionary inspection reports

GRI 203-1

INFRASTRUCTURE INVESTMENTS

POSITIVE IMPACT AND A LEGACY FOR MANY.

The construction industry is also responsible for envisioning and helping build better cities. In this context, our direct community engagement initiatives are complemented by robust investments in infrastructure and support for services generally aimed at improving quality of life in each region.

Planned according to local needs, these investments are concentrated primarily in **urban development projects, fulfillment of commitments related to developments and donations**, taking shape through:

- improvements in sanitation, mobility and safety infrastructure, such as road systems, water supply, sewage and transportation;
- urban amenities: squares, leisure spaces, green and community areas, landscaping and more;
- improvements to public services and facilities related to leisure, healthcare, education and safety.

DONATIONS AND SPONSORSHIP

These are carried out in accordance with applicable legislation and the rules set out in the Code of Conduct and other MRV&CO policies. The Group may make donations both in cash and in goods and services, including unused assets. Donations are made to organizations and institutions in support of educational, cultural, scientific, social, sustainability and healthcare causes.

In 2025, MRV&CO enhanced its measurement of returns generated by its social development initiatives through the Social Return on Investment (SROI) methodology, applied to the Grand Reserva Paulista development. This study found that for every R\$1 invested by MRV&CO in urban development, an average of R\$4.04 in social, environmental and economic benefits is generated for society. This result indicates how MRV&CO developments create positive impacts throughout Brazil, taking into account variations arising from local conditions and the specific characteristics of each project.

A highlight of 2025 was the beginning of the delivery of structural investments in the region of Cidade Sete Sóis Pirituba. Expected to positively impact more than 25,000 people, MRV's "smartcidade" has already expanded major roads, implemented a new water tank and received recognition from the São Paulo City Council for its inclusion projects with positive and transformative impact.

In 2025

+ than **R\$ 338** million

invested in urban development focused on infrastructure, in cities with MRV&CO developments

GRI 413-1

CAPACITAÇÃO PROFISSIONAL

In 2025, workforce training was implemented to meet actual construction site needs and strengthen the local workforce. This initiative was conducted jointly by the Sustainability and Production areas, with support from the Integrated Production Journey (JIP) project, which initially sought to identify operational demands in each region and development opportunities within local communities.

The most in-demand courses were on formwork installation, tile installation, electrical installation, plumbing installation and carpentry. All training programs were carried out in partnership with specialized institutions and included practical content applicable to day-to-day construction activities.

The training programs included both Company employees and residents from communities surrounding the construction sites, broadening social impact, contributing to productive inclusion and reinforcing training as a strategic tool for social development and support for the ESG agenda.

In 2025:
19 cohorts completed
196 people trained
R\$ 300,000 invested

CONSTRUCTION AND SUSTAINABILITY

We operate with **a business vision that is truly aligned with the UN Sustainable Development Goals**. In practice, this means models that integrate sustainability in the construction industry as a core element, through planning, investment, sustainability commitments and alignment with ESG pillars across our entire value chain – in other words, sustainability as a business strategy.

Through socially and environmentally responsible principles, decisions, processes and methods, we bring our purpose to life. We drive positive transformation through high-quality housing with options for different needs and stages of life, through social housing, our flagship business, through the many ways we impact the lives of so many people, and through the way we establish our presence in cities.

There are many opportunities to generate impact, built on a sustainable and pragmatic vision for cities, creating positive impact from the moment we arrive in each community:

- Boosting the economy;
- Addressing a highly significant social issue;
- Spreading positive transformations that will endure;
- Inspiring families, professionals and companies;
- Driving progress and new transformations.



MRV&CO INSTITUTE

A CONTINUOUS
COMMITMENT AND
A PATH TO IMPACT.

Since its creation in 2014, the MRV&CO Institute has worked to promote social transformation through educational programs for children, young people and educators.

The institute embodies our main areas of action in social responsibility. Structured as an autonomous nonprofit organization and fully funded by Group resources, it follows the same high standards of governance and transparency as MRV&CO, with audited financial statements and rigorous internal controls. Each year, its funding plan is validated by the Executive Board and the Board of Directors.

Supported by a specialized social responsibility team, the institute develops innovative programs that transform lives comprehensively, combining the transformative essence of MRV&CO with its own unique identity, built over more than a decade of positive impact.

In 2025, we surpassed **1 million people directly impacted** – a symbolic milestone that encourages the exploration of new possibilities to expand the paths that have guided the institute's work for years, driving reflection and strategic thinking about the next 10, 20 and 30 years.

The areas in which the MRV&CO Institute's actions are organized – MRV Volunteers, Educating to Transform, Your Child, Our Future and the iungo Institute – complement one another while always leaving room for the creation of projects and solutions that go beyond these lines of action, responding to the needs of each stakeholder group..

The intelligent and responsible pragmatism that has guided the ESG decisions of the MRV&CO Group is also reflected in the institute's choices and aligns with the lessons learned during our first decade of operations in discussions about the structures and initiatives to maintain or redefine.

Restless, dynamic and inspiring, the institute remains committed to engaging diverse audiences – volunteers, MRV&CO employees and their children, as well as children and young people from partner institutions and educators – in efforts to advance social progress and expand opportunities for future generations, using **education as a catalyst for transforming lives**. Behind every number is a legacy of value and a story built through perseverance and the enthusiastic involvement of senior leadership and the entire MRV&CO team.

The MRV&CO Institute also applies its expertise in social responsibility initiatives by serving as co-manager of the Escola Nota 10 (Building Futures) literacy program for employees, in addition to being one of the implementation partners of the Evoluir (Evolve) program, a public call for proposals focused on small civil society organizations.

Since 2014:

nearly
2.9 million **people reached**
directly and indirectly
through initiatives

more than
1 million **lives transformed**
the direct impact of initiatives

more than
R\$ 51.5 million **invested**

In 2025

more than
86.5 K **people reached**
directly and indirectly

more than
28 K **people**
directly impacted

more than
R\$ 3.2 million **invested**

The calculation for the number of indirect beneficiaries considers the profile of Brazilian families as presented by Brazil's national statistics agency, IBGE.

LEARN MORE
Instituto MRV&CO

In addition to its own initiatives, the MRV&CO Institute also works through philanthropic initiatives, allocating financial resources and efforts to support other organizations that share its seriousness and commitment to promoting meaningful social impact. These partners include:

- Cidade dos Meninos São Vicente de Paulo
- Embaixadores da Educação
- Instituto Leonardo Franco
- Instituto SuperAção

AREAS OF ACTION

The calculation for the number of indirect beneficiaries considers the profile of Brazilian families as presented by Brazil's national statistics agency, IBGE.



MRV VOLUNTEERS

OUR STRENGTH, OUR EYES AND OUR HEARTS

This initiative leverages the tireless work of the MRV&CO Institute to transform the reality of thousands of Brazilians through education, inspiring change and fostering a culture of volunteering within the Group. Employees are invited to make a difference through **volunteering activities**, forming a true force for good.

Each participant is granted 44 working hours per year to dedicate to volunteer work. In this way, the program creates opportunities for employees to contribute to initiatives that promote education, generating lasting impacts in people's lives while also strengthening our presence and reputation in the communities where we operate through a unique and meaningful experience.

In 2025:

1,995 people directly impacted

5,985 people reached directly and indirectly*

2,700 volunteering hours

418 participating volunteers

More than **R\$116,000 invested**

9 projects developed

EDUCAR PARA TRANSFORMAR

[EDUCATE TO TRANSFORM]

This program invests in educational projects led by civil society organizations throughout Brazil. Each project, selected through a transparent process based on technical criteria, receives funding to implement its initiatives with the support of the MRV&CO Institute – an active partnership that monitors the use of resources, supports management, offers mentoring, conducts technical visits and encourages rigorous accountability.

In 2025, due to the period dedicated to the restructuring of the MRV&CO Institute, the program did not have an active call for proposals.

The MRV&CO Institute is a living organization and, as such, we ensure continuous innovation and the development of programs that truly make a difference in society.

YOUR CHILD, OUR FUTURE

A LOOK INSIDE OUR HOME AND BEYOND

This program was created from the desire to provide an even brighter future for the children of MRV&CO employees. Today, its reach extends beyond our walls. Believing that education is the key to building a better world, the MRV&CO Institute encourages learning and nurtures the talents of our “future builders” and young people in society as a whole.

In 2025, the program continued **investing in the education of the children and stepchildren of MRV&CO employees** by providing school supply kits and reaffirming its commitment to education from the very first steps. In higher education, it expanded its reach, with three scholarship recipients completing their undergraduate degrees and a new class of four scholarship students beginning their studies.

MRV&CO also sees the initiative as an opportunity to bring an entirely new generation closer to our brand, which evolves from being simply “their parents’ workplace” into something that becomes part of the daily lives of many children and teenagers through a recurring sense of pride and belonging. This is reflected in employee satisfaction surveys regarding the program.

In 2025:

3,705 people directly impacted

11,115 people impacted directly and indirectly*

more than R\$ 1.33 million invested

IUNGO INSTITUTE

Created with the support of MRV&CO in 2020, iungo values educators and school administrators as essential agents of high-quality education. The initiative connects education professionals – teachers, managers and specialists – with research centers, enabling the exchange of experiences and offering a variety of training opportunities for educators across the country. iungo also operates through partnerships established with state education systems and leading universities, producing high-quality reference materials for teachers.

In 2025, marking its fifth anniversary, iungo reaffirmed its purpose and relevance through projects that have already demonstrated positive results, such as "Amazon Itineraries," "Activate!," "Cartographies," "Our High School" and many others.

In 2025:

21,937 people directly impacted

65,811 people impacted directly and indirectly*

9 partner State Education Secretariats

2 partner Municipal Education Secretariats

R\$1 million in investments

EVOLUIR PROGRAM [EVOLVE]

A partnership between the MRV&CO Institute, Hub Social and the Luiz Carlos Nacif Institute, this program offers free entrepreneurship training for civil society organizations, aiming to enhance their attractiveness to investors, longevity and financial sustainability.

Evolve seeks to strengthen initiatives capable of transforming realities and, for that reason, one of its core principles is to expand the reach of the UN Sustainable Development Goals. Therefore, participating organizations must be aligned with at least one of the goals established under the 2030 Agenda.

In 2024, 44 organizations from across Brazil were selected for a three-phase process involving online immersion sessions, mentoring and meetings with the program's founders. As the program continued in 2025, the 17 organizations that stood out the most were selected to advance to the second phase – a new immersion focused on tools for efficient, results-oriented management. At the end of the process, after presenting updated institutional development plans, five organizations were selected for the third and final phase. These organizations received financial support from the Luiz Carlos Nacif Institute and began participating in monthly thematic forums and a mentoring program that continues throughout 2026, further strengthening their development and social impact.



"ESCOLA NOTA 10" • BUILDING FUTURES

MRV&CO believes in education, as a pillar of people management, a driver of positive impact and a catalyst for transformation.

Escola Nota 10 (Building Futures) embodies our conviction that education is the path to positive change and to the future we want to build. Managed by the Sustainability Team, with operational support from the MRV&CO Institute and in partnership with Alicerce Educação, the program offers literacy, basic education and training opportunities at our construction sites, integrated into employees' daily routines. Portuguese and math classes, along with specific training programs, are taught in the workplace, in spaces specially prepared for this purpose, during working hours. The teaching methodology was designed specifically for adult learners, with two-month cycles adapted to the duration of each construction project.

The inspiration for Escola Nota 10 comes from the MRV&CO leadership's long-standing belief in education as an effective driver of transformation, recognition of illiteracy as one of the country's major challenges and awareness of its presence among blue-collar workers. By providing access to basic education for this group under conditions suited to their professional reality, MRV&CO aims to offer educational opportunities to 100% of employees who wish to complete their studies.

*According to data from the **2024 Continuous National Household Sampling Survey (PNADC)**, 9 million Brazilians aged 15 or older are still illiterate, and 56.2% of them are aged 60 or older.*

Far beyond teaching reading and writing, Escola Nota 10 is an initiative through which MRV&CO opens doors to a better future for thousands of people – a future with greater confidence, autonomy and opportunities to overcome barriers that once seemed insurmountable.

Since 2022, when we formed our partnership with Alicerce Educação:

1,092 employees certified
239 enrolled in the National Exam to Certify Youth and Adult Skills (Encceja)
99 schools established
76% student attendance rate
94 NPS

In 2025

716 students enrolled

346 students certified

52 schools

78% schools attendance rate

94 NPS
Loyalty and satisfaction indicator for students involved in the project, assessing their likelihood of recommending it.

155 students enrolled in Encceja
[MRV was the company with the highest number of employees enrolled in the exam this year]

more than
R\$ 2.4 million invested *
* Includes direct financial investment and hours dedicated by participating employees.

The results go far beyond the numbers. Construction managers – key agents in implementing and maintaining schools at construction sites – report increased productivity and improved workplace climate, recognizing Escola Nota 10 as a powerful tool for employee retention and appreciation. This perception is confirmed by the workers themselves, who express a desire to remain with the organization because of the program, which they see as beneficial for the entire team and for everyone involved.

Throughout its long history, Escola Nota 10 has received continuous recognition in many forms – awards, invitations to share its methodology and use as a benchmarking reference. And 2025 was an especially rewarding year in this regard. In addition to students' academic achievements – such as reaching the podium in two categories of the Alicerce Math Olympics and the significant participation of students in Encceja – the program gained recognition in Brazil and abroad. Awards included:

- ESG at Construction Sites, an Alicerce recognition highlighting ESG leadership at construction sites and emphasizing the impact and value of education in achieving corporate and social goals;
- Jatobá Trophy – Latin American Award for Excellence and Innovation in PR 2025, for the case study "Escola Nota 10 and Literacy Day at Arena MRV," awarded for an initiative honoring students' achievements in September 2024. Watch this [video](#).
- Bronze Lion at Cannes Lions 2025, in the Corporate Purpose – Social Responsibility category, giving the program international visibility and positioning it as a global benchmark for innovation and social impact. [Learn more](#).

WIDE
LIGHT

CUSTOMER
EXPERIENCE
AND
SATISFACTION



This topic highlights the financial risks associated with customer experience and satisfaction, especially dissatisfaction arising from concerns about the quality of developments and discrepancies between expectations created by promotional materials and perceptions of the delivered product. In this regard, it includes risks related to communication failures and misleading advertising, with the potential to generate financial, legal and reputational impacts for the Group.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

- DIRECT OPERATIONS
- CUSTOMERS
- SECTOR
- SUPPLY CHAIN
- SOCIETY

IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [R] Customer dissatisfaction

CUSTOMER EXPERIENCE AND SATISFACTION

FINANCIAL MATERIALITY



CUSTOMER EXPERIENCE AND SATISFACTION

IN A HIGH-VALUE
JOURNEY, EXPERIENCE
MAKES ALL THE
DIFFERENCE.

The journey toward homeownership is a unique moment. After all, we are talking about a truly special achievement: a purchasing experience that is often one of a kind, involving an asset that will remain part of families' lives for a long time.

Transformative power, longevity and high value in many different respects make our products highly distinctive assets. That is why building homes also means building deep relationships with each of our customers.

We are part of a customer journey that begins years before the product effectively exists and may continue for decades after the keys are handed over. Throughout this entire period, MRV&CO will be the reference point for every step – from processing the purchase to resolving questions and addressing demands that may arise once the developments are occupied.

Each contract carries the story of a family. And throughout our own history, we have never lost sight of the fact that, for our customers, what we deliver goes far beyond the property itself. We deliver the realization of a dream; the transition into a new stage of life; the opening of doors to new possibilities.

With this in mind, we defined customer experience and satisfaction as a material topic in MRV&CO's updated matrix, reinforcing our focus both on the quality of our deliveries and on fostering attentive, responsible and efficient relationships with this audience, which is not just a strategic factor for the business but part of our culture and values, as both a commitment and our reason for being.

The continuous evolution of our customer experience is the result of closely observing our customers' expectations and needs at every stage of their relationship with MRV&CO. By truly understanding who MRV&CO customers are, we are better able to develop the responses they need, delivering more suitable and accessible housing solutions.

Customers, through their movements and social and behavioral changes, drive our efforts, inspire our actions and enable continuous improvement across many different areas. For this reason, maintaining a close focus on the customer journey is an essential element of our business sustainability.

The MRV&CO customer journey must balance excellence, efficiency and delight, delivering trust and responsibility at every touchpoint. It is an extensive relationship journey, involving a series of interactions – property selection, purchase, contacts, marketplace, new business, post-delivery, condominium relations and many others – with clearly defined phases.

GRI 3-3

CUSTOMER JOURNEY

QUALITY PRODUCTS,
QUALITY RELATIONSHIPS:
PUTTING CUSTOMERS
AT THE CENTER FOR A
HIGH-VALUE EXPERIENCE

Each of these phases inspires specific approaches that must be aligned with the Company's culture, values and business strategy. As a result, we seek to provide a purchasing and user experience that is seamless, functional, transparent and engaging, based on well-structured and robust commercial workflows capable of supporting countless processes and interactions.

The MRV&CO customer journey is a living process that is constantly being refined. Improvements stem from the ongoing mapping of touchpoints to identify opportunities, customer feedback, qualitative assessments and specialized market tools that highlight both strengths and sensitive areas.

More than simply meeting demands, we seek to build a relationship dynamic that is healthy, secure and trustworthy. This includes clear information, straightforward interactions, availability, process digitalization, smart use of technology and personalized support. It is a level of relationship that is attentive, solution-oriented, rewarding and efficient, incorporating best practices while remaining aligned with customers' behavior and expectations over time.

In 2025, we improved our **purchase and sale agreement model** with the goal of making it easier for customers to understand the product, purchase conditions, financing rules and other aspects inherent to acquiring a property. The new model seeks to eliminate "fine print" and was developed with the profile of most of our customers in mind.

"Our customer experience is long and intense: it is a life change starting from the purchase of our product. This brings great responsibility to our customer relationship strategy. More than that, purchasing an apartment also requires learning how to live in a community. These are issues that go beyond the sale, and we are present in them as well – after all, we always keep our customers at the center of everything we do."

– JOICE CRISTINA SILVA, CUSTOMER
RELATIONSHIP EXECUTIVE MANAGER

DISCOVER • PURCHASE • FOLLOW UP • SETTLE IN

INTEGRATED PROCESSES • CONSTANT MONITORING • CUSTOMERS AT THE CENTER OF DECISIONS



DISCOVER STRENGTHENING PERCEPTION

What begins as a dream for the customer sets in motion, for MRV&CO, a complex structure of resources to ensure that potential customers, and the market as a whole, are properly reached through commercial and institutional communication initiatives and have access to objective information and relationship resources that create a secure foundation for advancing along the journey.

In 2025, we invested heavily in marketing campaigns, developed in partnership with the sales team, to increase the level of recognition of the MRV brand and positive perceptions of it, always balancing these efforts with a robust commercial structure prepared to welcome and energize new potential customers.

THERE IS AN MRV APARTMENT ON BBB 25

An important example of visibility-building combined with commercial activation was the brand's landmark participation as a sponsor of the reality show Big Brother Brasil (BBB). Major marketing initiatives were developed within the program, coordinated with commercial efforts outside the show.

The unforgettable Leader's Apartment (which replaced the Leader's Room) became the setting for an unprecedented prize: an apartment for every participant who won the leadership challenge for the first time during the reality show, totaling 11 keys awarded. This contest stirred up the contestants and thrilled the country. Meanwhile, on social media, the "I Want My MRV Apartment" campaign raffled off a R\$260,000 credit letter toward the purchase of an MRV property. In addition to social media engagement – with more than 147,000 people participating in the raffle – there were in-person activations at booths and sales offices, where the public could experience real stages of the homebuying journey.

An audience of millions of Brazilians saw that homeownership is an achievable dream and came to recognize the MRV brand as both an authority and a partner in making that dream a reality. The reputational impact was felt almost immediately, with increased brand awareness and favorability throughout the duration of the program, which was later sustained.

From a commercial standpoint, there was a noticeable increase in the number of initial contacts, positively impacting conversion rates. Following the success of the first year of the partnership, MRV confirmed its participation as a sponsor of the program's 2026 edition.

MRV's participation in the reality show also elevated the Company in terms of market recognition. The initiative earned the brand awards such as an Effie Award and helped position Aléxia Duffles, MRV&CO's marketing director, as a prominent marketing executive in specialized publications and organizations.

"CASA DA MASSA": AN UNFORGETTABLE EXPERIENCE

For the second year in a row, MRV, alongside other brands, made possible a traveling version of Arena MRV, the home of soccer club Clube Atlético Mineiro, serving as a gathering place for fans during the club's international finals, with a very special program filled with exclusive attractions.

In 2024, the event took place in Buenos Aires, when the club competed in the Copa Libertadores final. In 2025, the celebration moved to Asunción for the Copa Sudamericana final. It was a meaningful experience that brought the public and the brand closer together through the certainty that nothing compares to feeling at home.

In 2025

+ than **10 K**
people visited
Casa da Massa

PURCHASE SALES IN ACTION

In the actual home purchase process, the role of brokers and sales professionals as strategic intermediaries between MRV&CO and customers is essential.

In addition to maintaining advanced physical and technological infrastructure and well-established processes, MRV&CO has continuously invested in training, supporting and motivating its sales team and brokers through initiatives designed specifically for them, such as:

- improved **compensation**, with the highest commission rates in the market;
- democratization of our portfolio, making it accessible to any broker, including newcomers;
- **Sales School**, MRV&CO's comprehensive training center for both brokers seeking further professional development and those new to the industry. The training accelerates the achievement of a first sale and contributes significantly to reducing turnover among brokerage professionals;
- **Marco, a virtual agent** available to all brokers in the market.

An important milestone in 2025 was the contract simplification process, made possible through a partnership between the Legal and Customer Relations areas. The goal was to ensure that MRV&CO's contracts "speak the customer's language," making them easier to read and understand.

In 2025

3,011 **registered brokers**
[up 10.8% from 2024]

2.2% **growth in net sales**
compared to the previous year

VIRANDO A CHAVE PODCAST ["TURNING THE KEY"]

Virando a Chave is a podcast produced by MRV&CO to support the real estate broker community. Created especially for brokers, it is part of the Company's communication and engagement initiatives aimed at this audience, featuring relevant content on sales, the real estate market, tips, news and topics that support professional development.

LEARN MORE: [Virando a Chave Podcast](#)

FOLLOW UP PROXIMITY & AVAILABILITY

MRV&CO's Customer Experience team works broadly to build close relationships, providing useful, clear and effective communication at every stage of interaction with customers. From choosing a property to post-delivery support, including the exciting wait for the keys, MRV&CO maintains customer service and relationship channels that inform, reassure and support customers, reducing potential friction points and reinforcing the availability of its brands.

In 2025

236,160

requests were received by the Customer Relations area through various channels

97.86%

of them were addressed

An integrated multichannel approach is a strategic element in responding appropriately to different moments, different needs and different audiences. MRV&CO has a relationship management structure across its own channels and third-party channels, prepared for interactions and dialogue in various formats – including our call center, WhatsApp, the My MRV Apartment app, social media, the Reclame Aqui complaints website, the ombudsman channel and our virtual assistant Mia. In addition to operating reactively, receiving and resolving customer demands, we also maintain proactive initiatives, providing information about developments and housing in general, answering questions, strengthening networks and supporting customers throughout the stages of their journey, with a strong and positive presence across different touchpoints.

SERVICE CHANNELS

Demonstrating our commitment to a transparent and efficient relationships, the resolution and satisfaction rates across MRV&CO service channels remain high, and the figures point to alignment between the prevalence of channel formats and evolving audience behavior.

In 2025:

283,117 calls were received by our call center

98.1% of requests were resolved

In line with MRV&CO's digital transformation journey, digital channels have become the predominant means of contact, accounting for 88% of customer interactions, while our call center call volume has declined by nearly 60% over the past five years.

SONHAR E MORAR ["DREAM AND LIVE"]

The world of high-quality living takes center stage on the Dream and Live portal, which features articles, podcasts, courses and tutorials covering the different stages of the customer journey with their property – from purchase to everyday life in their new home. The platform offers a broad range of content, including guidance on the purchasing process, financial education, simplified explanations of necessary paperwork, home decoration and organization tips, condominium living, product reviews, conscious consumption and much more, in a constantly updated and free-access library.

LEARN MORE: **[Sonhar e Morar Portal](#)**

MEU APÊ MRV APP

["MY MRV APARTMENT" APP]

Created in 2017, this app was a pioneering MRV&CO initiative to bring together different customer service features in a single channel. Through an intuitive interface with a high level of usability, customers can:

- track construction progress step by step;
- access the apartment inspection virtual check-in, which guides customers through key points to pay attention to during the property inspection and enables follow-up on issues identified during the process;
- get in touch with technical assistance;
- request payment-related services easily, such as issuing duplicate payment slips, accessing statements and making early installment payments;
- access engagement programs and platforms for MRV&CO customers.

REFERRAL REWARDS

Accessible through the My MRV Apartment app, the Referral Rewards platform offers incentives to customers who refer new buyers to MRV properties. Each sale generated through a referral earns the customer a voucher that can be converted into discounts of up to R\$1,200 on their property installments, with no limit on referrals. The initiative strengthens the customer's role as a sales advocate and has delivered significant results – around 15% of 2025 sales came from referrals.

MUNDO DA CASA

["HOUSE WORLD"]

Available to all MRV&CO customers, Mundo da Casa is a complete marketplace offering products and services for personalizing and improving every home. Continuously integrating new options, technologies and services, the platform provides solutions for furnishing and equipping homes, enhancing both property value and the living experience. Offerings include finishes, custom cabinets, renewable energy, an e-commerce platform with exclusive discounts, leisure services and amenities for condominium communities. Mundo da Casa also features inspiration and decoration tips through MRV Decora, style quizzes and specialized product curation, expanding possibilities to improve quality of life and bring more sustainability to condominium living.

In 2025:

More than R\$ 141 million transacted
[Gross Merchandise Value (GMV)]
More than 100 partner brands

#MRVLOVERS

The community of customers who achieved their dream of homeownership with MRV comes together through this initiative, which emerged organically from social media users who spontaneously began sharing their experiences living in MRV properties using the hashtag #MRVLovers. The brand embraced this environment of connection and experience-sharing, building closer, more genuine and meaningful relationships with customers. Participants receive special gifts, letters and personalized activations that encourage engagement, expand brand reach and increase interactions with new audiences through inspiring and engaging stories.

In 2025:

300 MRVLovers profiles
1,069,054 views [organic reach]

CONSTRUTORES DE SONHOS

["DREAM BUILDERS"]

Created in 2025, this engagement program uses a playful approach with games and interactive activities to highlight the impact of construction site employees' work on the lives of the families who will one day live in MRV&CO properties. The initiative brings construction teams closer to a core cultural element for us – customers at the center of decisions.

SETTLE IN SOLID, LASTING RELATIONSHIPS

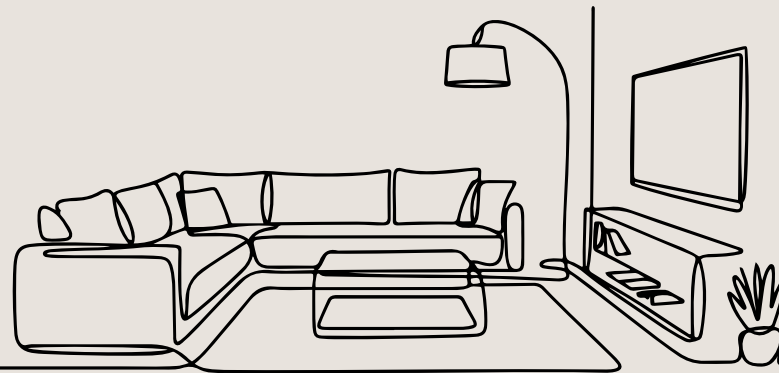
Homeownership is a long-term experience. And, for many MRV&CO customers, their property is both their first major investment and their first time living in a condominium community. In every context, the relationship between customers and MRV&CO after the handover of the keys is extensive – which is why it is both sensitive and demanding. MRV&CO strives to be a reliable and efficient source of support for resolving issues, promoting good community living, and encouraging best practices in caring for property developments.

NEW EARLY INSPECTION JOURNEY

In 2025, MRV&CO enhanced its **early inspection methodology** – the stage when customers have the opportunity to evaluate the property before taking possession and one of the most sensitive and important milestones in the homebuying experience. These improvements enhanced the customer experience through greater flexibility and reduced rework, while also strengthening the culture of quality across construction sites.

Integrated into the Company's digital transformation strategy, the new early inspection journey reinforces customers' leading role:

- Scheduling is now supported by the virtual assistant Mia, allowing customers to choose the most convenient date and time.
- During the inspection, customers have access to a guided, intuitive and standardized digital checklist through the My MRV and My Sensia platforms, helping them identify key points to evaluate.
- Comments and observations made during the inspection can be recorded directly on the My MRV and My Sensia platforms.



GRI 417-1 | 417-2 | 417-3

INFORMATION FOR HOMEOWNERS

To enhance the positive post-handover experience, we provide new homeowners with a range of informative materials:

- **Sustainability Track:** Twice-monthly content with a practical approach to sustainability topics, such as conscious consumption, SDGs in everyday life, environmental education, waste management, sharing and the 5Rs (rethink, refuse, reduce, reuse, recycle);
- **Homeowner's Manual:** General guidelines based on NBR standards 14.037, 5.674 and 15.575, the Civil Code and the Consumer Protection Code;
- **Common Social Area Manual:** General guidelines prepared based on the 2022 update to NBR 17.170 (Warranty Standard);
- **Gas safety booklet;**
- **Complete documentation available** digitally in the customer folder and on the My MRV Apartment website.

In 2025:

22 items of content sent to approximately 204,000 customers through the Sustainability Track

18,221 Homeowner's Manuals delivered

MRV PROPERTY MANAGER SUPPORT AREA

The role of the property manager is decisive in the quality of life within a condominium community and can potentially impact the experience of hundreds of residents. For this reason, MRV&CO views property managers as a distinct stakeholder group and maintains a dedicated team to develop initiatives tailored to this audience.

Previously structured as a well-established program recognized for its support in condominium management, the Property Manager Support Team offers training and practical tools to prepare and assist property managers at MRV developments in handling a range of typical situations, such as preventive and routine maintenance, residents' rights and responsibilities, and fostering positive community relations.

In 2025, 756 legal claims related to advertising/mislabeling distortions (defects resulting from misleading advertising) were filed against MRV&CO Group companies.

ENTREGA DOS SONHOS ["DELIVERING DREAMS"]

Delivering Dreams is a very special event: this initiative celebrates the handover of keys at MRV developments, providing customers with an organized, welcoming and unforgettable experience at this major life milestone and creating a powerful, positive memory of achieving such an important accomplishment.

MRV&CO CUSTOMER COUNCIL

This initiative creates opportunities for dialogue between MRV&CO senior management and customers from different profiles and regions through meetings focused on their experiences with the Company's brands and products at various stages of the customer journey. The objective is to identify opportunities to improve the customer experience and map behavioral trends that may affect customers' relationship with the products and the brand. The Customer Council's collaborative process has proven extremely valuable in promoting a deeper understanding of the customer journey and, over the years, has inspired and driven the implementation or revision of a series of practices and processes.

NPS

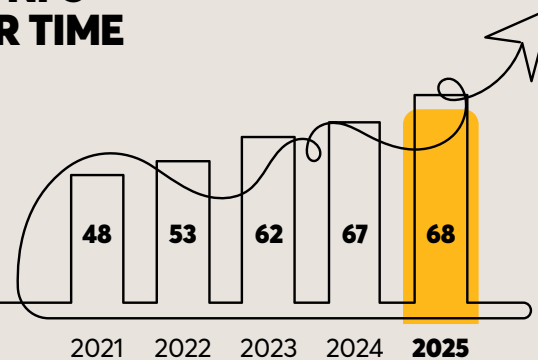
NET PROMOTER SCORE

MRV&CO uses the well-established Net Promoter Score (NPS) methodology to assess customers' experience throughout their journey, monitoring touchpoints at strategic moments, from the beginning of the relationship to the occupancy phase of the properties.

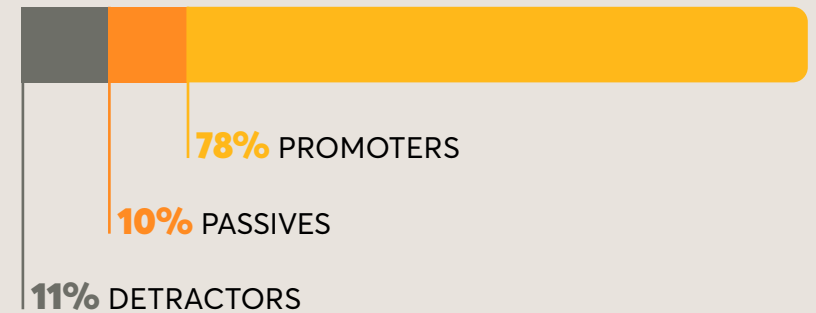
By monitoring NPS, we identify the aspects most and least valued by customers, opportunities for improvement and important insights for relationship management. **The use of NPS reflects our commitment to keeping customers at the center of decision-making:** their perceptions become the compass guiding process adjustments and the development of valuable offerings and approaches.

Over the years, MRV&CO has seen a steady increase in its score. In 2025, our NPS was the highest in Brazil's construction industry.

OUR NPS OVER TIME



NPS 2025



Promoters: Customers who recommend MRV&CO.

Detractors: Those who do not recommend the Company.

GRI 416-1 | 416-2

CONSUMER HEALTH AND SAFETY

Within the scope of PBQP-H, SiAC contributes to advances in quality, productivity and sustainability in the Brazilian construction industry by requiring annual assessments of participating construction companies by a conformity assessment body accredited by INMETRO's General Accreditation Office.

With a constant focus on the impacts of products and services, MRV&CO maintains **strict control over processes, materials and procedures** related to our developments.

We regularly assess **100% of consumer health and safety impacts** in accordance with the international ISO 45001 and ISO 9001 standards, as well as the guidelines of the Brazilian Construction Compliance Assessment System (SiAC) and the Brazilian Housing Quality and Productivity Program (PBQP-H).

Assessments are carried out periodically through audit processes established under standard operating procedures. Beginning in 2025, internal and external audits started to be conducted in an integrated manner.

MRV&CO's rigorous control processes are designed to:

- promote the safety of those involved in the Group's processes;
- maintain our ability to consistently deliver products and services that meet customers' requirements as well as applicable legal and regulatory requirements;
- facilitate opportunities to enhance customer satisfaction;
- address risks and opportunities associated with the organization's operating environment and objectives;
- demonstrate compliance with specified quality management system requirements.

Internal audits are also conducted at construction sites throughout the year, in accordance with MRV&CO's internal procedures, with the goal of delivering sustainable and safe buildings for our customers.

In 2025, external audits identified one nonconformity related to waste segregation. The nonconformity was immediately addressed through corrective actions and did not affect the renewal of certificates for either the Group or its limited liability subsidiaries.

STRUCTURAL SAFETY

The safety of MRV&CO customers is also strengthened by the work of the Structural Risk Management team, which monitors risk items present in developments whose occurrence could have major financial and safety impacts. Supported by the Risk Book, structured through the Obrasoft tool, MRV&CO's Quality and Post-Delivery engineers visit developments and assess them in order to:

- comply with engineering safety principles;
- ensure and maintain the technical integrity of identified, mapped and controlled risk elements;
- protect human life;
- ensure environmental quality.



OR
GA

GOVERNANCE,
INTEGRITY AND
INFORMATION
SECURITY

NIZE



O tema abrange os riscos financeiros relacionados à integridade corporativa e à proteção de informações estratégicas. No campo da governança e integridade, engloba os riscos associados à ocorrência de práticas de corrupção, fraudes e desvios éticos, considerando suas implicações legais, financeiras e reputacionais. No âmbito da segurança da informação, considera os riscos de ciberataques, acessos indevidos e vazamentos internos de dados sensíveis, resultantes de falhas nos sistemas de controle e gestão de acessos, com potencial de comprometer a continuidade operacional e a imagem institucional do Grupo.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

- DIRECT OPERATIONS
- CUSTOMERS
- SECTOR
- SUPPLY CHAIN
- SOCIETY

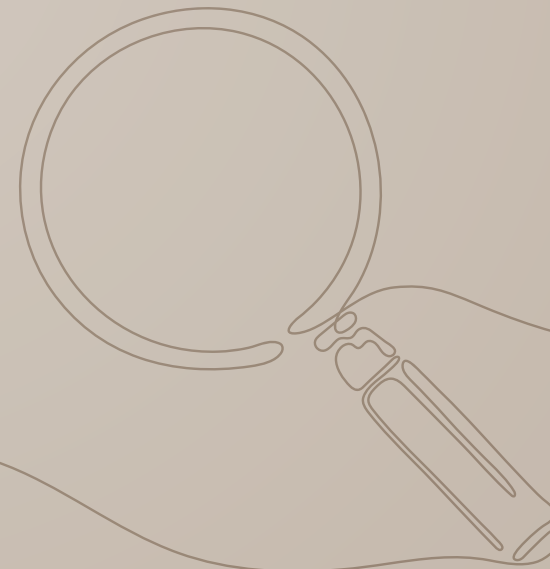
IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [!] Corruption incidents
- [!] Cyberattacks
- [!] Access governance and internal information control

GOVERNANCE, INTEGRITY AND INFORMATION SECURITY

FINANCIAL MATERIALITY



GRI 2-9 | 2-10 | 2-11

MRV&CO'S STRUCTURE IN 2025

MRV&CO's organizational structure is well defined and supported by rigorous decision-making processes aligned with market best practices and the highest standards. Senior leadership operates with a **shared vision of excellence, results and integrity**, continuously strengthening governance instruments. It is also a strategic element in integrating sustainability and consolidating our culture across different areas, levels and companies within the Group.

"WE WERE FOUNDED AS A FAMILY BUSINESS AND TODAY WE ARE A MODEL GROUP WHEN IT COMES TO PROFESSIONAL GOVERNANCE AND ETHICS."

– 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

MRV

MRV'S BOARD OF DIRECTORS

This is the collegiate body responsible for MRV's strategic guidance and oversight of performance. It is composed of five to eight members with concurrent two-year terms, and it meets quarterly on a regular basis and extraordinarily whenever necessary.

The Board deliberates on strategic matters such as the business plan, budgeting and risk management, with support from specialized committees. Its role ensures long-term economic and financial sustainability integrated with social and environmental dimensions, guided by the duties of diligence, loyalty and confidentiality in accordance with the Code of Conduct. This governance structure reaffirms MRV's commitment to ethics and sustainable long-term value creation.

Independence is a central element of the composition of MRV's Board of Directors: with 50% independent members, MRV exceeds the minimum percentage required by the São Paulo Stock Exchange's Novo Mercado regulations.

LEARN MORE
Board of Directors,
Management and Committees

LEARN MORE
Board of Directors'
Internal Regulations

**INTERNAL ADVISORY
COMMITTEES**
[7 committees]

Click on the boxes for
more information.



SELEÇÃO DE CONSELHEIROS

The selection of board members follows rigorous technical and ethical criteria, including an unblemished reputation, professional experience, academic qualifications and adherence to the Nomination Policy.

The requirements and criteria include the following:

- Formal nomination policy with an assessment process designed to identify diverse profiles and ensure integrity;
- Technical qualifications, professional experience, good reputation, alignment with MRV's purpose, values and culture, and knowledge of matters relevant to the Company such as economics, the environment, social responsibility and diversity;
- Verification of potential conflicts of interest involving MRV and prior convictions barring access to public office or incompatible with the Company's standards of conduct, such as bankruptcy crimes, misconduct in public office, passive corruption or bribery, extortion, embezzlement and crimes against the economy, public trust or property;
- Board members holding positions in competing companies or declared ineligible by the Brazilian Securities and Exchange Commission (CVM) are not permitted;
- The Board of Directors is entirely separate from the Executive Board. In line with governance best practices, board members and the chair do not perform executive functions in the Company, and executive officers do not sit on the board.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS

- Appoint and remove members of the Executive Board
- Deliberate on the business plan, approve annual budgets and monitor compliance with operational targets
- Review corporate policies, with a view to adopting practices aligned with the Company's purpose and values
- Assess the Company's performance on a quarterly basis – including financial results, compliance with operational targets and progress on strategic projects – for submission of the Annual Management Report to the General Shareholders' Meeting
- Review and oversee management periodically, with a view to long-term economic and financial sustainability
- Monitor strategic risks
- Deliberate on the organization's economic, environmental and social impacts, supported by the technical expertise of the advisory committees

MRV'S ADVISORY COMMITTEES

The Company's Bylaws provide for the establishment of a series of advisory committees composed of professionals with specialized technical expertise to support MRV's Board of Directors by proposing solutions and helping increase the effectiveness of decision-making.

SELECTION OF MEMBERS

- Elected by the Board of Directors for two-year terms, with reelection permitted
- Nomination and appointment through an internal process or by independent professionals to provide consulting services and opinions on candidates
- Integrity due diligence
- Background checks on nominees and integrity opinions issued by the Compliance area

Click on the boxes for more information.

MRV'S FISCAL COUNCIL

MRV's Bylaws provide for a non-permanent Fiscal Council, which may be established at the request of shareholders during the Company's Annual Shareholders' Meeting. The council operates independently from management and external auditors. The current Fiscal Council's term extends until the date of the 2026 Annual Shareholders' Meeting.

RESPONSIBILITIES OF THE FISCAL COUNCIL

- Oversee management's activities, protecting the Company's interests
- Review financial statements for reporting to shareholders
- Issue an opinion on the Annual Management Report
- Monitor internal audit activities

LEARN MORE
Fiscal Council
Internal Regulations

MRV'S EXECUTIVE BOARD

The Executive Board is responsible for conducting executive management and implementing the strategies defined and approved by shareholders' meetings and the Board of Directors. It operates in accordance with the Bylaws, applicable legislation and corporate governance best practices.

The Executive Board may have up to 10 members, who may or may not be shareholders, elected by the Board of Directors for concurrent two-year terms, with reelection permitted. Members are selected based exclusively on professional criteria, including experience, technical qualifications, regulatory compliance and alignment with the organization's values. There is no mandatory retirement age.

The structure of MRV's Executive Board ensures appropriate segregation of duties, operational efficiency and alignment between executive decisions and short-, medium- and long-term strategies, transforming senior management guidelines into concrete results.

RESPONSIBILITIES OF THE EXECUTIVE BOARD

The Executive Board is collectively responsible for:

- implementing strategic guidelines and goals;
- managing the business and operations;
- ensuring efficient resource management and compliance with corporate policies;
- preparing and executing operational, budgetary and investment plans, including leading and implementing ESG initiatives in line with sustainable development guidelines;
- specific individual responsibilities established by MRV's Bylaws and the Board of Directors.

ANNUAL PERFORMANCE SELF-ASSESSMENT

Every year, the Board and the Audit Committee assess their own performance based on objective and subjective criteria. The findings are submitted to a parameterized analysis methodology, and the results are used as a basis for improvement. Topics evaluated include vision and objectives, promotion of MRV's values, shaping strategic development, risk appetite, external and stakeholder relations and integration with support committees.

RESIA

Resia's Board of Directors is structurally aligned with MRV's board, featuring shared members. Resia also has four advisory committees. Its Executive Board consists of a CEO and specific executive officers, appointed in accordance with U.S. corporate governance standards.

URBA

Urba's Board of Directors is independent from MRV's and is supported by two advisory committees. Urba also has three executive officers. The roles of chair of the board and CEO may not be held by the same person.

LEARN MORE
Urba's Corporate
Governance

CEO

Clique nos boxes para
mais informações

LUGGO & SENSIA

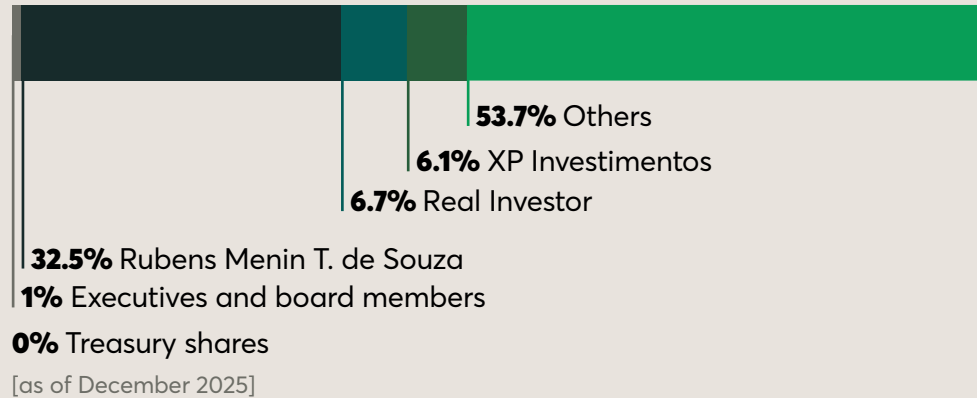
Luggo and Sensia are business units within the organization that share part of their organizational structure and do not have their own executive management or dedicated structure:

- Rodrigo Martins de Resende, MRV's New Business and Innovation Executive Officer, oversees Luggo's organizational structure;
- Thiago Corrêa Ely, MRV's Commercial and Credit Executive Officer, oversees Sensia's organizational structure.

Click on the boxes for more information.

GRI 2-1

SHAREHOLDER COMPOSITION



MRVE3 IN 2025

- Share price: R\$7.79 (year-end closing price)
- Market capitalization: R\$4.384 billion
- Trading volume: R\$62.5 million (daily average)
- As of December 31, 2025 there were 562,826,671 shares outstanding, including 1,348 treasury shares

MRV&CO's shareholding structure reinforces corporate governance and management principles, offering a strategically balanced perspective among different stakeholder groups – the founder and controlling shareholder, investment funds, executives, board members and minority shareholders.

MRV shares (MRVE3) have been traded on the São Paulo Stock Exchange (B3) in the Novo Mercado segment, which has Brazil's highest corporate governance standard, since 2007.

The shares are included in 14 domestic indices, including some regarded as effective drivers of best practices and progress in the financial markets. These include the Corporate Sustainability Index (ISE B3), which measures the average performance of shares issued by companies committed to the continuous adoption of ESG practices under requirements that go beyond Brazilian legislation and specific regulatory standards. They also include the Diversity Index (IDIVERSA B3), which measures the average performance of shares issued by listed companies that stand out in diversity criteria, based on a Diversity Score developed by the São Paulo Stock Exchange.

LEARN MORE
Investor
Relations

LEARN MORE
Shareholding
Composition

GRI 3-3

GOVERNANCE MANAGEMENT

SYSTEMIC
INTEGRITY FOR
SUSTAINABLE
GROWTH.

Integrity is a core principle at MRV&CO, and we recognize that we operate in a sector exposed to well-known risks in this area. Those challenges also drive our day-to-day efforts to lead by example and take effective action.

The quality of management at MRV&CO is widely recognized through external assessments and strongly shaped by a commitment to transparency. Investors and the public have easy access to bylaws, policies and forms, we publish a wide range of recurring reports and financial statements, and management reports are audited by an independent third party.

In 2025, we took another pioneering step with the publication of MRV&CO's first Governance, Risk, Compliance and Privacy Report, a document that presents our entire trajectory and evolution in these areas, providing detailed and robust data as well as comprehensive information on our areas of activity, actionable mechanisms, affected stakeholders, resources, controls and much more.

MRV&CO's Governance, Risk, Compliance and Privacy Report is cited as a benchmark by our peers. The release of its second edition in 2026 further establishes it as an annually updated portrait of our commitments and intentional progress in building robust governance for a Group in constant evolution.

Our integrity culture connects behaviors, initiatives, attitudes and decisions.

That is why we know that, at all times and under all circumstances, we continue to move forward on a path supported by solid procedures, updated controls, strategic risk mapping, strengthened compliance and management prepared to respond efficiently to any challenge. It is a path in which ethics and integrity guide the actions of every person who is part of the MRV&CO Group.

LEARN MORE
MRV&CO
GRC&P Report

LEARN MORE
Bylaws, Policies
and Regulations

100% TRANSPARENCY MOVEMENT

We have been signatories to the United Nations Global Compact Brazilian Network since 2016. In this context, MRV was a pioneer in joining the 100% Transparency Movement, the first initiative to promote corporate transparency in Brazil. The movement mobilizes companies in the fight against corruption to advance the UN 2030 Agenda SDGs, engaging them in five ambitious goals.

From 2022 to 2024, MRV was an ambassador for the 100% Transparency Movement.

At the MRV&CO Group, the goals established by the 100% Transparency Movement have for years driven concrete actions and encouraged the strengthening of transparency and integrity mechanisms beyond legal requirements.

100%

IN PROGRESS ↗

ACHIEVED ✓

100% INTEGRITY-BASED COMPENSATION FOR SENIOR MANAGEMENT ✓

100% TRANSPARENCY OF THE COMPLIANCE AND GOVERNANCE STRUCTURE ✓

100% TRANSPARENCY REGARDING WHISTLEBLOWER CHANNEL PERFORMANCE ✓

100% TRANSPARENCY IN INTERACTIONS WITH PUBLIC ADMINISTRATION ↗

100% OF THE HIGH-RISK VALUE CHAIN TRAINED IN INTEGRITY ↗

PRO-ETHICS ACCREDITATION [SELO PRÓ-ÉTICA]

Pro-Ethics accreditation is the foremost recognition for integrity and ethics in the Brazilian corporate environment. It is awarded every two years by the Office of the Comptroller General (CGU) and the Ethos Institute based on an assessment of integrity programs and the consistency of best practices. By highlighting organizations that effectively contribute to an ethical and transparent corporate environment and encouraging the adoption of meaningful initiatives on the topic, the accreditation program recognizes commitments to measures aimed at preventing, detecting and remediating fraud and corruption.

As the first company in the construction sector to earn this accreditation for the 2020-2021 cycle, and to renew it for the 2022-2023 cycle (with a higher assessment score than in the previous cycle), MRV has positioned itself as a leader in ethics and integrity, inspiring people and companies.

ETHICS AND INTEGRITY

PROPER CONDUCT,
SOUND DECISIONS AND
STRATEGIC ACTIONS
STRENGTHEN THE
CONSTRUCTION INDUSTRY.

The world of integrity and ethics is broad: compliance, governance, respect, physical and emotional safety in the workplace, constructive relationships and open communication, among others, are central themes in discussions on recognition and social impact and recurring topics within MRV&CO.

The compliance agenda receives broad support from the Group's various areas, senior leadership, committees, agents and every MRV&CO

employee to ensure that a culture of integrity is a reality both internally and externally. Topics such as anti-corruption, diversity, harassment, information security, privacy, fraud, conflicts of interest and stakeholder relations should be discussed naturally and objectively.

The Compliance team works to monitor and prevent actual and potential risks in the relationships inherent to the Group's activities. The area is responsible for managing the Integrity Program, preventing, identifying and remediating violations of the Code of Conduct and other policies, while also working actively to ensure that everyone at MRV&CO is familiar with our integrity guidelines and adopts practices that reflect our principles and values.

"OUR SECTOR FACES
HIGH INTEGRITY-RELATED
RISKS ON A DAILY BASIS."

- 10 TRUTHS • MRV&CO 2024 SUSTAINABILITY REPORT

INTEGRITY PROGRAM

LIVING INTEGRITY THAT IS PART OF EVERYDAY LIFE –
IN ACTIONS, DECISIONS AND RELATIONSHIPS.

Integrity at MRV&CO is a shared commitment. More than governance tools, rules and regulations, it is the foundation of our value “We always do what is right.”

Working together, the Legal, Institutional Relations, Sustainability and Governance areas help build and strengthen a cross-functional culture of integrity that supports this shared commitment.

At MRV&CO, **integrity is therefore a living culture** that grows through the effective dissemination of solid knowledge foundations; recurring and accessible training and educational initiatives; everyday relationships built on respect; high-quality interactions; the proper use of available resources and channels; MRV&CO’s recognized presence at events focused on the subject; and the consistent example set by leadership, which inspires the entire team.

The Integrity Program is a strategic support element that enables and strengthens our anti-corruption and transparency mechanisms at every level of the companies within the MRV&CO Group, identifying, preventing and remedying ethical misconduct, fraud and irregularities.

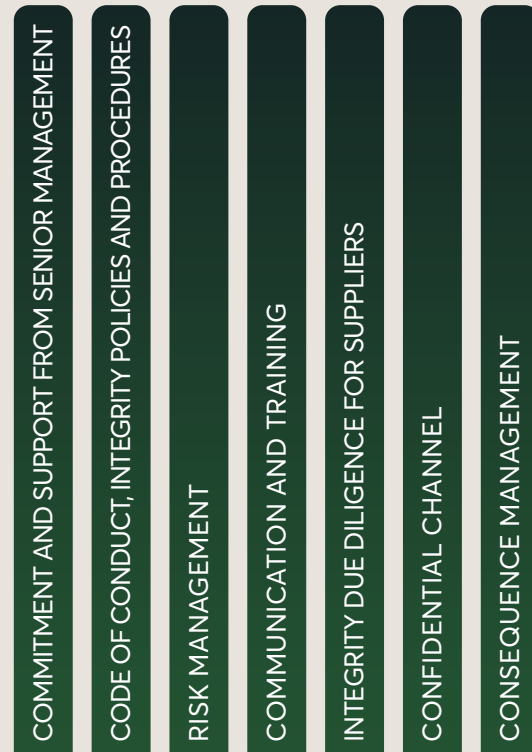
Supported by senior management and coordinated by the Compliance area, the program has its initiatives audited annually by an external party and reports quarterly to the Governance, Risk and Compliance Committee, which escalates relevant matters to the Board of Directors.

Essential to strengthening MRV&CO’s culture of integrity and institutional reputation, the Integrity Program mobilizes people, corporate tools and resources in support of a safe, healthy, balanced and ethical environment for everyone, increasing trust in our interactions, inspiring positive attitudes and enhancing favorable perceptions of the MRV&CO Group, its companies, brands and employees.

"In 2025, we saw significant progress in MRV&CO's ethical culture-building initiatives and an increasingly lower tolerance for unethical conduct. In addition, we have worked extensively on the reputational front on matters related to GRC and privacy. Integrity and our conduct are seen as having a major influence on MRV&CO's reputation, and we have taken a more active role in amplifying these topics."

– ALEX MEDEIROS, GRC AND PRIVACY DIRECTOR

THE PILLARS THAT STRUCTURE THE INTEGRITY PROGRAM



MRV&CO AND THE INTEGRITY CONGRESS

Each year, together with other major organizations, MRV&CO holds the Integrity Congress, now firmly established as a leading event in ESG, governance, risk and compliance (GRC), compliance and transparency, connecting people, companies and public institutions around a more ethical and sustainable future. The eighth edition of the event took place at the headquarters of Localiza&CO and brought together public- and private-sector leaders for engaging discussions and valuable exchanges aimed at strengthening the culture of integrity in Brazil.

MRV&CO's participation highlighted the importance of synergies between compliance and technology as a transformative force in compliance initiatives, contributing to advances in the monitoring and predictive analysis of integrity- and ethics-related risks – a fundamental topic in a landscape of rapidly evolving relationships between people and technological resources.

LEARN MORE
Ethics and Integrity
Instruments

GRI 2-17

COMMITMENT FROM SENIOR MANAGEMENT

MRV&CO'S SENIOR LEADERSHIP: KNOWLEDGE, COMMITMENT AND LEADERSHIP BY EXAMPLE.

The strength of MRV&CO's integrity culture begins with the engagement of senior managers, who are prepared, equipped and firmly committed at every level to **decision-making grounded in sustainability and social responsibility criteria**.

Working in synergy, our co-CEOs, Board of Directors, executive officers and committees are directly involved in defining and implementing ESG strategies and updating the materiality assessment, monitoring the Group's performance on relevant issues and establishing the goals and indicators that guide our actions.

This **dynamic of continuous dialogue** results in:

- sustainability as a recurring topic and a driving force behind coordinated efforts at MRV&CO;
- regular monitoring of goals established through commitments and performance related to the most relevant ESG topics;
- the Group's strategic engagement with external sustainability benchmarks – such as the Science Based Targets initiative (SBTi) and the UN Sustainable Development Goals;
- effective internal dissemination of ESG cultural aspects and practices across different leadership levels, creating the conditions for the cross-functional adoption of best practices.

PROFIT-SHARING AND ESG GOALS

The achievement of ESG-related goals has been one of the criteria used to determine profit-sharing compensation for the Executive Board since 2016. This practice is aligned with MRV&CO's commitments to the principles of the UN Global Compact and the UN Sustainable Development Goals. Performance indicators evaluated include:

- increase in the number of women at construction sites and offices;
- reduction in water consumption;
- continued inclusion in the ISE portfolio;
- greenhouse gas emissions reduction in Scopes 1, 2 and 3;
- performance of the Building Futures initiative.

GRI 2-23 | 2-24

INTERNAL POLICIES

MRV&CO currently has a set of 20 corporate policies that guide the conduct of the Group's companies and a range of areas – including human resources management, information disclosure, anti-corruption practices, stakeholder relations and risk management.

Our corporate policies serve as guiding principles for compliance activities. Centered on a commitment to transparency and excellence in governance, they reflect the ongoing pursuit of alignment with the highest standards of business ethics. Based on the UN Guiding Principles on Business and Human Rights and approved by the Board of Directors, they support the management structure by:

- guiding business relationships;
- establishing the internal audit work framework;
- supporting decision-making on matters such as compensation and executive evaluation.

The advisory committees and the Board of Directors regularly monitor and reassess our internal policies to ensure that the regulatory framework remains up to date and aligned with MRV&CO's reality.

GRI 2-23 | 2-24

CODE OF CONDUCT

MRV&CO's Code of Conduct was developed based on our values and day-to-day experiences, evolving alongside our journey. Its ethical guidelines and rules are fundamentally important for maintaining the Group's credibility and the level of trust placed in both the Company and our entire team.

As well as guiding management practices, MRV&CO's internal policies are structural elements of the Code of Conduct, connecting our vision of integrity and ethics to day-to-day operations. Every member of our team, without exception, is required to know, comply with and uphold the code, using it as a reference for actions and decisions both within and outside the Group's companies. To this end, in addition to signing the applicable acknowledgment form confirming awareness of the policy, employees participate in mandatory periodic training on its implementation.

Failure to comply with any of the rules presented in the Code of Conduct may result in the application of disciplinary measures provided for in the Consequences Policy, following the appropriate investigations.

The guidelines set forth in the Code of Conduct apply to everyone who is part of or interacts with the Group, including employees, partners, customers, public officials, suppliers and third parties.

LEARN MORE
Code of
Conduct

GRI 205-2

COMMUNICATION AND TRAINING

CONSISTENT AND STRUCTURED
COMMUNICATION;
ACTIONABLE KNOWLEDGE
CONNECTED TO DAY-TO-DAY ACTIVITIES.

At MRV&CO, broad communication and continuous training are the drivers we activate to ensure the dissemination of knowledge and team engagement on integrity-related topics.

We employ a variety of formats – including training sessions, workshops, interactive activities, theater performances, campaigns, Health, Safety and Environment Dialogues, discussion circles, distribution of informational materials, and internal communication channels – designed to ensure alignment with the content covered and audience engagement. Senior leaders actively participate as spokespeople for the principles and tools of integrity, ethics and transparency.

We promote integrity as a daily practice, keeping our teams informed and engaged while preparing employees to become ambassadors of best practices.

MANDATORY TRAINING

Designed for employees with internet access, our mandatory training courses are offered in an e-learning format on a platform with accessibility features and learning assessment tools. Before accessing the platform, employees are required to electronically confirm adherence to the Code of Conduct and the Anti-Corruption Policy.

EMPLOYEES TRAINED ON THE CODE OF CONDUCT

POSITION	#	%
Apprentice / Intern	898	84%
Board of Directors member	0	0
Coordinator	106	99%
Director	1	100%
Manager	144	94%
Leader	16	100%
Operational	30	90%
Supervisor	76	93%
Professional	1,683	95%
TOTAL	2,709	92%

In 2025,
among employees
with internet access

98%

completed the
Integrity Culture
training
[98.56% in 2024]

92%

completed the
Code of Conduct
training
[93.37% in 2024]

INTEGRITY ON THE AGENDA

The Compliance area provides in-person training and awareness sessions on integrity, human rights and ethics to occupational safety technicians, who share this knowledge with employees and contractors at construction sites, and to the Commercial Human Development team, which passes it on to managers and sales agents in sales offices.

TOPICS IN 2025	OCCUPATIONAL SAFETY TECHNICIANS	EMPLOYEES AND CONTRACTORS [CONSTRUCTION SITES]	HUMAN DEVELOPMENT ANALYSTS	BROKERS IN SALES OFFICES
Segurança corporativa	46	1,922	9	291
Trabalho digno nas obras	106	4,685	n/a	n/a
Prevenção à fraude em vendas	n/a	n/a	31	931

INTEGRITY GUARDIANS

This initiative is built around the power of positive attitudes to inspire colleagues in the different work environments of the companies within the MRV&CO Group. It engages employees to voluntarily serve as models for ethics and integrity within their areas and teams. Through specific engagement activities and initiatives aimed at identifying noncompliance, Integrity Guardians **promote a culture of always doing the right thing** and serve as a support channel for all employees.

In 2025:
149 Integrity Guardians in
49 municipalities
2 missions

- Confidential Channel and its indicators
 - Talk to Compliance channel
- 3,068 employees** trained

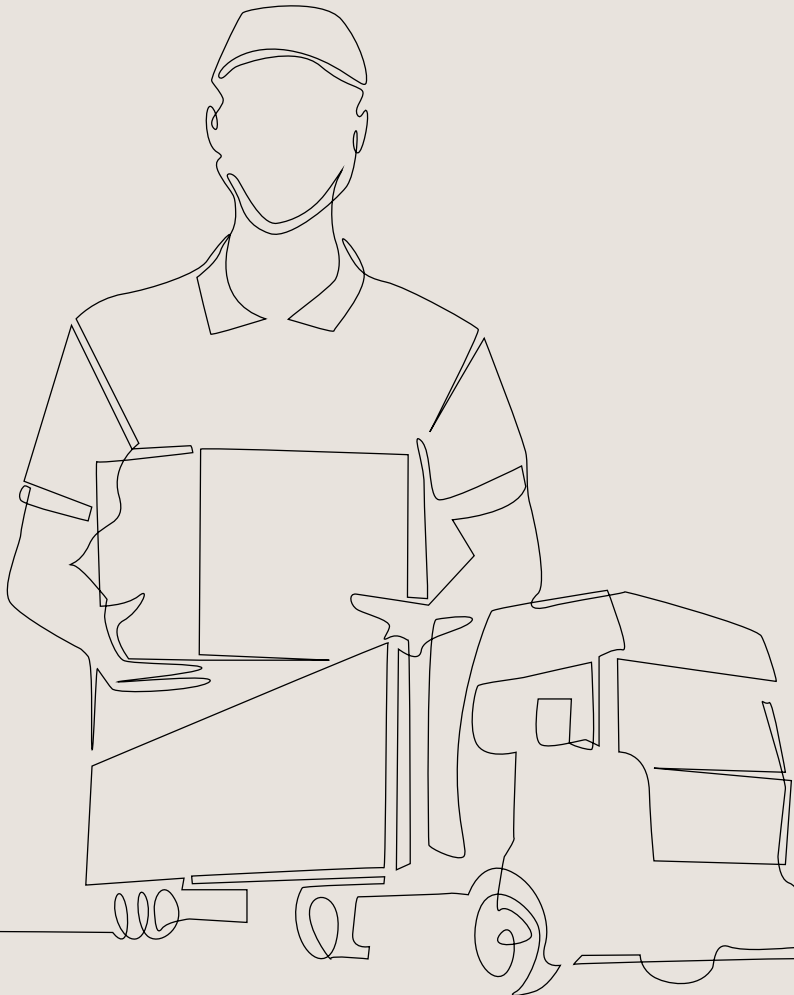
In 2025

8,021

registered participations by employees and contractors without internet access at construction sites and sales offices

MORE HIGHLIGHTS OF 2025

- **Online and in-person training sessions**, encouraging the proper and appropriate use of communication channels and reporting tools
- **Ethical Perception Survey:** confidential survey conducted to measure employees' understanding of ethics within their area, leadership and the Group, carried out together with the Journey Survey
Participation: 89.7% of eligible administrative employees
- **Integrity in Practice Workshops:** in-person initiatives for different areas regarding the Integrity Pro-gram and the Code of Conduct's guidelines
2,320 employees participated
- **Personal and Professional Relationships Declaration**, emphasizing the mandatory nature of the procedure for all new employees to mitigate conflicts of interest
- **Communication of guidelines on gifts and presents** for employees and suppliers based on the definitions established in the Code of Conduct
- **Training** on MRV&CO's disciplinary measures process and Consequences Policy
- **Live sessions** on topics of interest



SUPPLIERS AND INTEGRITY

Commercial and operational relationships must be guided by integrity, anti-corruption measures and the exercise of free competition.

These are non-negotiable principles. For this reason, in addition to the measures related to supplier selection and approval processes (see more in the Supplier Compliance and Human Rights section), MRV&CO follows practices at different levels and stages of the supplier relationship journey:

100%

of suppliers and third parties, upon completing their full registration on the platform, are informed that they must commit to following MRV&CO's Code of Conduct and Golden Rules in interactions with government officials.

- Requirement to adhere to the Code of Conduct and download the guidelines material
- Clauses acknowledging and adhering to the Code of Conduct and Anti-Corruption Policy in contracts
- Access to the Code of Conduct and Confidential Channel on the Supplier Portal
- Ongoing communication on ethics and integrity via email, addressing integrity topics and compliance best practices for MRV&CO suppliers and partners
- Training on anti-corruption measures and the promotion of integrity in commercial relationships, such as training sessions for administrative employees, "Integrity Moments" in the Commercial area and training on the Code of Conduct guidelines

In 2025, our preventive approach to supplier integrity gained further momentum with the implementation of a new background check platform capable of conducting in-depth analyses for supplier contracting and land acquisitions.

GRI 2-16 | 2-25 | 2-26

COMMUNICATION CHANNELS

For integrity at MRV&CO to truly be a **shared commitment**, effective and secure communication channels are indispensable. After all, we understand that strengthening our culture of integrity depends on our ability to promptly receive and process demands and concerns raised in different areas.

We have communication channels dedicated to transparency and integrity that, by fulfilling their role as complaint and reporting mechanisms with great efficiency, strengthen trust between MRV&CO and its stakeholders year after year.

Information and concerns raised through these channels are monitored by the Risk area, reported to senior management and the GRC and Privacy Committee, and presented semiannually in our Internal Risk Exposure Diagnostic Report.

TALK TO COMPLIANCE

This is a channel dedicated to inquiries about ethics-related topics, available to MRV&CO employees. It provides fast and objective support on matters such as:

- answering questions;
- general guidance;
- reporting ethical concerns;
- declaring gifts and hospitality;
- requesting integrity due diligence assessments;
- agreements and official letters.

In 2025

768

**cases
handled**



GRI 2-26

CONFIDENTIAL CHANNEL

This is an exclusive, fully secure and reliable channel for reporting unethical conduct and violations of MRV&CO's Code of Conduct, internal guidelines and policies, as well as applicable laws and regulations. Acts and situations such as corruption, harassment, discrimination, conflicts of interest, improper financial transactions, robbery, theft, fraud, manipulation, favoritism or collusion, improper payments or receipts, information leaks and other irregularities must be reported through the Confidential Channel to ensure appropriate and impartial handling.

One of the major milestones for MRV&CO's governance in 2025 was the **redesign of the Confidential Channel**. To improve its performance, further strengthen its credibility, encourage proper use, make it more inclusive and provide a more intuitive experience for the different audiences using the channel, we carried out an extensive diagnostic and review process, resulting in a series of enhancements:

- Use of more fluid and straightforward language to clearly guide the reporting party
- Redesign for greater alignment with MRV&CO's corporate identity
- Expanded accessibility features through the implementation of support for reports in Brazilian Sign Language
- Improved tracking experience: the report follow-up process became clearer, with its features more visible throughout navigation, while the channel content itself reinforces information for users regarding the next steps after a report is submitted

The new interface features did not change the channel's core operating principles: **confidentiality, availability and security**. Access to the Confidential Channel remains available to employees and contractors, suppliers, partners and customers, 24/7, through a website, email, telephone (with live assistance during business hours on weekdays) and, since 2024, WhatsApp, further expanding contact options. Whistleblowers may choose to remain anonymous and are guaranteed absolute confidentiality: the channel is operated by an independent specialized company, ensuring not only the confidentiality of information and identity but also fair and appropriate handling of each situation, including case screening before referral to the Corporate Investigation team.

- **Website:** www.canalconfidencial.com.br/mrv/
- **E-mail:** canalconfidencialmrv@br.ictsglobal.com
- **Phone:** 0800 888 2833 (WhatsApp)

The Internal Audit area is responsible for the independent review and investigation of reports received through the Confidential Channel and other sources, and the results are reported to the Ethics and Audit committees. As provided for in the Report/Complaint Review and Investigation Rules, reports received through the channels or by the Risk and Internal Audit team are recorded in the Risk Manager system and assigned to an auditor.

Retaliation or punishment against good-faith reports submitted through the Confidential Channel is strictly prohibited. If a violation is confirmed following an internal investigation, measures provided for in the Consequences Policy are applied.

In December 2025, the Board of Directors approved the creation and implementation of the MRV&CO Whistleblower Protection Policy, aimed at protecting all individuals who, in good faith, report irregularities, fraud or illegal acts through the MRV&CO Confidential Channel, as well as witnesses and individuals cooperating with the fact-finding process.

CONFIDENTIAL CHANNEL IN NUMBERS

The channel's data (volume and type of reports, period comparisons, percentages of reports accepted for investigation, the number and type of measures applied and satisfaction survey results) is made available quarterly to stakeholders through consolidated management dashboards. The results of the Confidential Channel are presented to the Governance, Risk, Compliance and Privacy Committee and to the Board of Directors, in addition to being formally recorded in meeting minutes.

In 2025

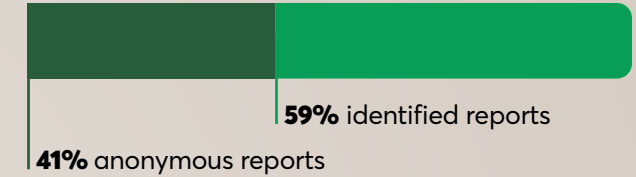
1,805

reports received and handled by the Corporate Investigation area
[average of 7 reports per 1,000 employees]

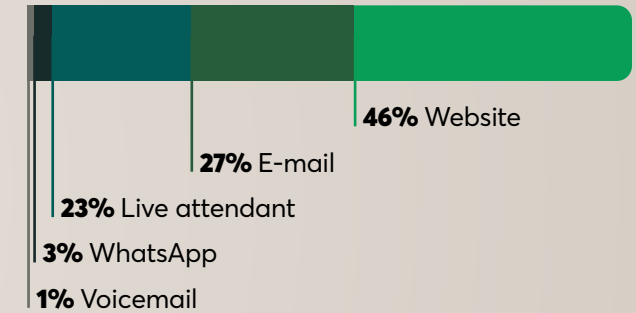
62.73%

of reports accepted for investigation were substantiated and appropriate measures were applied in accordance with MRV&CO's Consequences Policy and/or through a collective vote by the Ethics Committee

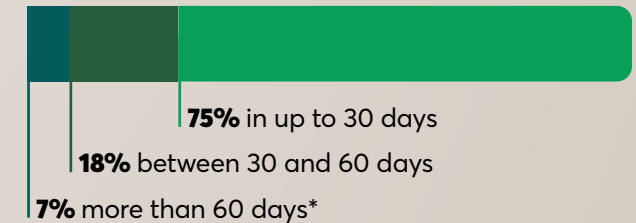
IDENTIFIED VS. ANONYMOUS



SOURCE



INVESTIGATION TIMEFRAME



* extended timeline due to case complexity and the need for more comprehensive evidence gathering

In 2025: overall average resolution time of **22 calendar days**

RISK AND IMPACT MANAGEMENT

Risk Management at MRV&CO encompasses a broad range of areas. In addition to the Group's core business activity of construction and its inherent risks, the scope of risk management also includes ethics, integrity, relationships with stakeholders, the value chain and society, environmental impacts and other matters.

The work of the responsible area (Risk) focuses on consolidating and keeping our integrity instruments up to date, while encouraging employees to adhere to and engage with them. Its scope also includes identifying and properly addressing risks of different natures: systemic, emerging, reputational, structural, financial, corruption-related, environmental and social.

In practice, we rely on **dynamic risk matrices** that are periodically updated to reflect developments in the sector and within the Group. They are structured so that all analyses encompass economic, environmental, social and governance aspects. These criteria, combined with MRV&CO's level of criticality and risk appetite, support decision-making for each identified risk.

RISK MANAGEMENT AS A STRATEGIC PERFORMANCE DRIVER

Assessment and measurement processes are designed to address potential negative impacts and seize opportunities in dealings with different stakeholders. Their results may determine:

- **Correction**, through adjustments;
- **Contingency processes**, to minimize potential damage;
- **Acceptance of the associated risk**, in cases where opportunities for positive impacts are identified, subject to approval by senior management and the Board of Directors.

RISK MANAGEMENT MODEL

The risk management model adopted by MRV&CO is organized into three lines of defense:

The **first line** includes all business areas, which are responsible for the initial identification and mitigation of risks;

The **second line** is composed of the Risk and Compliance area. It acts in an advisory capacity, providing support and independent evaluations regarding the effectiveness of actions taken;

The **third line** is composed of the Internal Audit area, which conducts regular reviews to ensure the integrity of control processes.

Strategic and operational risks are continuously monitored and assessed to measure MRV&CO's level of exposure based on the variables of likelihood of occurrence, impact (potential or otherwise) and the maturity of existing controls.

Additionally, other inputs are applied – including mapping activities, internal and external audit reviews, leadership and employee assessments, investigations of reports, NPS indicators, organizational climate surveys and initiatives under the Ser Sangue Verde program – which generate comprehensive insights and provide information to support improvements in control measures, policies, procedures and systemic monitoring, among other things.

In 2025, the GRC area, in partnership with a dedicated IT and Innovation squad, implemented resources to **enhance the continuous monitoring of operations** through predictive functionalities – an advancement in preventing irregularities by identifying the likelihood of certain events. Operating 24/7, the system processes large volumes of information and provides broader coverage than the sample space typically addressed through spot audits.

This was accompanied by **advances in the background check process** – adopted from the early registration stage, including the implementation of a new tool at this phase – as well as a broader approach to checks conducted through the new due diligence platform for both new and existing suppliers.

GRI 2-16

COMMUNICATION OF CRITICAL CONCERNS

Internal Risk Exposure Assessment Reports, issued every six months, provide an integrated view of threats and opportunities, identified risks and mitigation measures, reinforcing MRV&CO's commitment to transparency and responsible governance.

Combined with **continuous dialogue between managers and senior leadership**, the Internal Risk Exposure Assessment Report provides a detailed assessment and serves as one of the main channels for communicating critical concerns to senior leadership at MRV&CO. It is shared with the GRC and Privacy Committee, the Advisory Committees and the Board of Directors, as well as relevant internal areas and other stakeholders, such as shareholders.

29
strategic risks

21
operational risks related to high-impact environmental, social and governance issues

GRI 2-12 | 2-13 | 2-14

SENIOR LEADERSHIP AND IMPACT MANAGEMENT

SUSTAINABILITY TRULY
INTEGRATED INTO STRATEGY.

A legacy of value and engaged leadership go hand in hand. More than leading, the kind of leadership we consider ideal at MRV&CO inspires, shares ideals, encourages practices and leads by example, mobilizing people, resources and intentions toward positive impacts.

The integration of sustainability into MRV&CO's business strategy stems from this engaged senior leadership. Our CEOs and executive officers give sustainability practical scope, measurable goals and actionable resources, while also closely monitoring results.

Impacts related to MRV&CO's operations – identified in the Risk Matrix, the Materiality Matrix and through the communication channels we maintain with various stakeholders – are usually communicated to senior leadership during the Board of Directors' regular meetings, held quarterly, and during special meetings, which may be convened at any time by the chair or any board member.

Social and environmental impacts are extremely relevant to our operations. As a result, these topics are consistently incorporated into the Group's various decision-making bodies and remain a key focus for senior leadership, decisively influencing policies and actions. This strengthens our ability to generate value for communities and promotes sustainable practices.

Each level of senior leadership plays specific roles in impact management:

CEOS

Responsible for formulating operational strategies and short-, medium- and long-term goals. They establish criteria for monitoring and implementing the resolutions approved by the General Shareholders' Meeting and the Board of Directors.

INSTITUTIONAL RELATIONS AND SUSTAINABILITY EXECUTIVE DEPARTMENT

Leads ESG initiatives and, by promoting an integrated approach, coordinates compliance with the Sustainable Development Guidelines in partnership with the Company's different areas.

BOARD OF DIRECTORS

Responsible for defining the functional structure of the committees and departments related to risk and impact management, monitoring and approving MRV&CO's risks and evaluating updates to the Business Strategic Risk Matrix.

The Audit, Finance and Operations committees are responsible for overseeing the organization's economic impacts at the highest governance level, while the People, Legal and Governance, Risk, Compliance and Privacy committees are responsible for overseeing social and environmental impacts. All committees report to the Board of Directors.

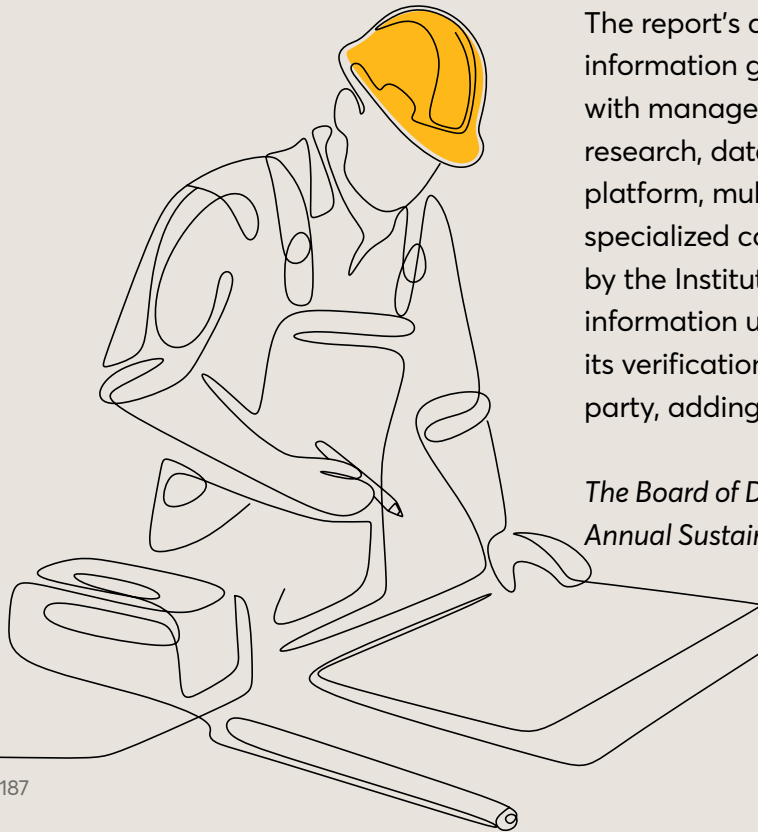
GRI 2-14

SUSTAINABILITY REPORT

MRV&CO's Annual Sustainability Report is the result of the combined efforts of the Executive Board and Sustainability Department, management teams across different areas and the leadership of the Group's companies.

The report's development process involves information gathering through interviews with managers and leaders, supplementary research, data collection on a dedicated platform, multi-stage validation, oversight by a specialized consulting firm and consolidation by the Institutional Communication area. The information undergoes various internal audits, and its verification is ensured by an independent third party, adding credibility to the final report.

The Board of Directors is responsible for approving the Annual Sustainability Report.



EDUCATION & TRANSFORMATION

Since the beginning of the MRV&CO Group's journey, senior leadership has viewed education as the most powerful lever for driving transformation – among our employees, across the construction industry, within the communities where we operate and throughout society as a whole, creating impacts that endure over time and extend across generations.

By emphasizing the value of education in our decisions, investment priorities, worker recognition initiatives and social responsibility actions, we harness an unstoppable force that reflects our purpose of generating positive transformation. A driving force behind multiple initiatives such as the MRV Institute, the Escola Nota 10 program and training programs, **education, alongside high-quality affordable housing, embodies the legacy of dignity, progress and opportunity we aim to build.**

GRI 2-9 | 2-13

DELEGATION FOR IMPACT MANAGEMENT



Impact management begins with senior leadership and extends across multiple areas through a **cross-functional effort** in which managers play strategic roles in the process:

- Implementing internal controls recommended by the Risk area;
- Ensuring the proper implementation of action plans for risk mitigation;
- Proactively identifying risks (which must be communicated to the Risk area, including the risk of lost opportunities;
- Applying risk management methodologies;
- Identifying, documenting, recording and communicating to the Risk area any operational losses re-sulting from failures, deficiencies or inadequacies in internal processes, controls, people and sys-tems, or from external events;
- Complying with senior management guidelines for risk management and risk appetite;
- Ensuring the accuracy and comprehensiveness of the information provided regarding indicators and controls.

RISK AND OPPORTUNITY ANALYSIS

Conducted by the Risk and Audit Team (which discusses it with the GRC Committee) and presented to the Board of Directors at least semi-annually.

The handling of impacts, whether positive or negative, is assigned to the specific business area responsible for leading the mitigation efforts.

The progress of mitigation projects and actions is monitored by the same Risk and Audit team until completion (resulting in either a mitigated impact or its persistence as a business strategic risk).

ANTI-CORRUPTION EFFORTS

ALWAYS DOING
THE RIGHT THING:
AN INTEGRATED
MOVEMENT.

In 2025

zero

confirmed cases of corruption

100%

of suppliers and third parties were informed at the time of registration that their acceptance represents a commitment to comply with the guidelines set forth in the MRV&CO Code of Conduct and the Golden Rules for interactions with public officials

100%

of MRV&CO workers, including employees and senior managers, were informed about anti-corruption procedures and policies

Information is reported to senior management through quarterly reports submitted to the Governance, Risk, Compliance (GRC) and Privacy Committee and the Audit Committee, in addition to annual reporting to the Board of Directors.

The continuous work of preventing and combating corruption at MRV&CO involves various areas – senior management, Compliance, Legal, Risk Management and Internal Audit – and is structured based on our Anti-Corruption Policy and the MRV&CO Code of Conduct, supported by policies on Compliance, Integrity Due Diligence and Relations with Suppliers, Service Providers and Intermediary Agents.

Covering all Group employees as well as third parties that interact with MRV&CO, our integrated management approach across different governance structures seeks to mitigate, through training, capacity building, information sharing and ongoing monitoring, the various corruption-related risks identified in our operations, including:

- reports submitted through the Confidential Channel;
- relationship disclosures indicating potential conflicts of interest;
- donations and sponsorship;
- improper requests made by representatives of public entities.

GRI 2-15 | 2-23 | 2-24

CONFLICTS OF INTEREST

PRESERVING INTEGRITY AND TRUSTWORTHINESS.

Questions regarding the integrity and level of trust associated with the MRV&CO Group, its companies and brands represent a significant business threat. For this reason, the risk of conflicts of interest is a focal point of our prevention and mitigation mechanisms.

Our systems are in constant evolution, with transparency as the guiding principle. We periodically disclose accurate and complete information through the Reference Form (a public document), accessible on the [Investor Relations website](#). We also carry out annual monitoring and control of information related

to individuals connected to members of the Board of Directors, Executive Board and advisory committees, in compliance with Accounting Standard CPC 5 (related-party transactions) and CVM Instruction 44 (trading in the Company's shares).

Additional control and monitoring mechanisms are set out in the **Anti-Corruption Policy**, the **Related-Party Transactions Policy** and the **Code of Conduct**, addressing situations such as:

- Vínculos pessoais, parentesco, relacionamento afetivo/amoroso entre colaboradores e com fornecedores ou agentes públicos
- Contratação de fornecedores, parceiros e corretores
- Atividades profissionais fora da MRV&CO
- Brindes, presentes, refeições, hospitalidade e viagens
- Doações e patrocínios

DECLARATION OF PERSONAL RELATIONSHIPS

MRV&CO employees are required to complete a **Declaration of Personal Relationships** through a dedicated online platform. The declaration is reviewed by the Compliance team to identify actual or potential conflicts of interest and any possible need for mitigation measures. Depending on the level of criticality, the analyses are shared with the Audit, Human Development, Talent Acquisition, Investor Relations and Controllershship areas for recordkeeping and implementation of any necessary measures.

Since 2021, MRV&CO has carried out an **Annual Relationship Disclosure Campaign**, which encourages employees to update their information and reinforces the importance and mandatory nature of the procedure, regardless of whether there are personal or professional relationships to declare, increasing participation across all levels. In 2025, content regarding the importance of relationship disclosures and MRV&CO guidelines on the topic was also included in the Institutional Learning Track completed by all employees joining the organization. Following this implementation, 2,499 declarations were received in 2025.

CONFLICTS OF INTEREST IN SENIOR GOVERNANCE BODIES

The loyalty of senior management members in serving the organization is fundamental: their personal interests must never take precedence over those of the MRV&CO Group. **Cases of conflicts of interest, even potential ones, must be immediately disclosed.** If the possibility of private gain resulting from a decision is not disclosed by the executive involved, any other member of the body to which they belong may raise the issue.

Any individuals involved are prohibited from participating in the relevant operations and deliberations, and the restriction must be recorded in the minutes of the Board of Directors or Executive Board meetings.

GRI 2-23 | 2-24 | 418-1

PRIVACY AND INFORMATION SECURITY

PRIVACY PORTAL

MRV&CO maintains an official digital platform through which data subjects can exercise their rights under the LGPD. The portal also provides easy access to MRV&CO's Privacy Policy and key legal concepts, serving as a clear and secure communication channel. Learn more: [Privacy Portal](#).

Our business involves handling a very large volume of personal data derived from our day-to-day relationships with various stakeholders throughout the value chain.

As part of our **commitment to trust and transparency**, we go beyond the requirements of Brazil's General Personal Data Protection Law (LGPD), investing in a robust data storage structure and 24/7 monitoring system that includes a range of resources to address security challenges, such as phishing tests. Within the scope of privacy, we offer support from a specialized team through the Talk to the Privacy Team Channel, among other initiatives. In addition, MRV&CO continues to strengthen integration between the Governance, Risk, Compliance and Privacy (GRC) and Information Technology areas.

Potential and actual risks and impacts related to data privacy and information security are closely monitored by our Multidisciplinary Crisis Committee and Data Protection Officer (DPO) – who is part of the GRC and Privacy Department and has the autonomy to report directly to the Board of Directors, preventing potential conflicts of interest. We also maintain a series of specific policies and effective management practices to ensure legitimate and comprehensive data security, preventing breaches and improper data use.

Every six months, based on the impacts monitored in MRV&CO's Strategic Risk Matrix, existing controls are assessed together with possible data breach cases and mitigation practices, ensuring the continuous improvement of practices and procedures.

To strengthen its data protection initiatives, MRV&CO works to build a **robust privacy culture**: abundant information, engaging internal campaigns, clear communication and training on the LGPD and its best practices in everyday activities help raise team awareness and foster shared responsibility regarding this dynamic topic, which is critical to business sustainability.

In 2025, Urba became aware of a lawsuit filed by a customer due to the disclosure of their phone number on the Company's website. The contact information was promptly removed from the Company's platforms. MRV&CO's other companies did not record any other substantiated complaints regarding customer privacy violations.

In 2025

92%

of active employees
**were trained on privacy
and data protection**

A HIGH LEVEL OF TRUSTWORTHINESS FOR
CUSTOMERS, EMPLOYEES, CONTRACTORS,
NEIGHBORING COMMUNITIES, SUPPLIERS,
PARTNERS AND SHAREHOLDERS.

REGULATORY
ENVIRONMENT
AND FUNDING

DIA
LOGUE



This topic addresses the financial risks associated with the Group's exposure to a dynamic regulatory environment characterized by excessive regulation and frequent changes, which may affect the predictability and cost of operations. It also includes risks related to restricted access to funding sources, especially in social housing programs, as well as financial opportunities linked to the Company's role in the development of regulatory frameworks and self-regulation initiatives within the construction industry.

SCOPE OF THE TOPIC ACROSS THE VALUE CHAIN

DIRECT OPERATIONS

CUSTOMERS

SECTOR

SUPPLY CHAIN

SOCIETY

FINANCIAL MATERIALITY

REGULATORY ENVIRONMENT AND FUNDING

IMPACTS, RISKS, OPPORTUNITIES

[PI] Positive Impact • [NI] Negative Impact • [R] Risk • [!] Risk present in the Risk Matrix

- [R] Regulatory environment and volatility
- [!] Funding sources
- Opportunity: Influence over the development of regulations and self-regulations



GRI 3-3

REGULATORY ENVIRONMENT AND FUNDING

"MRV&CO is one of the organizations that understands housing best in Brazil. We have the experience, we operate throughout the country and we understand the impact of decent and affordable housing. We want fairer cities: we are aware of our role in this context and are working toward that goal."

– RAFAEL PIRES E ALBUQUERQUE,
EXECUTIVE DIRECTOR OF
REAL ESTATE DEVELOPMENT

"We are strengthening our governance together with our business partners and suppliers, across the value chain as a whole."

– ALEX MEDEIROS,
GRC AND PRIVACY DIRECTOR

Throughout this report and across our entire history, we have consistently demonstrated our deliberate efforts to contribute, through affordable housing, to reducing the housing deficit in Brazil. We recognize, however, that this is a longstanding challenge of considerable scale and complexity.

The solution clearly goes beyond simply building more developments. It is equally important to have a regulatory environment that encourages and supports the construction industry's ability to generate value through social housing for its various stakeholders, to have efficient mechanisms that facilitate access to housing solutions, and to ensure that the transformations made possible by high-quality housing are within reach for many people.

Recognizing the importance of mobilizing the industry around these issues, the regulatory environment and funding landscape are now part of MRV&CO's Materiality Matrix, strengthening the dialogue initiatives we already maintain with various stakeholders – from shareholders to government entities – to advocate for the importance of affordable housing, discuss legislation and protect the foundations that facilitate homeownership for millions of Brazilians, chief among them Brazil's employee severance fund, FGTS.

GRI 2-29

STAKEHOLDER ENGAGEMENT

GOVERNANCE OVER IMPACTS, DIALOGUE AND ACCOUNTABILITY,
WITH ONGOING RESPECT FOR THE SPECIFIC CONTEXT AND
CHARACTERISTICS OF EACH OF OUR RELATIONSHIPS.

We believe in dialogue as a tool for building bridges, bringing us closer to the different audiences that present demands, interests and expectations. These relationships must be guided by the same **principles of transparency and integrity** that govern MRV&CO's management practices.

The mapping of all our stakeholders is formalized in the Stakeholder Engagement Policy, which defines the duties and rules governing interactions with each group:

- Shareholders and investors
- Customers and consumers
- Employees
- Suppliers (also covered by a specific relationship policy)
- Communities and organized civil society
- Government
- Press
- Competitors

"Our activities are permeated by climate-related issues, human resources matters and fair labor relations – which already have a dedicated and well-established working squad. It is essential to discuss all issues conscientiously. In this regard, 2025 was a year of growing maturity in our institutional relations with our various stakeholders, building increasingly deep, objective and transparent interactions."

– GUILHERME SILVA FREITAS, LEGAL DIRECTOR

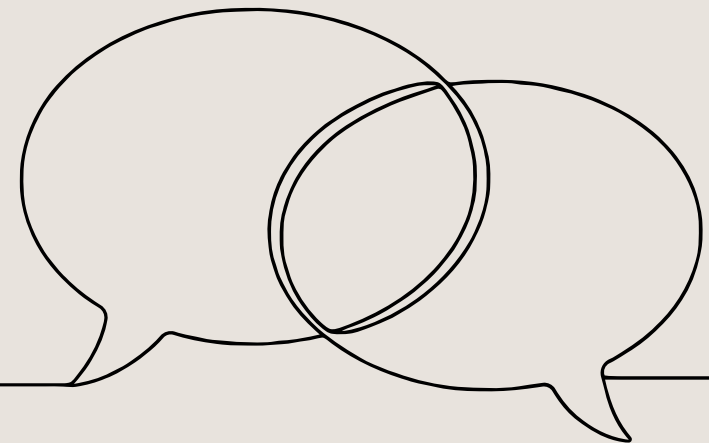
GRI 2-28

STRATEGIC PARTNERSHIPS

MRV&CO's participation in associations and initiatives strengthens connections with organizations and leaders, reinforcing our leadership in the construction industry and our role as a benchmark in strategic topics related to sustainable development. By mobilizing and inspiring the market, we seek to contribute meaningfully, through our experience and expertise, to progress on priority agendas for the industry and society as a whole. Once again, dialogue is a key tool for keeping essential topics at the center of debate.

NOTABLE INSTITUTIONAL PARTNERSHIPS IN 2025:

- ICLEI
- United Nations Global Compact
- Commitment to Climate / Ekos Brasil
- Minas pela Paz
- Hubic
- Orbi Conecta
- SECONCI
- SINDUSCON
- ABRAINC
- CBIC
- FIESP
- FIEMG Council
- IBRADIM
- IBGC
- ABRASCA
- 2030 Challenge Network (Minas Gerais Hub)



GRI 2-29

INVESTOR RELATIONS

As a publicly traded company, we have specific responsibilities in our relationships with investors. MRV&CO has a dedicated Investor Relations Department, which is responsible for fostering relationships grounded in transparency and clarity through:

- in-person and virtual meetings between MRV&CO and market participants to disclose information;
- direct contact with analysts and individual investors to address questions and align perspectives on the sector;
- development of support and monitoring tools focused on topics of interest to investors;
- preparation of consolidated reports and periodic publications, such as Earnings Reports and Operational Previews.

The Investor Relations Department also supports MRV&CO's market intelligence efforts by conducting research and surveys. In addition, it is responsible for reviewing documents prepared to ensure compliance with the rules and regulations of the Brazilian Securities and Exchange Commission (CVM), the São Paulo Stock Exchange and other relevant parties or regulatory requirements.

INVESTORS AND ESG

ESG remains an important factor in investment analysis for construction companies in Brazil and abroad, reflecting this audience's continued interest in governance, ethics and safety as investment priorities and theses.

In this context, MRV&CO continues to stand out as a benchmark in the sector, balancing social and environmental responsibility, strong governance and economic sustainability through a pragmatic and realistic approach. Our actions are guided by **clear, objective and reliable strategies focused on responsible progress**, thereby contributing to both reputational and financial results.

GRI 2-23 | 2-24 | 2-29

RELATIONS WITH PUBLIC AUTHORITIES

With affordable housing at the core of our business for more than four decades, we have always maintained close relationships with federal, state and municipal government authorities – a constructive and ethical relationship grounded in regulatory compliance, transparency and dialogue.

GRI 2-27 | 206-1

REGULATORY COMPLIANCE

Compliance with laws and regulations is a nonnegotiable principle for MRV&CO. In 2025, there were no significant cases of noncompliance involving MRV&CO's operations, and nor were there any legal proceedings related to unfair competition, anticompetitive practices or monopolistic conduct.

A significant case is defined as any legal or regulatory noncompliance that could materially affect MRV&CO's ability to conduct its activities or adversely impact its economic, financial or operational condition.

GRI 201-4 | 415-1

TRANSPARENCY

Dealings with government authorities are inherently associated with risks, including corruption risks. To mitigate them, we strictly comply with applicable legislation and maintain ongoing initiatives and specific guidance for employees, contractors and business partners based on the guidelines set forth in the **Anticorruption Policy, Consequences Policy, Donations and Sponsorship Policy and Code of Conduct**.

- It is prohibited to receive, promise, offer or provide, directly or indirectly, any advantages to public officials or to individuals and legal entities associated with them.
- It is prohibited to finance, sponsor or contribute to harmful acts against the public administration or to use government representation to conceal or disguise interests and the identity of beneficiar-ies.
- It is prohibited to hire companies that have public officials as partners or consultants who hold public positions related to MRV&CO's activities.
- Suppliers must complete integrity due diligence approval processes and formally acknowledge acceptance of the Code of Conduct and the Golden Rules for Third Parties in Interactions with Public Officials.

RISK ASSESSMENT IN REAL ESTATE DEVELOPMENT

Due to the broad geographic scope and nature of our business, risks arising from interactions with public officials, whether involving employees or contractors, are inherent to our operations. Therefore, it is essential to ensure that these interactions are conducted with transparency and integrity, preventing any form of corruption and ensuring compliance with the guidelines set forth in the Code of Conduct and Anticorruption Policy.

In 2025, the Compliance area conducted a risk assessment of the Real Estate Development Department's processes with the objective of identifying, mapping and evaluating risks associated with interactions with government officials. This initiative enabled the identification of areas requiring preventive measures aimed at the continuous improvement of internal procedures. In this context, the Compliance area also conducted specific training on the Anticorruption Policy for 191 employees in the Real Estate Development Department.

The main objective of these actions is to reduce risk exposure by establishing more robust and effective controls, thereby lowering the likelihood of undesirable events.

GRI 201-4

MRV&CO does not receive any type of financial support from the government. In compliance with current legislation and our Donations and Sponsorship Policy, neither the Group nor its subsidiaries made financial or political contributions to candidates, political parties, party representatives or related campaigns in 2025.

GRI 2-29

CONSTRUCTIVE DIALOGUE

In Brazil, there is no single regulatory agency for the construction industry. In addition, the three legislative levels – federal, state and municipal – independently establish regulations that apply to the same activities.

This context creates an ongoing challenge: in each location where MRV&CO operates, the regulatory framework differs, making operations more complex and, in many cases, increasing costs and negatively affecting affordability, delivery timelines and even product feasibility.

Recognition of the benefits that greater legislative alignment among different government levels could bring to the construction industry as a whole was one of the main topics discussed by MRV&CO – independently or through the Brazilian Association of Real Estate Developers (ABRAINC) – with government authorities in 2025.

We also actively worked to keep discussions focused on the sustainability of the employee severance fund, FGTS, the primary source of subsidies for home purchases in Brazil, as well as on maintaining and creating incentive programs for social housing, such as the federal government's Minha Casa, Minha Vida program and complementary initiatives at the state and local levels.

LEGAL CERTAINTY

In 2025, MRV&CO played an active and constructive role in ongoing discussions regarding the modernization of the Brazilian Civil Code, focusing on promoting greater efficiency in the legal system and reducing the volume of litigation in the country, thereby helping ease the burden on the judicial system. In line with this approach, MRV&CO continuously adopts practices aimed at the consensual resolution of disputes, prioritizing dialogue and settlement agreements. In this context, we were recognized by the São Paulo Court of Appeals as "Friends of Justice" in 2025.

Over the past few years, we have recorded a consistent decline in consumer lawsuits. The figures have become increasingly positive in terms of litigation reduction, following a logic of balanced outcomes for all parties, and MRV&CO maintains continuous feedback among different areas to evaluate potential opportunities for improvement.

“MISALIGNMENT BETWEEN LAWS HAS A NEGATIVE OPERATIONAL AND FINANCIAL IMPACT: IT REQUIRES INVESTMENT TO ADAPT FROM ONE LOCATION TO ANOTHER; IT MAKES STANDARDIZATION MORE DIFFICULT; IT AFFECTS PRODUCT PRICING, MAKING IT MORE EXPENSIVE FOR CONSUMERS – AND ALL OF THIS RUNS COUNTER TO THE LOGIC OF AFFORDABILITY. WITHOUT REGULATORY COMPLEXITY, OUR PRODUCT WOULD BE MORE AFFORDABLE. AND AFFORDABLE PRODUCTS ARE AT THE CORE OF OUR BUSINESS.”

– GUILHERME SILVA FREITAS, LEGAL DIRECTOR



GRI 201-1 | 201-2 | 201-3 | 201-4

SUSTAINABLE VALUE GENERATION

"Our strategy of focusing on efficiency and profitability through a more targeted and mature operation is already delivering results. We are making strong progress toward a powerful outcome – the best in our history."

– AUGUSTO PINTO DE MOURA ANDRADE,
INVESTOR RELATIONS DIRECTOR

Built on a strong strategic foundation, complemented by smart business models, product approaches aligned with market realities and innovation as a driver of operational efficiency and delivery quality, the MRV&CO Group balances ESG responsibility with consistent performance.

The rationalization of the geographic scope of our operations is combined with efficient capital allocation and, within the Brazilian context, the strength of housing subsidy programs and the evolution of tax regulations point to important opportunities. The outlook remains promising, reinforcing the relevance of affordability – an essential characteristic across our portfolio of solutions – expanding our presence in strategic market segments and driving MRV&CO's financial objectives.

GRI 201-1

ECONOMIC AND FINANCIAL PERFORMANCE

Audited financial statements, including revenue, revenue by type of operation, costs and expenses, financial results and indebtedness.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

ECONOMIC VALUE GENERATED IN 2025 • R\$ THOUSAND • MRV&CO	
Net operating revenue	10.906.236
Financial income	380.991
Gain/(loss) on asset sales	(12.336)
SUBTOTAL (A)	11.274.891
ECONOMIC VALUE GENERATED IN 2025 • R\$ THOUSAND • MRV&CO	
Operating costs + salaries and benefits	(9,282,318)
Payments to capital providers	(615,871)
Payments to government	(174,176)
Community investments	(3,214)
SUBTOTAL (B)	(10,075,579)
TOTAL (A + B)	1,199,312

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED BY COUNTRY

ECONOMIC VALUE GENERATED 2024 • R\$ THOUSAND	MRV BRAZIL	RESIA US
Net operating revenue	10,556,163	350,073
Financial revenue	376,926	4,065
Gain/(Loss) on asset sales	-	(12,336)
SUBTOTAL (A)	10,933,089	341,802
ECONOMIC VALUE GENERATED 2024 • R\$ THOUSAND	MRV BRAZIL	RESIA US
Operating costs + salaries and benefits	(8,789,118)	(493,200)
Payments to capital providers	(489,633)	(126,238)
Payments to government	(174,176)	-
Community investments	(3,214)	-
SUBTOTAL (B)	(9,456,141)	(619,438)
TOTAL (A + B)	1,476,948	(277,636)

CONSOLIDATED FINANCIAL INDICATORS AND NET CONSOLIDATED DEBT

Full report available in MRV&CO's Financial Results Statement.

LEARN MORE
Results Center

RISKS & OPPORTUNITIES

GRI 201-2

CLIMATE CHANGE

The climate emergency highlights the importance of rationalizing resource use to reduce environmental impacts, affecting organizations and activities at every level. The MRV&CO Group proactively works to comply with regulations and advance initiatives aimed at maintaining the viability of our contribution to established targets with the lowest possible operational impact.

- Our emissions have been reported and published in the Public Registry of Greenhouse Gas Emissions since 2014. Since 2017, MRV's GHG inventory has been verified by an accredited third-party program entity, reinforcing the reliability of the data.
- MRV was the first company in the Brazilian construction industry to receive Gold Accreditation, attesting to the quality of its GHG inventory.
- Renewable energy is incorporated as an opportunity to differentiate our products, with environmentally clean energy consumption solutions integrated into developments.
- We practice rainwater storage at construction sites, enabling lower consumption costs and creating a competitive advantage in water scarcity settings.
- Climate vulnerability assessments of the national landbank are an integral part of the Risk and Opportunities Matrix.

GRI 201-3

PENSION PLAN

The MRV&CO Group does not have one.

GRI 203-2

SIGNIFICANT INDIRECT ECONOMIC IMPACTS

The Building Futures, Women Transform and Good Neighbor programs, our partnership with the United Nations Global Compact, institutional support for the International Council for Local Environmental Initiatives (ICLEI), initiatives promoting employees' physical and emotional health, the work of the MRV Institute, the Cidade Sete Sóis developments, our various training and employability enhancement initiatives, the role of leaders as spokespersons for key topics and other initiatives mentioned throughout this report are examples of indirect economic impacts generated by the MRV&CO Group and its contribution to sustainable development.

VISION FOR
THE FUTURE

FUTURE

CONTINUOUS MOVEMENT: CONSISTENCY IS MRV&CO'S STRENGTH

WHEN IT COMES TO
ESG FOR THE LONG
TERM, CONSISTENCY
IS THE KEYWORD.

We believe in sustainability as a continuous movement over time. As such, it depends on consistent objectives, commitments, purpose and efforts.

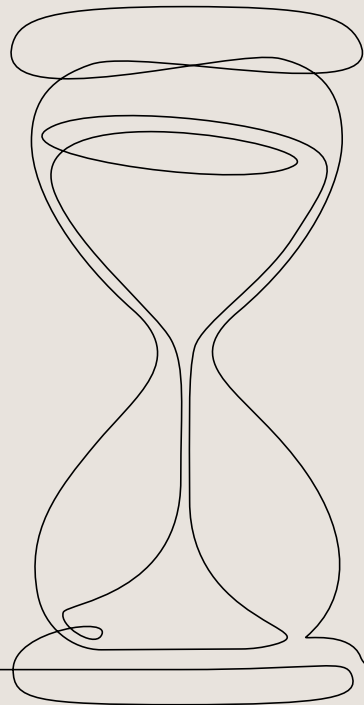
The solidity we have built over nearly half a century of history is the foundation of it all. Through growth, challenging cycles and changes in every sense, we have managed to establish our place with innovation, coherence and results – including in sustainability.

When we talk about sustainability, the future demands consistency. We understand that to practice ESG the way we believe in, our capacity to transform must combine with pragmatism and discipline.

We keep moving forward because that is how we operate. We do what is right because that is who we are.

In MRV&CO's ESG universe, **the social pillar is central**: it reflects the essence of the business and the scope of our impacts.

The social pillar materializes our commitment to people and society. It is in our products and in the transformations they represent. It connects to environmental responsibility and sound governance, mobilizing a disciplined sustainability agenda that is coherent in terms of intentionality, choices and actions, making it possible to deliver tangible results.



OUR VISION OF THE FUTURE IS A VISION OF ESG FOR THE LONG TERM.

Thinking long term is in the nature of our business. What we do today remains – for a very long time. Looking far ahead when considering challenges and impacts is part of our identity, and we know that a solid foundation is fundamental to sustaining our commitments and delivering a legacy of value.

In the same way that we deliver quality, we work to maintain our ability to deliver responses to a real world that is always changing. Therefore, **sustainability at MRV&CO is connected to reality, built with responsibility and inherent to our main product. That is why it comes to life through an ongoing movement.**

This long-term way of understanding the world, so natural to our business and to our leadership, teaches us in practice that this is how significant impacts are built.

Today, we see the construction industry moving in an increasingly structured way around the ESG agenda. At times, we recognize our own approach in initiatives that are helping shape the industry. We understand that our leadership position stems from this ongoing pursuit of doing things well and doing them consistently, as part of a continuous movement. After all, sustainability means action.

We are moving forward with purpose and conviction. Our way of seeing the world is consistent, as is the certainty that the marks we leave make a difference.

INDI

CA

TORS

INDICATORS
CENTER

GRI 2-7

EMPLOYEES

BY MRV&CO GROUP COMPANY

COMPANY	2023	2024	2025
MRV	18,369	19,425	20,008
Luggo	161	190	168
Sensia	30	37	30
Resia	22	15	14
Urba	293	229	288
MRV&CO TOTAL	18,875	19,896	20,508

BY REGION

REGION	2023	2024	2025
North	1,015	750	950
Northeast	3,535	4,576	5,321
Midwest	982	1,161	1,235
Southeast	10,355	10,646	10,860
South	2,988	2,763	2,142
MRV&CO TOTAL	18,875	19,896	20,508

POR TIPO DE CONTRATO

	2023	2024	2025
Temporary*	981	1,051	818
Permanent	17,894	18,845	19,690
MRV&CO TOTAL	18,875	19,896	20,508

BY GENDER AND COMPANY

COMPANY	2023				2024				2025			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
MRV	3,918	21.3%	14,451	78.7%	4,161	21.4%	15,264	78.6%	4,377	21.9%	15,631	78.1%
Luggo	97	60.2%	64	39.8%	119	62.6%	71	37.4%	108	64.3%	60	35.7%
Sensia	12	40%	18	60%	22	59.5%	15	40.5%	15	50%	15	50%
Resia	14	63.6%	8	36.4%	10	66.7%	5	33.3%	9	64.3%	5	35.7%
Urba	129	44.0%	164	56%	89	38.9%	140	61.1%	87	30.2%	201	69.8%
MRV&CO TOTAL	4,170	22.1%	14,705	77.9%	4,401	22.1%	15,495	77.9%	4,596	22.4%	15,912	77.6%

BY GENDER AND REGION

REGION	2023				2024				2025			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
North	160	15.8%	855	84.2%	175	23.3%	575	76.7%	204	21.5%	746	78.5%
Northeast	512	14.5%	3,023	85.5%	589	12.9%	3,987	87.1%	727	13.7%	4,594	86.3%
Midwest	288	29.3%	694	70.7%	325	28%	836	72.0%	357	28.9%	878	71.1%
Southeast	2,692	26.0%	7,663	74%	2,766	26%	7,880	74.0%	2,799	25.8%	8,061	74.2%
South	518	17.3%	2,470	82.7%	546	19.8%	2,217	80.2%	509	23.8%	1,633	76.2%
MRV&CO TOTAL	4,170	22.1%	14,705	77.9%	4,401	22.1%	15,495	77.9%	4,596	22.4%	15,912	77.6%

Data extracted from the SAP HCM system into Excel. Information reflects the active workforce as of December 31, 2025.

* Apprentices and interns are categorized for analysis as temporary employees and recorded as part-time. All other active personnel are classified as either temporary full-time workers or permanent full-time workers.

GRI 2-7

EMPLOYEES

PERMANENT EMPLOYEES BY GENDER AND REGION

REGION	2023				2024				2025			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
North	139	14.3%	834	85.7%	152	21.1%	569	78.9%	191	20.6%	735	79.4%
Northeast	475	13.7%	3,003	86.3%	558	12.4%	3,948	87.6%	671	12.8%	4,554	87.2%
Midwest	265	28.1%	677	71.9%	300	26.9%	817	73.1%	336	27.9%	870	72.1%
Southeast	2,345	24.2%	7,338	75.8%	2,390	24.2%	7,500	75.8%	2,514	24.3%	7,830	75.7%
South	442	15.7%	2,376	84.3%	461	17.7%	2,150	82.3%	435	21.9%	1,554	78.1%
MRV&CO TOTAL	3,666	20.5%	14,228	79.5%	3,861	20.5%	14,984	79.5%	4,147	21%	15,543	79%

TEMPORARY EMPLOYEES* BY GENDER AND REGION

REGION	2023				2024				2025			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
North	21	50%	21	50%	23	79.3%	6	20.7%	13	54.2%	11	45.8%
Northeast	37	64.9%	20	35.1%	31	44.3%	39	55.7%	56	58.3%	40	41.7%
Midwest	23	57.5%	17	42.5%	25	56.8%	19	43.2%	21	72.4%	8	27.6%
Southeast	347	51.6%	325	48.4%	376	49.7%	380	50.3%	285	55.2%	231	44.8%
South	76	44.7%	94	55.3%	85	55.9%	67	44.1%	74	48.4%	79	51.6%
MRV&CO TOTAL	504	51.4%	477	48.6%	540	51.4%	511	48.6%	449	54.9%	369	45.1%

Data extracted from the SAP HCM system into Excel. Information reflects the active workforce as of December 31, 2025.

* Apprentices and interns are categorized for analysis as temporary employees and recorded as part-time. All other active personnel are classified as either temporary full-time workers or permanent full-time workers.

GRI 2-8

WORKERS WHO ARE NOT EMPLOYEES

The reported data was calculated based on the average number of active professionals throughout the 12 months of 2025.

	2023	2024	2025
With long-term contracts (contracting and subcontracting activities)	6,085	6,549	6,808
With short-term contracts (specific demands)	2,772	3,208	3,243
Independent brokers	3,154	2,716	3,011
TOTAL	12,011	12,473	13,062

GRI 301-1

MATERIALS USED, BROKEN DOWN BY WEIGHT OR VOLUME

** It was not possible to include the quantity of mesh steel materials for 2023, as monitoring for this category was established starting in 2024.*

*** Includes sand and crushed stone volumes.*

In 2025, the methodology for categorizing and accounting for materials used was revised. It was not possible to update the historical data for 2023 and 2024 using this new method; however, the previous data remains available for transparency purposes.

MATERIAL	2023		2024		2025	
	QUANTITY	UNIT	QUANTITY	UNIT	QUANTITY	UNIT
Steel mesh*	N/A	N/A	17,194,652.46	kg	-	-
Rebar	2,437,585	kg	11,613,918.46	kg	11,466,152.44	kg
Aggregates**	284,188	m ³	624,689.86	m ³	-	-
Aggregates – sand	-	-	-	-	500,312.02	ton
Aggregates – crushed stone	-	-	-	-	577,338.91	ton
Mortar, grout, lime	18,281,362	kg	38,848,696.36	kg	54,010,720.19	kg
Concrete block	2,951,853	unit	6,682,289.93	unit	9,813,505	unit
Ceramic tiles	-	-	-	-	2,109,112.94	m ²
Cement	52,842.08	bag	303,460.15	bag	323,060.08	bag
Concrete	8,548,561	m ³	875,011.10	m ³	1,274,863.09	m ³
Aluminum and PVC frames	33,361	unit	229,397.11	unit	263,823.74	unit
Wires and cables	9,023,334	meter	32,065,040.44	meter	35,106,322.09	meter
Windows	-	-	-	-	-	-
Sanitaryware	14,313	unit	130,183	unit	140,839	unit
Wood	-	-	-	-	3,473,254.37	meter
Stone	-	-	-	-	667.4	m ²
Laminate flooring	1,381,052	m ²	1,265,033.89	m ²	13,156,087.27	m ²
Wooden door	-	-	-	-	216,395.58	unit
Building systems – PVC	-	-	-	-	10,621,356.73	unit
Fiber cement roofing sheets	77,468.67	unit	194,448	unit	219,181.81	unit
Textured finish	3,059,878	kg	7,948,554.01	kg	10,363,685.96	kg
Paints	-	-	-	-	1,644,978.83	kg

GRI 302-1

ENERGY CONSUMPTION WITHIN THE ORGANIZATION

** Although traditionally considered non-renewable fuels, diesel and gasoline contain blends of renewable fuels, such as ethanol and biodiesel.*

The energy conversion factor used was 1 MWh = 3.6 GJ, following the Intergovernmental Panel on Climate Change (IPCC) methodology.

ENERGY CONSUMPTION WITHIN MRV&CO (GJ)		2023	2024	2025
Non-renewable fuels	Diesel/Brazil*	24,136.59	40,694.72	17,752.14
	Gasoline/Brazil*	2,824.42	2,712.16	2,635.42
	Liquefied Petroleum Gas (LPG)	356.26	405.70	35.19
	Jet fuel/Brazil	11,007.41	12,726.74	7,195.75
	TOTAL	38,324.68	56,539.32	27,618.50
Renewable fuels	Hydrated ethanol	1,062.05	1,191.40	1,207.01
Purchased electricity	Electricity	87,352.26	92,183.41	85,281.23
TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION		126,738.99	149,914.13	114,106.74

GRI 302-2

ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

This dashboard considers energy consumption from sources categorized as Scopes 1 and 2, both renewable and non-renewable. This includes diesel (used for mobile and stationary combustion), jet fuel (related to air travel), LPG, ethanol and gasoline from vehicle fleets.

The energy conversion factor used was 1 MWh = 3.6 GJ, following the Intergovernmental Panel on Climate Change (IPCC) methodology.

CONSTRUCTION INPUTS AND AGGREGATE ENERGY CONSUMPTION (GJ)	2023	2024	2025
Jet fuel	-	-	18,937.98
Purchased steel	323,866.12	483,003.12	505,532.31
CP II Portland Cement	31,369.02	34,345.01	43,334.45
CP III Portland Cement	17,393.09	18,348.32	14,005.60
CP IV Portland Cement	2,741.91	1,668.22	921.11
CP V Portland Cement	9,952.22	6,707.68	3,524.42
White Cement	378.96	428.00	482.02
Concrete	1,000,503.83	673,900.95	508,369.84

** The energy consumption of the reported materials was calculated using conversion factors recognized by the GHG Protocol and converted for MRV&CO through the Climas software.*

GRI 302-3

ENERGY INTENSITY

Energy intensity is calculated as the total energy consumed during the period divided by the number of units produced within the same timeframe. Scopes 1, 2 and 3, as well as all energy sources, were included in the energy intensity calculation.

** Considers only energy consumption within the organization.*

EMISSIONS INTENSITY* • MRV, LUGGO, SENSIA GJ PER UNIT PRODUCED

2023		2024		2025	
UNIDADES PRODUZIDAS	INTENSIDADE	UNIDADES PRODUZIDAS	INTENSIDADE	UNIDADES PRODUZIDAS	INTENSIDADE
31,456	4.03	35,609	4.21	38,101	2.18

GRI 303-3

WATER WITHDRAWAL

TOTAL WATER WITHDRAWAL* • MRV, SENSA, LUGGO • MEGALITERS (ML)

	2023	2024	2025
Third-party fresh water (total)	3,217.77	3,246.33	4,962.9
Third-party fresh water in water-stressed areas**	2,065.22	1,778.78	1,589.5

* Information obtained from the ECOSYSTEM system, based on water utility bills entered into the SAP system.

** Uses the Aqueduct Water Risk Atlas as a criterion

Urba does not monitor water withdrawal.

GRI 303-4

WATER DISCHARGE

TOTAL WATER DISCHARGE* • MRV, SENSA, LUGGO • MEGALITROS (ML)

	2023	2024	2025
Third-party fresh water (total)	2,574.22	2,597.07	3,970.3
Return coefficient**	80%	80%	80%

* Information from public utilities and third parties obtained via the Climas system, based on water bills recorded in the SAP system.

** Based on the NBR 9649 standard (ABNT, 1986), which specifies a return coefficient (estimate of sewage generation relative to the amount of water supplied) at an average rate of 80%.

Urba does not monitor water discharge.

GRI 303-5

WATER CONSUMPTION

TOTAL WATER CONSUMPTION* • MRV, SENSA, LUGGO • MEGALITROS (ML)

	2023	2024	2025
Third-party fresh water (total)	643.55	649.26	992.6

* Calculated as the difference between total water withdrawal and total water discharge.

GRI 101-2

BIODIVERSITY IMPACT MANAGEMENT

VEGETATION CLEARANCE BY BIOME • MRV, LUGGO, SENSA*

BIOME	2023			2024			2025		
	ÁREA (HA)	VOLUME OF WOOD GENERATED**	TREES REMOVED	ÁREA (HA)	VOLUME OF WOOD GENERATED**	TREES REMOVED	ÁREA (HA)	VOLUME OF WOOD GENERATED**	TREES REMOVED
Atlantic Forest	0.57	36.08	621	3.76	671.79	561	6.12	52.64	16
Cerrado	2.87	0	115	0	0	25	0	0	16
Caatinga	0	0	29	0	0	0	0	0	0
Amazon	2.88	0	0	2.12	18.19	0	0	0	0

* Monitoring is conducted in three different ways – area, volume of wood generated and trees removed – applied depending on the location and generating diverse, non-convertible and complementary indicators.

** Regarding the data on volume of wood generated: for the Atlantic Forest biome, the unit m3 was used, while for the Amazon biome, the unit stacked cubic meter was used.

GRI 101-2

BIODIVERSITY
IMPACT
MANAGEMENT

TREE PLANTING • MRV, LUGGO, SENSIA

STATE	2023		2024		2025	
	PLANTED TREES	INVESTMENT	PLANTED TREES	INVESTMENT	PLANTED TREES	INVESTMENT
AL	399	R\$ 118,800.00	1,866	R\$ 208,193.00	1,208	R\$ 221,130.00
AM	1,987	R\$ 214,698.04	54,347	R\$ 886,695.02	5,011	R\$ 218,354.60
BA	4,994	R\$ 452,858.23	4,923	R\$ 389,140.00	3,420	R\$ 246,601.46
CE	3,704	R\$ 398,821.23	7,420	R\$ 445,786.65	2,891	R\$ 457,406.54
DF	44	R\$ 14,140.00	497	R\$ 56,793.00	142	R\$ 10,656.70
ES	3,172	R\$ 144,790.20	339	R\$ 83,589.00	1,952	R\$ 149,359.20
GO	6,064	R\$ 258,291.60	80,289	R\$ 450,197.46	1,440	R\$ 173,280.88
MA	1,314	R\$ 270,467.60	1,490	R\$ 109,101.61	717	R\$ 164,163.00
MG	2,595	R\$ 335,790.67	14,442	R\$ 1,095,245.97	14,571	R\$ 891,717.73
MS	2,624	R\$ 181,370.00	550	R\$ 101,630.00	2,506	R\$ 196,064.50
MT	6,530	R\$ 400,826.00	2,103	R\$ 320,125.88	454	R\$ 137,832.00
PB	3,041	R\$ 138,844.65	5,516	R\$ 383,476.78	2,050	R\$ 362,323.00
PE	178	R\$ 86,695.00	1,131	R\$ 189,458.00	986	R\$ 246,523.50
PI	2,560	R\$ 227,208.00	409	R\$ 141,735.00	430	R\$ 96,189.00
PR	5,396	R\$ 319,292.03	11,884	R\$ 665,268.31	6,437	R\$ 482,898.39
RJ	5,828	R\$ 355,494.40	7,044	R\$ 772,554.80	2,666	R\$ 390,039.50
RN	1,726	R\$ 213,146.00	906	R\$ 110,167.00	1,069	R\$ 156,279.00
RS	2,766	R\$ 320,972.60	2,034	R\$ 143,395.00	649	R\$ 48,016.50
SC	2,567	R\$ 134,135.57	2,319	R\$ 159,224.50	1,608	R\$ 156,328.00
SE	354	R\$ 36,960.00	500	R\$ 33,632.00	125	R\$ 131,523.95
SP	46,892	R\$ 1,982,903.48	114,708	R\$ 4,802,415.46	30,854.5	R\$ 2,810,810.39
TO	5	R\$ 375.00	-	-	695	R\$ 22,204.00
TOTAL	104,740	R\$ 6,606,880.3	314,717	R\$ 11,547,824.44	81,881.5	R\$ 7,769,701.84

GRI 305-1

DIRECT GHG EMISSIONS (SCOPE 1) [GREENHOUSE GAS]

SCOPE 1 EMISSIONS** IN METRIC TONS OF CO₂ EQUIVALENT (TCO₂ EQ*)

2023	2024	2025
6,402.11	10,118.00	4,675.23

EMISSÕES DO ESCOPO 1 POR TIPO DE GÁS

	2023		2024		2025	
	GWP	TCO ₂ EQ*	GWP	TCO ₂ EQ*	GWP	TCO ₂ EQ*
CH ₄	28	5.39	28	7.19	28	1.16
CO ₂	1	6,285.96	1	9,994.21	1	548.83
HFC-32	677	0	677	0	677	0
HFC-124	3,170	0	3,170	0	3,170	0
N ₂ O	265	110.76	265	116.61	265	23.43

BIOGENIC EMISSIONS WITHIN MRV&CO IN METRIC TONS OF CO₂ EQUIVALENT (TCO₂ EQ*)

	2023	2024	2025
Stationary combustion	195.14	389.63	169.65
Mobile combustion	288.11	119.99	126.63
Land use change	-51,795.94	-157,513.47	-39,649.89

GRI 305-3

OTHER INDIRECT GHG EMISSIONS (SCOPE 3)

SCOPE 3 EMISSIONS** IN METRIC TONS OF CO₂ EQUIVALENT (TCO₂ EQ*)

2023	2024	2025
136,184.47	100,854.33	78,894.98

* Consolidation performed through operational control, following the verification specifications of the Brazilian GHG Protocol Program, Base year: 2024.

** Gases covered by the calculation include Kyoto GHG emissions expressed in TCO₂e, including CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.

BIOGENIC EMISSIONS WITHIN MRV&CO IN METRIC TONS OF CO₂ EQUIVALENT (TCO₂ EQ*)

	2023	2024	2025
Waste generated in operations	24.03	13.66	31.08

GRI 305-2

INDIRECT GHG EMISSIONS FROM PURCHASED ENERGY (SCOPE 2)

SCOPE 2 EMISSIONS** IN METRIC TONS OF CO₂ EQUIVALENT (TCO₂ EQ*)

2023	2024	2025
943.01	1,373.50	1,577.68

GRI 305-4

GHG EMISSIONS INTENSITY

EMISSIONS INTENSITY • MRV, SENSIA, LUGGO TCO₂ EQ PER UNIT PRODUCED CONSIDERING THE TOTAL OF SCOPES 1, 2 AND 3

2023		2024		2025	
UNITS	INTENSITY	UNITS	INTENSITY	UNITS	INTENSITY
31,456	4.56	35,609	3.17	38,101	2.23

GRI 305-5

GHG EMISSIONS REDUCTION

REDUÇÃO DE EMISSÕES	Δ 2023/2022	Δ 2024/2023	Δ 2025/2024
Scope 1 reductions	49.91%	53.09%	-53.79%
Scope 2 reductions	-25.45%	48.02%	14.86%
Scope 3 reductions	-25.55%	-25.09%	-21.77%

REDUCTIONS FROM OFFSETS

2022	Δ 2023/2022	2023	Δ 2024/2023*	2024*	Δ 2025/2024	2025
5,713.66	28.55%	7,345.12	56.45%	11,491.5	-45.58%	6,252.91

* The 2024 data was disclosed with a totalization error in the last report. The value has been corrected.

GRI 306-3

GENERATED WASTE

RESÍDUOS GERADOS • MRV, SENSIA, LUGGO (m³)*

	2023	2024	2025
Class A	137,331.05	163,172.50	291,332.79
Class ABC	43,095.23	68,684.81	108,608.85
Class B**	41,934.38	67,374.21	148,293.16
Class C	14,520.62	8,962.92	16,497.71
Class D – hazardous waste	27,465.39	26,093.34	15,542.88
TOTAL	264,346.67	334,287.78	580,275.39

* Volume of waste recorded in the Ecosystem system through SAP-Ecosystem integration (outflow) and manual entry (donation, reverse logistics, reuse and sale).

** Class B waste includes those sent to landfills, as well as wood, metal, paper and cardboard scrap that are sold or donated.

In 2025, Urba generated 383.25 metric tons of waste, of which 32.06 tons were construction debris; 39 tons were septic tank sludge; 203.33 tons were pruning and branches; 6 tons were plastics and 98.06 tons were shredded wood.

GRI 306-5

WASTE DIRECTED TO DISPOSAL

GRI 306-4

WASTE DIVERTED FROM DISPOSAL*

WASTE DIVERTED FROM DISPOSAL MRV, SENSIA, LUGGO (m³)

	2023	2024	2025
Reuse (within the organization)	2,304.89	1,510.86	252.59
Donation (outside the organization)	25,928.30	7,519.37	1,064.63
Sale (outside the organization)	1,415.52	99.76	20.63
Reverse logistics	0	0	30.00
TOTAL	29,648.71	9,129.99	1,367.85

* All waste sent for reuse, donation or sale is classified as non-hazardous.

In 2025, Urba directed 98.06 metric tons of shredded wood from land clearing to be used as fertilizer for the construction sites' green areas; 285.19 tons of waste for recycling and an additional 39 tons to water and sewage utility companies.

WASTE DIRECTED TO DISPOSAL MRV, SENSIA, LUGGO (m³)

	2023	2024	2025
Landfilling** (outside the organization)	234,697.97	325,157.79	578,907.54*
TOTAL	234,697.97	325,157.79	578,907.54

* Of the total waste landfilled in 2024, 15,542.88 m³ were Class D (hazardous) waste.

** In internal monitoring, the outflows of Class B waste for recycling and landfilling are recorded under the same indicator, which is reported only here to prevent duplicate reporting between indicators 306-4 and 306-5.

GRI 401-1

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER [BY GROUP COMPANY]

$$\text{Turnover rate} = \frac{[\text{Total hires} + \text{Total departures}]/2}{\text{Average headcount for the period}}$$

HIRING AND TURNOVER BY MRV&CO GROUP COMPANY

2023	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
MRV	18,512.83	8,382	12,348	55.99%
Luggo	152.67	55	51	34.72%
Sensia	23.58	15	10	53.01%
Resia	21.17	9	6	35.43%
Urba	332.75	62	276	50.79%
TOTAL	19,043.00	8,523	12,691	55.70%
2024	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
MRV	19,083.75	9,320	12,307	56.66%
Luggo	170.42	77	76	44.89%
Sensia	35.67	13	17	42.05%
Resia	19.92	1	5	15.06%
Urba	250.33	87	168	50.93%
TOTAL	19,560.08	9,498	12,573	56.42%
2025	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
MRV	19,889.00	9,831	13,884	59.62%
Luggo	97.67	72	45	59.90%
Sensia	12.50	0	12	48.00%
Resia	18.75	4	2	16.00%
Urba	256.17	154	171	63.43%
TOTAL	20,274.08	10,061	14,114	59.62%

HIRING AND TURNOVER BY MRV&CO GROUP COMPANY, EXCLUDING APPRENTICES, INTERNS AND BLUE-COLLAR CONSTRUCTION WORKERS

2023	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
MRV	5,748.50	1,354	1,793	27.37%
Luggo	149.67	54	48	34.07%
Sensia	23.08	14	10	51.99%
Resia	18.83	8	3	29.21%
Urba	234.42	38	137	37.33%
TOTAL	6,174.50	1,468	1,991	28.01%
2024	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
MRV	5,858.33	1,618	1,819	29.33%
Luggo	165.83	69	74	43.12%
Sensia	35.08	13	16	41.33%
Resia	19.25	1	4	12.99%
Urba	177.33	45	81	35.53%
TOTAL	6,255.83	1,746	1,994	29.89%
2025	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
MRV	6,249.00	1,869	1,933	30.42%
Luggo	92.50	58	45	55.68%
Sensia	12.50	0	12	48.00%
Resia	18.75	4	2	16.00%
Urba	175.92	81	66	41.78%
TOTAL	6,548.67	2,012	2,058	31.08%

GRI 401-1

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER [BY AGE GROUP]

The overall average headcount for MRV&CO in 2025, excluding apprentices, interns and blue-collar construction workers is a repeating decimal: 6,548.6666666666... For consistency, we maintained this same value for all breakdowns (gender, region, age group). Due to rounding to two decimal places, the total sum may vary between 6,548.66 and 6,548.67 depending on the specific breakdown.

$$\text{Turnover rate} = \frac{[\text{Total hires} + \text{Total departures}]/2}{\text{Average headcount for the period}}$$

OVERALL HIRING AND TURNOVER BY AGE GROUP

2023	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Under 30	6,222.00	3,469	4,658	65.31%
30 - 50	10,106.92	4,218	6,647	53.75%
Over 50	2,714.08	836	1,386	40.93%
TOTAL	19,043.00	8,523	12,691	55.70%
2024	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Under 30	6,119.25	3,701	4,579	67.66%
30 - 50	10,449.08	4,676	6,601	53.96%
Over 50	2,991.75	1,121	1,393	42.02%
TOTAL	19,560.08	9,498	12,573	56.42%
2025	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Under 30	5,981.75	3,901	4,967	74.13%
30 - 50	10,867.08	4,876	7,533	57.09%
Over 50	3,425.25	1,284	1,614	42.30%
TOTAL	20,274.08	10,061	14,114	59.62%

HIRING AND TURNOVER BY AGE GROUP, EXCLUDING APPRENTICES, INTERNS AND BLUE-COLLAR CONSTRUCTION WORKERS

2023	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Under 30	2,533.83	860	819	33.13%
30 - 50	3,284.08	562	1,064	24.76%
Over 50	356.58	46	108	21.59%
TOTAL	6,174.50	1,468	1,991	28.01%
2024	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Under 30	2,504.17	983	886	37.32%
30 - 50	3,358.42	687	1,011	25.28%
Over 50	393.25	76	97	22.00%
TOTAL	6,255.83	1,746	1,994	29.89%
2025	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Under 30	2,577.58	1,143	829	38.25%
30 - 50	3,534.83	796	1,083	26.58%
Over 50	436.25	73	146	25.10%
TOTAL	6,549.67**	2,012	2,058	31.08%

GRI 401-1

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER [BY GENDER]

$$\text{Turnover rate} = \frac{[\text{Total hires} + \text{Total departures}]/2}{\text{Average headcount for the period}}$$

OVERALL HIRING AND TURNOVER BY GENDER

2023	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Female	4,191.83	1,450	1,935	40.38%
Male	14,851.17	7,073	10,756	60.03%
TOTAL	19,043.00	8,523	12,691	55.70%
2024	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Female	4,311.50	1,750	2,039	43.94%
Male	15,248.58	7,748	10,534	59.95%
TOTAL	19,560.08	9,498	12,573	56.42%
2025	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Female	4,379.58	1,900	2,169	46.45%
Male	15,894.50	8,161	11,945	63.25%
TOTAL	20,274.08	10,061	14,114	59.62%

HIRING AND TURNOVER BY GENDER, EXCLUDING APPRENTICES, INTERNS AND BLUE-COLLAR CONSTRUCTION WORKERS

2023	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Female	2,864.17	645	821	25.59%
Male	3,310.33	823	1,170	30.10%
TOTAL	6,174.50	1,468	1,991	28.01%
2024	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Female	2,859.00	804	838	28.72%
Male	3,396.83	942	1,156	30.88%
TOTAL	6,255.83	1,746	1,994	29.89%
2025	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Female	3,002.08	927	812	28.96%
Male	3,546.58	1,085	1,246	32.86%
TOTAL	6,548.67	2,012	2,058	31.08%

GRI 401-1

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER [BY REGION]

$$\text{Turnover rate} = \frac{[\text{Total hires} + \text{Total departures}]/2}{\text{Average headcount for the period}}$$

OVERALL HIRING AND TURNOVER BY REGION

2023	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Midwest	987.08	421	670	55.26%
Northeast	3,251.17	1,542	2,045	55.16%
North	1,162.33	893	968	80.05%
Southeast	10,704.08	4,164	6,805	51.24%
South	2,938.33	1,503	2,203	63.06%
TOTAL	19,043.00	8,523	12,691	55.70%
2024	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Midwest	1,086.00	575	719	59.58%
Northeast	3,659.92	2,229	2,230	60.92%
North	1,251.08	704	935	65.50%
Southeast	10,748.25	4,791	6,654	53.24%
South	2,814.83	1,199	2,035	57.45%
TOTAL	19,560.08	9,498	12,573	56.42%
2025	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Midwest	1,193.58	636	938	65.94%
Northeast	4,477.50	2,744	3,442	69.08%
North	1,346.92	694	513	44.81%
Southeast	10,775.08	5,203	7,301	58.02%
South	2,481.00	784	1,920	54.49%
TOTAL	20,274.08	10,061	14,114	59.62%

HIRING AND TURNOVER BY REGION, EXCLUDING APPRENTICES, INTERNS AND BLUE-COLLAR CONSTRUCTION WORKERS

2023	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Midwest	446.75	100	139	26.75%
Northeast	759.58	187	217	26.59%
North	231.67	95	87	39.28%
Southeast	4,003.00	880	1,253	26.64%
South	733.50	206	295	34.15%
TOTAL	6,174.50	1,468	1,991	28.01%
2024	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Midwest	478.42	165	176	35.64%
Northeast	824.42	263	239	30.45%
North	290.67	131	96	39.05%
Southeast	3,944.08	1,003	1,222	28.21%
South	718.35	184	261	30.98%
TOTAL	6,255.83	1,746	1,994	29.89%
2025	AVG. HEADCOUNT FOR THE YEAR	HIRES	DEPARTURES	TURNOVER RATE
Midwest	537.42	176	177	32.84%
Northeast	932.92	344	326	35.91%
North	356.33	121	100	31.01%
Southeast	4,034.92	1,198	1,209	29.83%
South	687.08	173	246	30.49%
TOTAL	6,548.67	2,012	2,058	31.08%

GRI 401-3

MATERNITY AND PATERNITY LEAVE

Specifically for this indicator, all employees who were part of MRV&CO and were entitled to parental leave during the year are considered, rather than only the consolidated active workforce as of December 31, 2025.

In accordance with GRI guidelines, the 2025 report uses parental leave records from 2024 to identify those who returned to work after their leave and remained employed 12 months later.

In total, 144 MRV female employees and six Urba female employees went on leave during the reporting year. However, to meet GRI requirements, the return rate calculation was based exclusively on employees who went on leave in 2025 and returned during the same year. Thirty-three MRV female employees and one Urba female employee are expected to return in 2026. All male employees who took paternity leave in 2025 returned to work during the same year.

MATERNITY AND PATERNITY LEAVE BY GENDER • MRV&CO [EXCLUDING URBA]

	2023			2024			2025		
	FEM	MALE	TOTAL	FEM	MALE	TOTAL	FEM	MALE	TOTAL
Eligible employees	4,041	14,541	18,582	4,311	15,353	19,664	4,509	15,711	20,220
Employees who took leave	129	282	411	113	262	375	111	73	184
Employees who took leave (%)	3.2%	1.9%	2.2%	2.6%	1.7%	1.9%	2.5%	0.5%	0.9%
Returned to work in the reporting year	128	282	410	113	262	375	111	73	184
Return to work rate (%)	99.2%	100%	99.8%	100%	100%	100%	100%	100%	100%
Returned to work in the previous year	186	363	549	128	282	410	113	262	375
Retention for 12 months or more	8	24	32	65	126	191	55	124	179
Retention rate (12 months or more)	4.3%	6.6%	5.8%	50.8%	44.7%	46.6%	48.7%	47.3%	47.7%

MATERNITY AND PATERNITY LEAVE BY GENDER • URBA

	2023			2024			2025		
	FEM	MALE	TOTAL	FEM	MALE	TOTAL	FEM	MALE	TOTAL
Eligible employees	129	164	293	89	140	229	87	201	288
Employees who took leave	6	2	8	3	2	5	5	1	6
Employees who took leave (%)	4.7%	1.2%	2.7%	3.4%	1.4%	2.2%	5.7%	0.5%	2.1%
Returned to work in the reporting year	6	2	8	3	2	5	5	1	6
Return to work rate (%)	100%	100%	100%	100%	100%	100%	100%	100%	100%
Returned to work in the previous year	7	1	8	6	0	6	3	2	5
Retention for 12 months or more	0	0	0	1	0	1	1	0	1
Retention rate (12 months or more)	0.0%	0.0%	0.0%	16.7%	0.0%	16.7%	33.3%	0.0%	20.0%

GRI 403-9

WORK-RELATED INJURIES

SUSTAINABILITY
AT MRV&CO

SUSTAINABILITY
IN ACTION:
ESG IN PRACTICE

VISION FOR THE FUTURE

INDICATORS CENTER

GRI CONTENT INDEX

APPENDICES

NUMBER AND RATE* OF OCCUPATIONAL ACCIDENTS** • MRV, SENSIA AND LUGGO

	2023				2024				2025			
	EMPLOYEES		NON-EMPLOYEES		EMPLOYEES		NON-EMPLOYEES		EMPLOYEES		NON-EMPLOYEES	
	#	ÍNDICE	#	ÍNDICE	#	ÍNDICE	#	ÍNDICE	#	ÍNDICE	#	ÍNDICE
Work-related fatalities	1	0.025	0	0	0	0	3	0.116	0	0	0	0
High-consequence work-related injuries (excluding fatalities)	1	0.025	1	0.047	1	0.024	2	0.077	1	0.019	2	0.0107
Recordable work-related injuries	636	16.09	151	7.01	593	14.225	158	6.105	628	11.71	174	9.35
TOTAL HOURS WORKED	39,525,706		21,282,072		41,688,118		25,880,360		53,633,813		18,615,954	

NUMBER AND RATE* OF OCCUPATIONAL ACCIDENTS** IN URBA***

	2023				2024				2025			
	EMPLOYEES		NON-EMPLOYEES		EMPLOYEES		NON-EMPLOYEES		EMPLOYEES		NON-EMPLOYEES	
	#	ÍNDICE	#	ÍNDICE	#	ÍNDICE	#	ÍNDICE	#	ÍNDICE	#	ÍNDICE
Work-related fatalities	0	0	0	0	0	0	0	0	0	0	0	0
High-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0	0	0	1	0.019	0	0
Recordable work-related injuries	7	-	0	0	6	9.41	2	-	5	19.98	18	21.95
TOTAL HOURS WORKED	-		-		637,458		-		250,140		819,940	

* Índice calculado com base em 1 milhão de horas trabalhadas.

** O índice de acidentes é calculado com base na norma da Associação Brasileira de Normas Técnicas NBR 14280:2001 - Cadastro de Acidente do Trabalho - Procedimento e classificação, que fixa critérios para registro, comunicação, estatística, investigação e análise de acidentes do trabalho (incluindo doenças), suas causas e consequências, aplicando-se a quaisquer atividades laborativas.

*** Indicadores da Urba são relatados separadamente devido à participação societária diferenciada da MRV&CO na organização.

GRI 404-1

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

The data provided does not include blue-collar construction workers, as they receive training in person.

In 2023, 7,533 employees were trained, with an average of 4h28m of training each. As this data was not monitored in accordance with GRI Standards, information such as average training hours by gender or employee category was not reported for that year.

BY EMPLOYEE CATEGORY • MRV, SENSIA, LUGGO

	2024			2025		
	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON
Administrative	2,305	11,201:33:36	4:51:35	2,628	45,690:55:12	17:23:10
Administrative/ Construction site	3,020	8,726:36:00	2:53:23	3,460	51,138:16:12	14:46:47
University intern	558	4,320:58:12	07:44:37	542	21,363:36:36	39:24:59
Coordinator	211	336:23:24	01:35:39	223	3,450:28:12	15:28:23
Apprentice	285	2,116:37:12	07:25:36	360	6,491:31:12	18:01:55
Manager	240	191:20:24	00:47:50	227	2,990:43:48	13:10:30
Executive manager	29	165:43:12	05:42:52	22	272:46:48	12:23:57
Construction site	22	26:51:00	01:13:14	29	91:09:36	3:08:36
CEO	3	00:00:00	00:00:00	3	0:00:00	0:00:00
Director	39	100:00:36	02:33:52	39	200:19:48	5:08:12
Statutory Director	9	17:00:00	01:53:20	8	3:00:00	0:22:30
Employee	16	179:45:00	11:14:04	11	118:21:00	10:45:33
Board member	12	00:00:00	00:00:00	11	2:19:48	0:12:43
TOTAL	6,749	27,382:48:36	04:03:26	7,563	131,813:28:12	17:25:43

BY GENDER • MRV, SENSIA, LUGGO

	2024			2025		
	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON
Female	3,276	15,379:56:24	4:41:41	3,662	71,907:10:12	19:38:10
Male	3,473	12,002:52:12	3:27:22	3,901	59,906:18:00	15:21:24
TOTAL	6,749	27,382:48:36	4:03:26	7,563	131,813:28:12	17:25:43

GRI 404-1

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

The data provided does not include blue-collar construction workers, as they receive training in person.

BY EMPLOYEE CATEGORY • URBA

	2024			2025		
	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON
Administrative	102	391:02:24	3:50:01	112	2,514:08:24	22:26:52
Administrative/ Construction site	8	5:01:48	0:37:44	47	551:01:48	11:43:27
University intern	6	75:03:36	12:30:36	4	122:42:36	30:40:39
Coordinator	35	88:30:00	2:31:43	13	317:16:12	24:24:19
Apprentice	1	4:28:12	4:28:12	0	0	0
Manager	14	16:16:12	1:09:44	13	114:32:24	8:48:39
Executive manager	2	24:54:36	12:27:18	0	0	0
Construction site	2	0:00:00	0:00:00	4	49:09:00	12:17:15
CEO	0	0:00:00	0:00:00	0	0	0
Director	2	3:40:12	1:50:06	3	15:45:00	5:15:00
Statutory Director	2	0:00:00	0:00:00	2	0:00:00	0:00:00
Employee	0	0:00:00	0:00:00	0	0	0
Board member	0	0:00:00	0:00:00	1	0:00:00	0:00:00
TOTAL	177	609:57:00	3:26:46	199	3,684:35:24	18:30:56

BY GENDER • URBA

	2024			2025		
	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON
Female	86	331:57:00	3:51:36	85	1,592:12:00	18:43:54
Male	91	278:00:00	3:03:18	114	2,092:23:24	18:21:15
TOTAL	177	609:57:00	3:26:46	199	3,684:35:24	18:30:56

GRI 404-3

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

MRV&CO blue-collar construction workers were not included.

BY GENDER • MRV&CO EXCLUDING URBA

	2024	2025
Female	45.6%	49%
Male	10.84%	11%
TOTAL	19%	19%

BY GENDER • URBA*

	2025
Female	79%
Male	38%
TOTAL	50%

BY EMPLOYEE CATEGORY • MRV&CO EXCL. URBA

	2023	2024	2025
Apprentice / Intern	0%	0%	0%
Board of Directors	0%	0%	0%
Coordinator / Specialist	84.1%	80.06%	76.4%
Director	55.1%	53.85%	22.9%
Manager	92.2%	83.1%	81%
Operations	0.1%	0%	0%
CEO	0%	0%	0%
Professional	52.2%	61.09%	66.9%

POR CATEGORIA FUNCIONAL • URBA*

	2025
Apprentice / Intern	0%
Board of Directors	0%
Coordinator / Specialist	91%
Director	20%
Manager	93%
Operations	0%
CEO	0%
Professional	77%

* In 2023 and 2024, data for Urba employees was not accounted for separately; therefore, historical series for these years are not available.

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

* Companies whose shareholding control is fully concentrated within the MRV&CO Group. The data does not include Urba.

RACE AND ETHNICITY IN THE GOVERNANCE • MRV, SENSIA, LUGGO*

	2023		2024		2025	
	WHITE	MIXED-RACED	WHITE	MIXED-RACED	WHITE	MIXED-RACED
Board of Directors	100%	0%	100%	0%	100%	0%
Executive Board	88.9%	11.1%	88.89%	11.11%	85.7%	14.3%
Governance, Risk, Compliance and Privacy Committee	100%	0%	100%	0%	100%	0%
People Committee	100%	0%	100%	0%	100%	0%
Operations Committee	100%	0%	100%	0%	100%	0%
Legal Committee	100%	0%	100%	0%	100%	0%
Audit Committee	100%	0%	100%	0%	100%	0%
Ethics Committee	100%	0%	83.33%	16.67%	83.3%	16.7%
Finance Committee	80%	20%	85.71%	14.29%	85.7%	14.3%

GENDER IN THE GOVERNANCE • MRV, SENSIA, LUGGO*

	2023		2024		2025	
	% MALE	% FEM	% MALE	% FEM	% MALE	% FEM
Board of Directors	71.4%	28.6%	75%	25%	75%	25%
Executive Board	88.9%	11.1%	88.89%	11.11%	85.7%	14.3%
Governance, Risk, Compliance and Privacy Committee	50%	50%	50%	50%	50%	50%
People Committee	60%	40%	40%	60%	40%	60%
Operations Committee	100%	0%	100%	0%	100%	0%
Legal Committee	100%	0%	80%	20%	80%	20%
Audit Committee	80%	20%	100%	0%	100%	0%
Ethics Committee	75%	25%	66.67%	33.33%	66.7%	33.3%
Finance Committee	100%	0%	100%	0%	100%	0%

AGE GROUP IN THE GOVERNANCE • MRV, SENSIA, LUGGO*

	2023		2024		2025	
	30-50	OVER 50	30-50	OVER 50	30-50	OVER 50
Board of Directors	28.6%	71.4%	25%	75%	25%	75%
Executive Board	55.6%	44.4%	55.56%	44.44%	71.4%	28.6%
Governance, Risk, Compliance and Privacy Committee	75%	25%	33.33%	66.67%	16.7%	83.3%
People Committee	40%	60%	40%	60%	40%	60%
Operations Committee	33.3%	66.7%	25%	75%	25%	75%
Legal Committee	60%	40%	40%	60%	40%	60%
Audit Committee	33.3%	66.7%	0%	100%	0%	100%
Ethics Committee	75%	25%	50%	50%	50%	50%
Finance Committee	40%	60%	28.57%	71.43%	28.6%	71.4%

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

BY GENDER • MRV&CO [MRV, SENSIA, RESIA, LUGGO E URBA]*

	2023				2024				2025			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice / Intern	502	51.17%	479	48.83%	539	51.33%	511	48.67%	449	54.90%	369	45.10%
Coordinator / Specialist	505	48.93%	527	51.07%	530	50.33%	523	49.67%	572	49.10%	594	50.90%
Director	7	13.46%	45	86.54%	6	11.54%	46	88.46%	9	17%	44	83%
Manager	101	37.00%	172	63.00%	105	36.97%	179	63.03%	104	39%	163	61%
Operations Dept.	782	6.33%	11,567	93.67%	957	7.24%	12,265	92.76%	1,042	7.60%	12,747	92.40%
CEO	1	25.00%	3	75.00%	0%	0%	3	100%	0	0%	3	100%
Professional	2,215	53.12%	1,955	46.88%	2,262	53.64%	1,955	46.36%	2,418	55%	1,979	45%
MRV Board of Directors	2	33.33%	4	66.67%	2	28.57%	5	71.43%	2	25%	6	75%
Fiscal Council	0	0.00%	3	100.00%	0%	0%	3	100%	0	0%	3	100%
Audit Committee	0	0%	2	100%	0%	0%	2	100%	0	0%	1	100%
Urba Board of Directors	0	0.00%	3	100.00%	0	0%	3	100%	0	0%	3	100%
TOTAL	4,115	21.80%	14,760	78.20%	4,401	22.10%	15,495	77.90%	4,596	22.40%	15,912	77.60%

*Data from Urba was not included in the MRV Board of Directors category.

EMPLOYEES BY EMPLOYEE CATEGORY AND AGE GROUP

2023	UNDER 30		30 – 50		OVER 50	
	#	%	#	%	#	%
Apprentice / Intern	950	96.8%	31	3.2%	0	0%
Board of Directors	0	0%	5	35.7%	9	64.3%
Coordinator / Specialist	288	27.9%	714	69.2%	30	2.9%
Director	0	0%	36	67.9%	17	32.1%
Manager	13	4.8%	240	87.9%	20	7.3%
Operations	2,815	22.8%	7,134	57.8%	2,400	19.4%
CEO	0	0%	2	50%	2	50%
Professional	2,262	54.2%	1,766	42.4%	142	3.4%
TOTAL	6,328	33.5%	9,928	52.6%	2,620	13.9%

2024	UNDER 30		30 – 50		OVER 50	
	#	%	#	%	#	%
Apprentice / Intern	1,011	96.3%	39	3.7%	0	0%
Board of Directors	0	0%	1	33.3%	2	66.7%
Coordinator / Specialist	288	27.4%	731	69.4%	34	3.2%
Director	0	0%	35	67.3%	17	32.7%
Manager	17	6%	243	85.6%	24	8.4%
Operations	2,786	21.1%	7,638	57.8%	2,798	21.1%
CEO	0	0%	1	33.3%	2	66.7%
Professional	2,251	53.4%	1,813	43%	153	3.6%
Board of Directors member	0	0%	2	28.6%	5	71.4%
Fiscal Council	0	0%	1	33.3%	2	66.7%
Audit Committee	0	0%	0	0%	2	100%
TOTAL	6,353	31.9%	10,504	52.8%	3,039	15.3%

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

2025	UNDER 30		30 – 50		OVER 50	
	#	%	#	%	#	%
Apprentice / Intern	780	95.4%	37	4.5%	1	0.1%
Board of Directors	0	0%	1	33.3%	2	66.7%
Coordinator / Specialist	281	24.1%	844	72.4%	41	3.5%
Director	0	0%	32	60.4%	21	39.6%
Manager	9	3.4%	244	91.4%	14	5.2%
Operations	2,966	21.5%	7,798	56.6%	3,025	21.9%
CEO	0	0%	1	33.3%	2	66.7%
Professional	2,386	54.3%	1,863	42.4%	148	3.4%
Board of Directors member	0	0%	3	37.5%	5	62.5%
Fiscal Council	0	0%	1	33.3%	2	66.7%
Audit Committee	0	0%	0	0%	1	100%
TOTAL	6,422	31.3%	10,824	52.8%	3,262	15.9%

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

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EMPLOYEES BY EMPLOYEE CATEGORY AND RACE/ETHNICITY

2023	ASIAN		WHITE		INDIGENOUS		NOT DECLARED		MIXED-RACED		BLACK	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice / Intern	2	0.2%	351	35.8%	0	0%	223	22.7%	338	34.5%	67	6.8%
Board of Directors	0	0%	12	85.7%	0	0%	0	0%	2	14.3%	0	0%
Coordinator / Specialist	14	1.4%	591	57.3%	3	0.3%	101	9.8%	276	26.7%	47	4.6%
Director	0	0%	48	90.6%	0	0%	0	0%	5	9.4%	0	0%
Manager	5	1.8%	207	75.8%	0	0%	10	3.7%	45	16.5%	6	2.2%
Operations	71	0.6%	1,958	15.9%	15	0.1%	2,734	22.1%	6,401	51.8%	1,170	9.5%
CEO	1	25%	3	75%	0	0%	0	0%	0	0%	0	0%
Professional	53	1.3%	1,626	39%	8	0.2%	708	17%	1,434	34.4%	341	8.2%
TOTAL	146	0.8%	4,796	25.4%	26	0.1%	3,776	20%	8,501	45%	1,631	8.6%
2024	ASIAN		WHITE		INDIGENOUS		NOT DECLARED		MIXED-RACED		BLACK	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice / Intern	6	0.6%	409	39%	0	0%	5	0.5%	531	50.6%	99	9.4%
Board of Directors	0	0%	2	66.7%	0	0%	0	0%	1	33.3%	0	0%
Coordinator / Specialist	12	1.1%	592	56.2%	1	0.1%	71	6.7%	323	30.7%	54	5.1%
Director	0	0%	47	90.4%	0	0%	0	0%	5	9.6%	0	0%
Manager	5	1.8%	214	75.4%	0	0%	8	2.8%	47	16.5%	10	3.5%
Operations	142	1.1%	2,318	17.5%	49	0.4%	34	0.3%	8,707	65.9%	1,972	14.9%
CEO	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%
Professional	52	1.2%	1,739	41.2%	6	0.1%	289	6.9%	1,682	39.9%	449	10.6%
Board of Directors	0	0%	7	100%	0	0%	0	0%	0	0%	0	0%
Fiscal Council	0	0%	2	66.7%	0	0%	0	0%	1	33.3%	0	0%
Audit Committee	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%
TOTAL	217	1.1%	5,335	26.8%	56	0.3%	407	2%	11,297	56.8%	2,584	13%

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

EMPLOYEES BY EMPLOYEE CATEGORY AND RACE/ETHNICITY

2025	ASIAN		WHITE		INDIGENOUS		NOT DECLARED		MIXED-RACED		BLACK		TOTAL
	#	%	#	%	#	%	#	%	#	%	#	%	
Apprentice / intern	4	0.5%	436	53.3%	1	0.1%	0	0%	283	34.6%	94	11.5%	818
Urba Board of Directors	0	0%	2	66.7%	0	0%	0	0%	1	33.3%	0	0%	3
Coordinator / Specialist	15	1.3%	650	55.7%	1	0.1%	51	4.4%	385	33%	64	5.5%	1,166
Director	0	0%	45	84.9%	0	0%	0	0%	8	15.1%	0	0%	53
Manager	4	1.5%	204	76.4%	0	0%	6	2.2%	44	16.5%	9	3.4%	267
Operations	162	1.2%	2,221	16.1%	61	0.4%	8	0.1%	9,065	65.7%	2,272	16.5%	13,789
CEO	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%	3
Professional	48	1.1%	1,890	43%	5	0.1%	142	3.2%	1,869	42.5%	443	10.1%	4,397
Board of Directors	0	0%	8	100%	0	0%	0	0%	0	0%	0	0%	8
Fiscal Council	0	0%	2	66.7%	0	0%	0	0%	1	33.3%	0	0%	3
Audit Committee	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	1
TOTAL	233	1.1%	5,462	26.6%	68	0.3%	207	1.0%	11,656	56.8%	2,882	14.1%	20,508

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

EMPLOYEES BY EMPLOYEE CATEGORY AND DISABILITY STATUS

2023	HEARING DISABILITY		PHYSICAL DISABILITY		INTELLECTUAL DISABILITY		MENTA DISABILITY		VISUAL DISABILITY		REHABILITATED	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice / Intern	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Board of Directors	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Coordinator / Specialist	1	0.1%	4	0.4%	0	0%	0	0%	1	0.1%	0	0%
Director	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Manager	0	0%	1	0.4%	0	0%	0	0%	0	0%	0	0%
Operations	50	0.4%	228	1.8%	10	0.1%	15	0.1%	104	0.8%	15	0.1%
CEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Professional	21	0.5%	95	2.3%	9	0.2%	6	0.1%	50	1.2%	1	0.1%
TOTAL	72	0.4%	328	1.7%	19	0.1%	21	0.1%	155	0.8%	16	0.1%
2024	HEARING DISABILITY		PHYSICAL DISABILITY		INTELLECTUAL DISABILITY		MENTA DISABILITY		VISUAL DISABILITY		REHABILITATED	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice / Intern	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Board of Directors	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Coordinator / Specialist	0	0%	6	0.6%	0	0%	0	0%	1	0.1%	0	0%
Director	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Manager	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Operations	51	0.4%	219	1.7%	11	0.1%	14	0.1%	99	0.75%	18	0.1%
CEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Professional	19	0.5%	86	2%	10	0.2%	5	0.1%	51	1.24%	3	0.1%
Board of Directors	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Fiscal Council	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Audit Committee	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	70	0.4%	311	1.6%	21	0.1%	19	0.1%	151	0.77%	21	0.1%

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

EMPLOYEES BY EMPLOYEE CATEGORY AND DISABILITY STATUS

2025	HEARING DISABILITY		PHYSICAL DISABILITY		INTELLECTUAL DISABILITY		MENTA DISABILITY		VISUAL DISABILITY		REHABILITATED	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice / Intern	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Board of Directors	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Coordinator / Specialist	0	0%	5	0.4%	0	0%	0	0%	1	0.1%	0	0%
Director	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Manager	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Operations	45	0.3%	166	1.2%	13	0.1%	11	0.1%	88	0.6%	13	0.1%
CEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Professional	25	0.6%	84	2.0%	9	0.2%	9	0.2%	49	1.1%	7	0.2%
Board of Directors	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Fiscal Council	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Audit Committee	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	70	0.3%	255	1.3%	22	0.1%	20	0.1%	138	0.7%	20	0.1%

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STATEMENT OF USE

MRV&CO reported in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.

GRI 1 USED

GRI 1: Foundation 2021

GENERAL DISCLOSURES

GRI STANDARD	CONTENT	PAGES	INFORMATION AND/OR OMISSION	
THE ORGANIZATION AND ITS REPORTING PRACTICES				
GRI 2: General Disclosures 2021	2-1	Organizational details	12, 20, 170	The registered office address is Av. Professor Mário Werneck, 621 – Estoril, Belo Horizonte – MG.
	2-2	Entities included in the organization's sustainability reporting	7, 20	
	2-3	Reporting period, frequency and contact point	6	report covers the same period as the financial statements: January 1, 2025 to December 31, 2025.
	2-4	Restatements of information	7	instances of data correction are indicated throughout the report.
	2-5	External assurance	6, 246	
ACTIVITIES AND EMPLOYEES				
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	18, 19, 20	
	2-7	Employees	18, 211	
	2-8	Workers who are not employees	18, 212	

GRI STANDARD	CONTENT	PAGES	INFORMATION AND/OR OMISSION	
GOVERNANCE				
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	165, 188	
	2-10	Nomination and selection for the highest governance body	103, 165	
	2-11	Chair of the highest governance body	165	
	2-12	Role of the highest governance body in overseeing the management of impacts	186	
	2-13	Delegation of responsibility for managing impacts	186, 188	
	2-14	Role of the highest governance body in sustainability reporting	6, 186, 187	
	2-15	Conflicts of interest	190	
	2-16	Communication of critical concerns	181, 185	
	2-17	Collective knowledge of the highest governance body	176	
	2-18	Evaluation of the performance of the highest governance body		Urba does not yet have an evaluation process for the highest governance body
	2-19	Remuneration policies	103	
	2-20	Process to determine remuneration	103	
2-21	Annual total compensation ratio	104		
STRATEGY, POLICIES AND PRACTICES				
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	8	
	2-23	Policy commitments	40, 58, 63, 66, 177, 189, 190, 192, 200	
	2-24	Embedding policy commitments	40, 58, 63, 66, 177, 189, 190, 192, 200	
	2-25	Processes to remediate negative impacts	138, 181	
	2-26	Mechanisms for seeking advice and raising concerns	181, 182	
	2-27	Compliance with laws and regulations	200	
	2-28	Membership in associations	37, 198	
ENGAJAMENTO DE STAKEHOLDERS				
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	34, 35, 36, 138, 197, 199, 200, 202	
	2-30	Collective bargaining agreements	105	

MATERIAL TOPICS

GRI STANDARD	CONTENT	PAGES	INFORMATION AND/OR OMISSION
GRI 3: Material Topics 2021	3-1	Process to determine material topics	45
	3-2	List of material topics	46
MUDANÇAS CLIMÁTICAS E EFICIÊNCIA ENERGÉTICA			
GRI 3: Material Topics 2021	3-3	Management of material topics	58
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities arising from climate change	52, 204, 206
GRI 302: Energy 2016	302-1	Energy consumption within the organization	54, 57, 214
	302-2	Energy consumption outside the organization	54, 57, 214
	302-3	Energy intensity	54, 57, 214
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	54, 217
	305-2	Indirect (Scope 2) greenhouse gas (GHG) emissions from purchased energy	54, 218
	305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions	54, 217
	305-4	Greenhouse gas (GHG) emissions intensity	54, 218
	305-5	Reduction of greenhouse gas (GHG) emissions	54, 218

GRI STANDARD	CONTENT	PAGES	INFORMATION AND/OR OMISSION	
NATURAL RESOURCES AND ECOSYSTEMS				
GRI 3: Material Topics 2021	3-3	Management of material topics	66, 69	
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	69	
	101-2	Management of biodiversity impacts	69, 215, 216	
	101-3	Access and fair and equitable benefit sharing		Applicable environmental legal requirements, as well as environmental compliance, are monitored through Greenlegis.
	101-4	Identification of biodiversity impacts	69	
	101-5	Locations with biodiversity impacts	69	
	101-6	Direct drivers of biodiversity loss	67	
	101-7	Changes in biodiversity status		The corporate HSSE department does not monitor the data required for this indicator.
	101-8	Ecosystem services		MRV's activities impact various ecosystem services, such as water supply, soil quality and biodiversity. If left uncontrolled, these impacts can negatively affect local communities, workers, fauna and flora, particularly when there is excessive consumption of natural resources, waste generation, pollution and vegetation clearance. On the other hand, with proper controls and the adoption of sustainable construction practices, it is possible to minimize harm and generate environmental and social benefits, contributing to the quality of life of beneficiaries and to the preservation of ecosystems.
GRI 301: Materials 2016	301-1	Materials used, broken down by weight or volume	213	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	66, 67	
	303-2	Management of water discharge-related impacts	68	
	303-3	Water withdrawal	67, 215	
	303-4	Water discharge	68, 215	
	303-5	Water consumption	67, 215	

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WASTE AND CIRCULAR ECONOMY			
GRI 3: Material Topics 2021	3-3	Management of material topics	76
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	76
	306-2	Management of significant waste-related impacts	76
	306-3	Waste generated	76, 219
	306-4	Waste diverted from disposal	76, 219
	306-5	Waste directed to disposal	76, 219
HEALTH, SAFETY AND WORKING CONDITIONS			
GRI 3: Material Topics 2021	3-3	Management of material topics	82, 84
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	82
	403-2	Hazard identification, risk assessment and incident investigation	84, 85, 86, 90
	403-3	Occupational health services	92
	403-4	Worker participation, consultation and communication on occupational health and safety	86, 88
	403-5	Worker training on occupational health and safety	86, 87, 89
	403-6	Promotion of worker health	92
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	84, 85
	403-9	Work-related injuries	90, 225
	403-10	Work-related ill health	92

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GRI 3: Material Topics 2021	3-3	Management of material topics	99
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	104
	202-2	Proportion of senior management hired from the local community	104
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	100, 220
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	105
	401-3	Parental leave	105, 224
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	102
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	108, 226
	404-2	Programs for upgrading employee skills and transition assistance programs	108, 109
	404-3	Percentage of employees receiving regular performance and career development reviews	109, 228
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	112, 113, 229
	405-2	Ratio of basic salary and remuneration of women to men	112
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	115

GRI STANDARD	CONTENT	PAGES	INFORMATION AND/OR OMISSION
SUPPLIER COMPLIANCE AND HUMAN RIGHTS			
GRI 3: Material Topics 2021	3-3	Management of material topics	119, 122
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	126
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	130
	308-2	Impactos ambientais negativos da cadeia de fornecedores e medidas tomadas	124, 125, 130
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	128
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	127, 128
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	128
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	119, 120
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	36, 128, 130
	414-2	Negative social impacts in the supply chain and actions taken	124, 125, 130

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COMMUNITY DEVELOPMENT AND SOCIAL INCLUSION			
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GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	139
	203-2	Significant indirect economic impacts	206
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving the rights of indigenous peoples	137
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	136, 140, 142
	413-2	Operations with significant actual and potential negative impacts on local communities	136, 142
CUSTOMER EXPERIENCE AND SATISFACTION			
GRI 3: Material Topics 2021	3-3	Management of material topics	152
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	161
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	161
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	159
	417-2	Incidents of non-compliance concerning product and service information and labeling	159
	417-3	Incidents of non-compliance concerning marketing communications	159

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GOVERNANCE, INTEGRITY AND INFORMATION SECURITY				
GRI 3: Material Topics 2021	3-3	Management of material topics	171	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for corruption-related risks	189	
	205-2	Communication and training about anti-corruption policies and procedures	178, 189	
	205-3	Confirmed incidents of corruption and actions taken	189	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	192	
REGULATORY ENVIRONMENT AND FUNDING				
GRI 3: Material Topics 2021	3-3	Management of material topics	196	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	200	
GRI 415: Public Policy 2016	415-1	Political contributions	201	

INDICATORS NOT COVERED BY THE MATERIALITY ASSESSMENT

that MRV&CO chose to report in order to maintain the historical series and comparability.

GRI STANDARD	CONTENT		PAGES	INFORMATION AND/OR OMISSION
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	204, 205	
	201-3	Defined benefit plan obligations and other retirement plans	204, 206	
	201-4	Financial assistance received from government	201, 204	

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VERIFICATION STATEMENT



VERIFICATION STATEMENT

INTRODUCTION

Bureau Veritas Quality International (BVQI), located at Alameda Xingu, 350 – Alphaville Industrial, Barueri, 3rd floor, São Paulo, registered in the National Registry of Legal Entities under CNPJ No. 72.368.012/0002-65, declares, for due purposes, that **MRV ENGENHARIA E PARTICIPAÇÕES S.A.** (MRV) located at Professor Mario Werneck Avenue, No. 621, 1st floor, Estoril Neighborhood, Belo Horizonte/MG – 30.455-610 - Brazil, registered in the National Registry of Legal Entities under CNPJ No.: 08.343.492/0001-20, authorized to publish in all its titles and websites the excerpt of the Verification Statement as follows:

"Bureau Veritas Quality International, based on the processes and procedures described in its Verification Report, declares that in order to comply with the standards and principles of *the Global Reporting Initiative™* for Sustainability Reporting, there is no evidence that MRV's 2025 Annual Sustainability Report is materially incorrect, that it does not fairly represent MRV's data and information or that it has not been prepared in accordance with the *Global Reporting Initiative™ specifications*."

SCOPE

The scope of this work is limited to verifying the results evaluated in the 2025 Annual Sustainability Report presented by MRV. The following were verified:

- Product/Service: Verification of compliance with the standards and principles of the *Global Reporting Initiative™* for Sustainability Reporting.
- Reference Year: 2025
- Data source: MRV's 2025 Annual Sustainability Report.

LIMITATIONS AND EXCLUSIONS

This work was conducted 100% remotely, with clarification meetings taking place regarding the selection of criteria and the form of evaluation, cross-referencing and consolidation of the database with the lead auditor Mariana de Oliveira Klein and MRV employees, respectively. There were no face-to-face visits or interviews with those interested in the case studies or those responsible for the monitoring.

The cut-off period established in this work in relation to the documentary analysis and the consolidated spreadsheet was from January 1 to December 31, 2025.

The eligibility and exclusion criteria to evaluate the case study stakeholders were previously defined between MRV and Bureau Veritas, and this paper does not analyze their applicability.

Thus, the work presents some weak points or attention, which are as follows:

- Analysis, completion and consolidation of data conducted manually, which may be subject to human error.

WORKING METHOD

The work was carried out in the following stages:

- a) Kick off meeting;
- b) Analysis of the material previously sent by MRV;
- c) Preparation of a checklist for requesting complementary documents;
- d) Analysis of the documents sent;
- e) Validation of the methodology;



- f) Preparation of the report containing all the analysis conducted and the validation of the results;
- g) Preparation of the Declaration of veracity of the methodology/results;
- h) Technical review of the report and statement.

It should be noted that all activities were conducted remotely, without face-to-face visits and/or interviews with interested parties object to this study.

RESPONSIBILITIES OF MRV AND BUREAU VERITAS

The presentations of all documentation related to the Scope were the sole responsibility of MRV. The auditor was responsible for verifying and analyzing the documentation and actions conducted remotely and, with that, validating the proposal in the scope.

CONCLUSION

In our understanding, MRV's 2025 Annual Sustainability Report presents the impacts of the company's activities in a balanced way.

The inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.

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 or reliable.
- MRV has not established appropriate systems for collecting, compiling and analyzing quantitative and qualitative data used in the Report.
- The Report does not adhere to the Principles for Defining Content and Quality of the GRI Standard for Sustainability Reporting.

VALIDITY

This Statement of Verification has no expiration date. However, the verification was conducted according to the study presented by MRV, conducted from 05/05/2026 to 05/12/2026.

It should be noted that, in the event of any significant modification, inclusion or exclusion of data/information currently established and validated in relation to the scope of this Statement, a new verification must be conducted.



DECLARATION OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas is an independent company with more than 198 years of experience in verifying Quality, Environment and Sustainability Management Systems. It has a certified Quality Management System, ensuring ethical, professional and legal compliance. Its team acts independently, without a link to MRV. In addition, it applies to a strict Code of Ethics to ensure high standards of integrity and professionalism.

At the end of the process and Verification, Detailed Verification Reports were generated, kept as a record in our Management System.

CONTACT

<https://www.bureauveritas.com.br/pt-br/fale-com-gente>

São Paulo, May 25, 2026.

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