



MRV&CO

ASD

ANNUAL
SUSTAINABILITY
REPORT
2024



ASR

ANNUAL SUSTAINABILITY REPORT

2024

A REPORT PRODUCED BY THE
INSTITUTIONAL COMMUNICATION AND
SUSTAINABILITY DEPARTMENTS OF MRV&CO

MAY'2025

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SUSTAINABILITY: A REALITY AT MRV&CO GROUP.

What defines sustainability at MRV&CO?

It is built from actions and lessons learned that shape our everyday practices. It's born from ideas and initiatives woven into our strategy, from aspirations aligned with our business goals.

For us, sustainability goes beyond commitment.

It is how we bring our values to life, anchoring them in the results we pursue and the many ways we impact the market, the planet, and people's lives.

It's an ongoing journey – and in this report we share the 2024 chapter of that path. We invite you to explore this in-depth perspective on what guided our decisions and ESG initiatives throughout the year; to revisit achievements; to better understand the challenges; and to reaffirm with us the certainty that transformation comes from purpose and genuine effort.

Enjoy the read!

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The MRV&CO Annual Sustainability Report is a moment for both reflection and record. A record of our experiences and advances across the ESG agenda, the commitments we have undertaken, and our alignment with the United Nations Global Compact’s 2030 Agenda. And a reflection on our ESG journey: the progress we have made, the work still to be done, and our role as a positive force for change.

This 2024 edition of our “ASR” celebrates 45 years of history with an editorial approach that reflects our belief in transparency, maturity, and focus. It is a dynamic, straightforward, and results-oriented narrative that clearly illustrates how we embrace our social and environmental responsibilities – not just as a company, but as agents of meaningful change.

Over 15 years of sustainability reporting, we have gained valuable insights. We have steadily improved in environmental and social performance and evolved in governance and sustainability practices. And we have matured our approach to making it happen.

WE ARE MORE CONVINCED THAN EVER THAT
REAL SUSTAINABILITY STEMS FROM WHAT IS
GENUINELY TRUE FOR US.

And we have innovated to extend the reach of what we believe to be transformative and very important content. For the first time, we have introduced Susi, a virtual assistant, who is available to engage with different audiences and provide access to all information in this ASR. Now we can extend this conversation, increase engagement, and extend the possibilities.

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Covering the period from January 1 to December 31, 2024, while offering some historical context, this report presents **10 key truths about MRV&CO.**

10 major topics that embrace the Group's concepts, indicators, figures, data, actions and commitments to building a fairer and more sustainable future.

10 open doors into our daily operations and our way of thinking and acting.

10 guiding principles that inspire us to always do the right thing.

Our "10 truths" are rooted in the conviction that has brought us here and aligns with our vision for the future: we are proud of our past, focused on our power to transform. Because that is how we truly engage people and society and build dreams that help transform the world.

The 2024 Annual Sustainability Report was drawn up based on GRI Standards and submitted to external verification by Bureau Veritas. It was also subjected to internal verification by the Audit department and by internal controls and was approved by the Executive Board and the GRC Committee.

To ask questions and find out more about the 2024 Sustainability Report, please contact us by e-mail sustentabilidade@mrv.com.br or by telephone: **+55 (31) 3165-7100**, or talk to Susi on WhatsApp by adding the contact **+55 (31) 97569-0059**.

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SCOPE

This Annual Sustainability Report refers to the **MRV&CO Group**. The companies that make it up – MRV, Luggo, Sensia, Resia, and Urba – are autonomous. Therefore, not all the information presented here refers to all the companies.

- When we talk about the MRV&CO Group, we are dealing with information that is common to the Group's brands and/or companies or with aspects that involve the Group as a whole.
- By specifically mentioning one of the brands, we are referring exclusively to it and its particularities.
- Much of the content of this report is related to MRV, the Group's largest and most consolidated company, with the most advanced management maturity. Information, data and indicators that relate specifically to other brands or Group companies will be clearly identified.
- Each of the MRV&CO Group companies has its own materiality and independent financial statements. This report considers the impacts of all the companies within the scope of the material topics that guide the MRV&CO Group's sustainability strategy.

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MESSAGE FROM THE CEOs

WE CHOOSE TO ACT.
WE CHOOSE TO BUILD.
WE CHOOSE TO TRANSFORM.

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Rafael Menin and Eduardo Fischer

At MRV&CO, our greatest achievements are built step by step—just like the dreams we help our customers realize.

Over time, we have delivered homes to more than 1.5 million people, establishing a legacy grounded in discipline, consistency, and integrity. We have also earned a reputation for leadership and forged lasting relationships with people, with businesses, and with the communities we serve.

In early 2024, we celebrated a significant milestone: 500,000 keys handed over. And by October, we marked 45 years as a benchmark – not just in the construction sector, but across Brazilian and global markets. We have also reached **new levels of ESG maturity**, understanding that real impact comes from **sharpening our focus and embracing a practical, actionable approach to sustainability and ESG, pursuing what is possible, achievable, relevant.**

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Our true ESG is fully embedded in our strategy and daily operations.
It takes shape where our people are.
It multiplies throughout our value chain.
It reaches every home, every community, every city.

Our ESG is made possible by smart choices. Purposeful choices guided by intelligence, commitment, and a transformative mission as our guide; recognizing that social housing, the core of what we deliver, is a powerful driver of social sustainability.

Our role as a market leader and the responsibilities that come with it prompt us to reflect often. And perhaps the most persistent reflection is this: our business has the power to transform, and its reach and relevance are undeniable. As our country's population continues to grow, **people will keep seeking space, opportunity, and the possibilities that come with quality housing. How will this happen?**

We know that many of the problems in cities stem from poorly planned urbanization – which leads to challenges in terms of infrastructure, mobility, safety, health, among others; it sometimes leads to an imbalance between demand and availability of real estate, or a mismatch between people's needs, expectations and desires and the supply of products.

We also know that **quality, available and affordable housing contributes to solutions to these challenges, imbalances and mismatches. Because quality, well-planned housing changes everything.**

THE WORK WE DO CONTRIBUTES TO A BETTER SOCIETY.

Our work helps people occupy spaces in urban centers in a better way. When families live in safe, well-designed homes, they unlock more of their potential. Dignified housing isn't just a result—it's the foundation for personal, social, and economic progress. Strong communities build stronger cities. Each home we deliver acts as a catalyst – fueling a movement of progress, connection, and empowerment.

This is the foundation of our purpose: **building dreams that change the world.**

Confident in the value and truth that this purpose carries, we assess 2024 as a positive year of continuity in the rise of various results indicators, pointing to growth that materializes in the recovery of margins and puts us on the path of historical normality.

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This scenario has given us the peace of mind to think about longer-term strategies, even though we are still dealing with the fruits of limitations resulting from an atypical period that we all went through in the transition to this decade.

Moments like this are an opportunity to adjust; to assess what really works and what could be improved. This was also a hallmark of 2024: We made conscious decisions and focused on strategies that align with our purpose and deliver real results.

In a universe of possibilities, we have further matured our action and our ability to evaluate in order to concentrate our efforts on initiatives that effectively combine organization, capacity to achieve, relevant impact and harmony with our business and purpose. In other words, we focus on proven approaches and what we believe in – acting consistently, with long-term vision.

As individuals and as an organization, we are in a scenario of “plenty of want”, and we seek to invest in what we believe can most transform the future for the better – in terms of governance, environmental responsibility and social responsibility.

We make rational, responsible, safe and therefore relevant choices.

For us, society must be able to contribute to solving the major problems that affect it. People and organizations must do this in the best possible way – and this “possible” is a determining factor in making choices. Making strategic choices – when to say yes, and when to say no – is essential to effective, focused impact.

We need to move away from the romanticized view that organizations should discuss and address solutions to all the issues that challenge our society at the same time. Instead of dissipating efforts and investments (not always applied in the best way or with the best results), we have to pay attention to this rule of what is possible. The moment of embracing the world is behind us – **now we need to focus on the impact that can be greater; where we can make the most difference.**

In this sense, we remain certain that **transforming people’s lives through education** is truly integrated with our purpose as a business, generating a chain reaction of positive changes.

The immense transformational power of education and its correlation with our business persist as a guideline for the MRV&CO Group’s ESG choices. Combined with the role of decent housing and the notion of affordability, education as a motivation, format and consequence is very present on the fronts in which we invest, both inside and outside our walls.

It guides the work of the MRV Institute, shapes the ideals behind Cuidando de Quem Constrói initiatives, steers our People Management strategy, strengthens relationships, and nurtures talents. Above all, education promotes transformations from the inside out, from individuals to communities and society, with impacts that go beyond metrics.

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The immense transformational power of education and its correlation with our business persist as a guideline for the MRV&CO Group's ESG choices, and continues to be disseminated from the leadership, feeding transversal sustainability, being incorporated as a premise and never ceasing to inspire and make us proud.

Education, training and knowledge are avenues for growth and solutions, even to cyclical challenges – such as the qualification and attractiveness of the construction sector for new professionals, the opening of possibilities in the field of diversity and minority groups, or the strengthening of purchasing power. We thus contribute to the joint efforts of companies, entities, organizations, trade unions and public authorities.

Education, training and knowledge are also instruments for achieving the MRV&CO Group's ongoing objectives – such as retaining and developing talent, improving operational capacity, increasing productivity, constant use of innovation, strategic excellence and valuing people. In this way, we contribute to building a unified Sangue Verde team, engaged leadership, and a truly engaged professional community.

Our actions have an impact. Our ESG maturity creates impact. Our choices create an impact.

Through them, we uplift people, strengthen our value chain, and enhance our entire ecosystem. We value our business and the construction industry.

Through good choices, we raise not only our business results and our institutional reputation: we raise our prospects step by step. We increase the possibilities of making dreams become concrete truths.

By sharing this story with you in the form of 10 truths about MRV&CO, we are sharing what motivates our choices. We recorded our reflections, commitments, challenges, the paths we still must follow and the progress we have made. And we reaffirm our belief: **we are proud of our history and remain focused on our ability to transform.**

After all, we work with dreams of transformation. To make them real, we stay grounded in the present – with our eyes on the future. That's how we continue to dream big – and, above all, to act. More boldly. More often. For many years to come.

– EDUARDO FISCHER AND RAFAEL MENIN
CEOs

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OUR SUSTAINABILITY MANAGEMENT

Talking about sustainability in the construction industry is one thing—putting it into practice is another.

Historically, our sector has faced major challenges in aligning with sustainable practices. Construction is intrinsically associated with high consumption of resources, significant contribution to the emission of polluting gases, suppression of vegetation, generation of waste, among many other issues once considered almost ancestral. The scenario, however, is gradually changing as companies in the sector mature in their adoption of ESG practices.

Historical challenges are there to be faced. And by definitively connecting its operations with sustainability, the MRV&CO Group, as a recognized leader in Civil Construction, contributes to raising the level of commitment of the sector as a whole and to gradually changing not just the perception, but the reality of the segment.

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We are a **transformational leadership**, motivated by positively impacting business, the planet and people. For us, complying with standards and regulations is only the beginning: our commitment is in fact reflected in a proactive action of social responsibility, which is manifested in our governance practices and in our relationships with employees, suppliers and communities.

Our main product – housing – puts us in a position to catalyze socio-economic change: **a broad portfolio of housing solutions available to a wide audience has the power to make a difference** for families, communities, cities, directly impacting on quality of life and new perspectives and possibilities for the future. This evident social impact is a central dimension in the way sustainability management and choices are made at MRV&CO.

Transversality is at the core of our sustainability agenda, which involves the active participation of various departments and levels within the organization, integrating with resources, assets, and ideas in an integrated manner.

"For MRV, sustainability is a non-negotiable commitment – driven by continuous progress and a clear vision for the future. The ESG pillars remain the foundation for growth, new policies and the guidelines that guide our relationships. After the challenges posed by the pandemic years, 2023 and 2024 brought valuable lessons, especially in operational efficiency and results. We remain steadfast in our aim to consolidate growth in line with the Sustainable Development Goals and environmental, social and governance principles."
– RAPHAEL ROCHA LAFETA, EXECUTIVE DIRECTOR,
INSTITUTIONAL RELATIONS AND SUSTAINABILITY

MRV: COMMITMENTS TO THE FUTURE

In September 2024, MRV became a signatory to the Economic Pact with Nature, an initiative that brought together more than 50 entrepreneurs from major Brazilian companies and economists in favor of sustainable economic development and combating climate change in the country, summarized in a document that aims to encourage an open dialogue with the Three Powers to improve development conditions without compromising or depleting natural resources.

The company has also committed itself to other initiatives such as the + Water and Net Zero Ambition movements of the Global Compact, demonstrating the prioritization of the climate agenda in its strategic scope.

STRATEGIC MATERIALITY

Sustainability at the MRV&CO Group continues to be based on the most relevant material topics on our ESG agenda, which guide strategic decisions and ensure the generation of value. The topics are also linked to the current priorities and challenges of our sector.

MRV&CO's strategic materiality assessment adopts the Dual Materiality methodology, considering both the financial and socio-environmental impact of ESG issues, as well as a broad assessment of risks and opportunities and diverse views.

Between 2023 and 2024, through a multidisciplinary internal forum, the material topics were concentrated into six main topics, which facilitate their communication and dissemination process and give greater clarity and direction to choices and actions.

This more integrated and dynamic approach consolidates the alignment between strategic materiality and the commitments we maintain in the MRV&CO Group's sustainability agenda, as well as alignment with the Sustainable Development Goals (SDGs); it also precisely addresses the growing demands for responsibility and transparency in the Construction segment, in the market as a whole and on the part of society in general.

The results presented here replace the previously reported topics.

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MATERIAL
TOPICS



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SUSTAINABLE BUILDINGS,
SUSTAINABLE CITIES:
RESEARCH, DEVELOPMENT,
INNOVATION & PRODUCTS



Sustainability is the guide to building with quality and efficiency, minimizing negative impacts and boosting positive impacts, and bearing in mind that strategic and innovation aspects are fundamental to advancing the agenda.

We always propose to take part in the process of renewing and re-signifying the construction of sustainable and intelligent cities, whether through the counterparts of businesses with a positive focus on sustainability, housing solutions that carry strategic ESG aspects within them, or with construction methods that are less waste-intensive – a topic that is especially sensitive to customers and communities around MRV&CO developments and inherent to the perception of the Construction activity.

In this context, innovation as a material topic and cross-cutting concept at MRV&CO consolidates a strategy to leverage developments and generate value throughout the chain, guaranteeing a permanent look at the issue and shared responsibility between different sectors and levels within the Group. New ways of building and new approaches keep our business model and the constant search for new answers in housing solutions alive and kicking.

MATERIAL TOPICS

GOVERNANCE:
ETHICS AND
INTEGRITY



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

Our way of conducting business, our relationships with different stakeholders and the diversification of our solutions are linked both to the constant evolution of market demands and to our own business model and strategy.

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CLIMATE JUSTICE, CONSERVATION, AND BIODIVERSITY



A globally current topic on the environmental agenda, climate change is at the heart of MRV&CO's sustainability strategy and is increasingly incorporated into the product strategy – advancing what is already done in emissions monitoring and management and expanding the application of the climate vulnerability analysis system.

Going beyond the adaptation to climate change of construction projects, these advances are closely connected to conservation and biodiversity topics – points of attention for MRV&CO customers – and encompass issues such as the suppression of vegetation on land and its surroundings and the chasing away of fauna and flora.

The issue is significantly impacted by MRV&CO's level of control in the various aspects involved, which today has significant room for improvement, pointing to the Group's commitment to the maturing of control processes and the reporting of indicators.

MATERIAL TOPICS

SYNERGY AND ENGAGEMENT WITH THE VALUE CHAIN AND DEVELOPMENT IN THE SUPPLY CHAIN



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

We believe especially in the power of engaging with suppliers to work together positively and constantly in the search for more sustainable alternatives beyond the scope of Research and Development.

PEOPLE MANAGEMENT AND RELATIONSHIPS: EMPLOYEES, CUSTOMERS, COMMUNITIES, SOCIETY



People are the core of MRV&CO’s purpose, work, and power. Our employees are key to the Group’s success and are at the center of issues of great importance to the construction sector and to the business itself, such as diversity, equity and inclusion; turnover, attraction and retention; decent work; workers’ health and safety; and labor compliance.

The customers represent a highly critical aspect – due to the financial factor and, above all, the impact perspective. Looking at customer engagement must go beyond commercial and satisfaction issues: the most significant socio-environmental impact generated by the business occurs during the use and occupation of the property, highlighting the need for all processes – from construction to after-sales – to be responsible and based on sustainability.

We also consider the profound impact of the housing solutions on the localities – with construction work, population increase in the region, structural improvements – which requires direct action by MRV&CO with the surrounding communities. But that’s not all: MRV&CO also makes itself relevant and energetic through social programs and projects. We believe it is necessary to advance and mature in these practices, with a proactive stance, and incorporating sustainability as a fundamental element, accentuating the sense of legacy in our work.

MATERIAL TOPICS



PRIVACY AND DATA SECURITY

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

TOP LEADERSHIP AND IMPACTS

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BUILDING A LEGACY OF VALUE
STARTS WITH
ENGAGED
AND INSPIRING
LEADERSHIP,
WHICH SHARES IDEALS,
REINFORCES PRACTICES,
EXEMPLIFIES ACTIONS – VALUING
WHAT DRIVES THE POSITIVE
IMPACTS WE WANT.

The integration of sustainability into MRV&CO's corporate strategy has an essential component in the work of the top leadership.

Designing paths, articulating efforts, defining goals and closely monitoring results, CEOs and Executive Directors materialize the Group's pragmatic, day-to-day approach to sustainability – focused on tangible actions and practical results.

Considering that social and environmental impacts are extremely important factors in our operations, MRV&CO's top management incorporates these issues into the various decision-making bodies, so that they directly influence the policies and actions defined and applied in the various areas – thus favoring the potential for generating value for the communities where we operate and promoting sustainable practices.

The communication of impacts to senior management takes place at ordinary meetings of the Board of Directors (standard quarterly frequency) and at extraordinary meetings, which can be called at any time by the Chairman or any member.

EMPHASIS ON EDUCATION

MRV&CO's top leadership recognizes education as a powerful social lever – a transformative element for employees, communities and the construction sector, with different impacts that add up to a positive and powerful force.

Thus, we see the emphasis on **education as a natural way of valuing our workforce; promoting positive transformations internally and externally; aligning and prioritizing investments and efforts.**

Education acts as the guiding thread for a series of initiatives and programs, permeating different approaches to responsibility at MRV&CO, such as the Instituto MRV, the initiatives Cuidando de Quem Constrói (Escola Nota 10 and Elas Transformam), among others, which transcend the work environment and promote, in addition to the attractiveness of the sector, dignity and improvement of life.

STRUCTURE AND ROLES OF TOP LEADERSHIP

CEOs

Responsible for formulating operational strategies and short-, medium- and long-term goals, establishing criteria for monitoring and implementing the resolutions of the General Meeting and the Board of Directors. This leadership structure is in line with MRV&CO's governance and sustainability practices.

EXECUTIVE BOARD FOR INSTITUTIONAL RELATIONS AND SUSTAINABILITY

It leads ESG initiatives and coordinates compliance with the Sustainable Development Guidelines in partnership with different areas of the company, promoting an integrated vision.

BOARD OF DIRECTORS

Responsible for defining the functional structure of the Committees and Departments converging on risk and impact management, for monitoring and approving MRV&CO's risks and for evaluating updates to the Strategic Business Risk Matrix.

In a biannual process, the definition of MRV&CO's material topics and strategic materiality relies on the active participation of senior management – a collaborative process of joint construction that demonstrates leadership engagement and provides greater adherence of the MRV&CO Group's priority sustainability aspects to the real needs of the segment and the market.

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RESPONSIBILITIES IN IMPACT MANAGEMENT

Managers from different areas play important roles in managing strategic impacts and risks. Its responsibilities are:

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

At the same time, the Audit, Finance and Operations Committees are responsible for overseeing the organization's economic impacts at senior governance level, while the People, Legal and Governance, Risks, Compliance and Privacy Committees are responsible for overseeing social and environmental impacts. They all report to the Board of Directors. Information on monitoring is passed directly to the Board of Directors, which takes the appropriate decisions when necessary.

RISK AND OPPORTUNITY ANALYSIS

1 Conducted by the Risk and Audit Team, which discusses it with the GRC Committee, and submitted to the Board of Directors at least every six months.

2 The impact – whether positive or negative – is dealt with by the business area responsible for carrying out the mitigation.

3 The progress of projects and mitigation actions is monitored by the same Risk and Audit team until their conclusion (impact mitigated or persistence as a strategic business risk).

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THE SUSTAINABILITY REPORT

The preparation of the Annual Sustainability Report relies on the joint work of the Executive and Sustainability Boards and the support of the management of different areas and leaders of the Group's companies.

The process involves gathering information in thematic interviews with managers and leaders, data collection on a dedicated platform, validation in several stages, analysis by a specialized consultancy and final consolidation by the Institutional Communication area. The information undergoes various audits, and its verification is assured by a third party, adding credibility to the final report

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HIGH GOVERNANCE, KNOWLEDGE AND COMMITMENT

MRV&CO reaffirms its commitment to improving the Group's Culture of Integrity, ensuring that all levels of senior management are aligned and equipped to make decisions based on sustainability and social responsibility criteria. What's more, they should be able to disseminate the cultural and practical aspects of ESG at the different levels of the companies, creating the conditions for sustainability to be transversal and comprehensive within the Group.

Working in synergy, CEOs, the Board of Directors, Executive Boards and Committees are directly involved in the definition and implementation of ESG strategies, in a continuous dialogue on targets and performance related to the most relevant issues – real involvement that is reflected, for example, in active participation in the definition of strategic materiality; in regular monitoring of targets set in commitments such as the Science Based Targets initiative (SBTi); in alignment with the Sustainable Development Goals; in decisions on proposals and projects that are more consistent with the Group's macro strategy.

PSP AND ESG TARGETS

Since 2016, meeting ESG related targets has been a performance criterion in the Executive Board's Profit Sharing Program (PSP). The practice is aligned with MRV&CO's commitments to the UN Global Compact Principles and the Sustainable Development Goals (SDGs):

- Increasing the number of women on construction sites and in company offices
- Reduced water consumption
- Staying in the ISE Portfolio
- Greenhouse gas emissions reduction initiative scopes 1, 2 and 3
- Performance of the Escola Nota 10 initiative
- Increasing favorability in the ethical perception of employees

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RISK MANAGEMENT

BROAD VISION, CONNECTION WITH
SUSTAINABILITY AND MANAGEMENT
BASED ON THE ESG PILLARS:

INTEGRITY AS THE AXIS OF RISK MANAGEMENT.

The evolution of Risk Management at MRV&CO is marked by the gradual expansion of its scope. Beyond operations and core activities, the topic involves issues such as ethics, integrity, relationships with stakeholders/value chain, society, the environment, among others.

The **Governance, Risks and Compliance** (GRC) area works to consolidate our integrity instruments, to encourage adherence to them and to identify and adequately deal with risks of different kinds – systemic, emerging, reputational, structural, financial, corruption-related, environmental and social.

The approach to identifying, assessing and mitigating the risks associated with our operations is structured in a dynamic **Risk Matrix** integrated with the ESG axes – which enables an analysis that covers economic, environmental, social and governance aspects. The matrix is periodically updated to keep up with developments in the sector and the impacts of the Group's activities.

The **evaluation and measurement processes are careful**, given the level of potential impact of our activities on different stakeholders, and play an important role in repairing potential negative impacts and taking advantage of possible opportunities. The treatment to be given to each case considers criticality level and risk appetite as dimensions of analysis, and can result in:

- Adjustments for **correction**;
- **Contingency processes** to minimize possible damage; or
- In the case of opportunities for positive impacts, **accept the associated risk**, as decided by senior management and the Board of Directors.



RISK MANAGEMENT MODEL

Designed to align management with the Group's strategy, consider negative impacts and opportunities and ensure that risks and impacts are considered in decision-making, the risk management model adopted by MRV&CO applies market practices to the analysis of activities at the various levels of the organization.

Mapping, reviews of internal and external audits, leadership and employee evaluations, reports, Net Promoter Score (NPS) indices, organizational climate surveys and the initiatives of the Ser Sangue Verde (Being Green Blood) program generate an integrated reading that feeds the improvement of practices and policies with indicators.

The model is structured around **three lines of defense** for risk management. The first line includes all the business areas, which are responsible for identifying and initially mitigating risks; the second, made up of the Risks and Compliance area, acts in an advisory capacity, providing support and independent assessments of the effectiveness of actions; the third line, made up of Internal Audit, carries out regular reviews to ensure the integrity of control processes.

The monitoring of strategic and operational risks is continuous, and they are evaluated to **measure MRV&CO's level of exposure**. The metrics assess three variables: probability of occurrence, impact (potential or not) and the maturity of existing controls.

Every six months, **Internal Risk Exposure Diagnosis Reports** are generated, with an integrated and up-to-date view of threats and opportunities, identified risks and mitigation actions. It is a complete report, with a detailed diagnosis, shared with the relevant areas (such as senior management and GRC) and stakeholders, including shareholders and board members, reinforcing MRV&CO's commitment to transparency and responsible governance.

GRI 201-2

ENVIRONMENTAL RISKS & RISK MATRIX

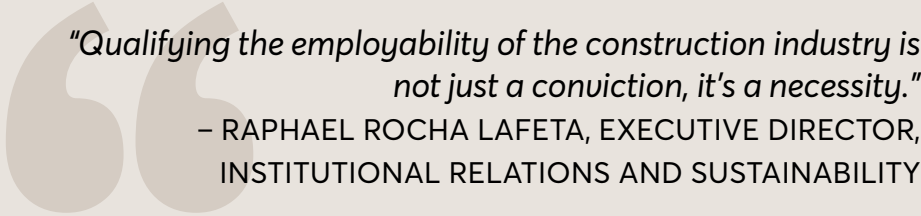
Among the climate risks incorporated into the Risk Matrix are those mapped in the **Climate Vulnerability Studies (MOVE Tool)**. MOVE studied the land bank to detect current and future climate risks in two time horizons (2030 and 2050), and to identify points for improvement and ways to help reduce these risks in developments – thus having a great correlation with the topic of sustainable cities and communities. The results were published in the internal BI tools for the areas concerned.

- **Risks assessed:** floods; sea level rise; landslides
- **Notes:** probabilities; priorities; financial impacts; recommendations for solutions

Among other contexts, the climatic events that have been occurring in Brazil have made the value of these analyses even more evident for forecasting current and future projects. Among the lessons learned from this moment of extremes is the urgency of planning to extend preventive analyses such as MOVE to 2030 in studies to mitigate material and human damage and loss.

In 2024, the inclusion of the Climate Vulnerability Risk within the Risk Matrix made clear the applicability of MOVE as an innovative and assertive tool used by the Sustainability area to better highlight the response to the Risk Manager. Another highlight of the year was the publication of the Climate Vulnerability BI panel, with access open to business areas.

THE WORKFORCE SHORTAGE: A SYSTEMIC RISK FOR CONSTRUCTION



We understand that a major challenge facing the construction sector, if not the biggest, is the **availability of workforce**. Due to macroeconomic and behavioral issues and the work environment itself, the fact is that today's young people are significantly less interested than in the past in working in the field – especially on construction sites.

Addressing this factor that weakens growth strategies not only at MRV&CO, but throughout the segment, is a priority.

We believe in professional development approaches and in measures that help to attract future generations – after all, increasing the attractiveness of related careers is fundamental to stopping the undesirable increase in the labor gap that we see year after year.

Advances in labor relations; qualification of the segment in terms of employability; valuation of formal employment itself; expansion of benefits; training and growth prospects for the worker. All of these fronts, added to a greater alignment of the workforce with the valuable purposes that permeate the activities of our industry, have the potential to renew the desire to enter careers in construction work; to raise the level of retention of these professionals and to recover the vocation of Construction as a sector of truly attractive opportunities.

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MRV Vision 2030 is an ongoing commitment that contributes to positioning MRV&CO as a benchmark in sustainability practices. A strategic foundation that combines ambitious targets, constant monitoring of measurable indicators and integrated strategies to align economic and financial performance with positive social and environmental impacts.

With the year 2030 as a milestone, Vision 2030 connects the business vision, resources, production chain and responsibility of the MRV&CO Group to the efforts of the United Nations Organization for a better future for the planet and for people; it also connects our purpose to the sustainable legacy and expectations of different stakeholders.

VISION 2030

ROBUST AND CHALLENGING TARGETS THAT TOUCH ON
THE ENTIRE PRODUCTION CHAIN: THE CROSS-CUTTING
NATURE OF SUSTAINABILITY IN PRACTICE.

Each target is defined through rigorous analysis and the mapping of positive and negative impacts associated with MRV&CO's activities, always keeping in perspective the alignment with the Sustainable Development Goals and the adherence of the SDGs to the reality of our country and the Construction sector.

MRV Vision 2030 is organized into three main axes that reflect MRV&CO's integrated approach to sustainability:

VISION 2030

MANAGEMENT AND RELATIONSHIP WITH PEOPLE:

employees, customers,
contractors and society

CIRCULAR ECONOMY IN CONSTRUCTION:

supply chain, product life cycle
and legacy generation

CLIMATE EMERGENCY AND MITIGATION:

adaptation to change
and climate justice

By giving a practical dimension to the MRV&CO Group's sustainability aspirations, Vision 2030 also reinforces our commitments to initiatives such as

- Movimento Transparência 100%
- "Mais Água" Movement
- Net Zero Movement
- Science Based Targets Initiative (SBTi): emission reduction targets
- SDG Ambitions and Leadership with Impact: coordinated efforts to achieve the priority SDGs
- UN Global Compact: Ambassadors for SDG 11 – Sustainable Cities and Communities

VISION 2030 IN MOTION

The relevance of Vision 2030 and its ability to respond to the challenges of the construction sector comes from its dynamic nature, which keeps it always aligned with changes in local and global scenarios.

Between 2023 and 2024, the document was revised to present an even more structured proposal, based on the optimized management of the value chain; the connection of all the Group's actions with the SDGs; the emphasis on MRV's actions that have a direct or indirect impact on the topics of climate change, governance, integrity, the neighborhood of developments, the environment and production processes.

In 2024, MRV&CO's progress in actions that consolidate the social impact of programs such as Escola Nota 10 was remarkable. Also noteworthy is the improvement of the mechanisms for measuring progress towards the targets applied to the Group's various areas, as well as the increased engagement of suppliers and leaders in sustainable practices.

SEE MORE
MRV Vision 2030



10 TRUTHS

10 TRUTHS
ABOUT MRV&CO

HOW CAN WE SUMMARIZE A YEAR OF ACTIONS, ACHIEVEMENTS, MOVEMENTS, INITIATIVES AND CONQUESTS?

What's more, how can all this be put into context in a 45-year history?

We believe that what drives, motivates, and inspires us is what truly gives meaning and perspective to 2024. That's why we're bringing you 10 truths that are very much our own, in objective and transparent looks at who we are, what we do, how we do it, and what we still need to do, to share a report on the past year and our prospects.

Over 45 years, we have built a trajectory of evolution and commitment to sustainability and social transformation. Long before it existed as an acronym, ESG was already part of MRV&CO. After all, what governs the ESG is also intrinsic to the way we think and act; to what we always believe in; to our everyday truths.

These everyday truths consolidate, all the time, the pillars that support our purpose; renew our motivation; mobilize efforts; move, engage, provoke movement and transformation towards a fairer, more inclusive, better future; and reveal not only who we are, but who we want to be as we build the dreams that transform the world and deliver results with ethics and responsibility.

The following 10 truths invite you, in each chapter, to learn a little more about MRV&CO's commitments to its employees, customers, communities and the planet. About the issues that touch us, where we have been and where we want to go. About the road we travel and the obstacles we encounter; about those who travel that road with us. About the dreams we have and the projects we carry out.

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

Sustainable
Buildings, Sustainable
Cities: Research,
Development,
Innovation & Products

People Management
and Relationships:
Employees, Customers,
Communities, Society

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GRI 2-1

MRV&CO GROUP

“WHEN WE DELIVER AN
ADDRESS, IT COMES
WITH A LOT OF SOCIAL
DEVELOPMENTS.”

– RAPHAEL ROCHA LAFETA, EXECUTIVE DIRECTOR,
INSTITUTIONAL RELATIONS AND SUSTAINABILITY

SEE MORE
MRV&CO Website

45
years in 2024

In 2024, the MRV&CO Group celebrated its 45th anniversary. A trajectory that began with the founding of MRV in 1979, and which has been building a legacy of meeting housing demands, innovative and accessible solutions and making dreams come true.

We believe in housing as a powerful lever for social transformation – and in this sense, we are certain that our products carry within them **sustainability integrated with the positive impact of each of our housing solutions** for each family, for the macroeconomic context and for society.

And when we talk about housing solutions today, we’re talking about a varied portfolio, aimed at different needs, different times of life and customer profiles. We are **five brands** that work to respond to the evolution of the market, to behavioral changes and to different needs, projects and dreams, developing housing solutions that range from the first affordable apartment to smart rentals, from customizing the floor plan to profitable investments; from land to condominiums; all over Brazil and abroad.

500 K
keys handed over
Milestone reached in early 2024

R\$ 2 B
invested in
infrastructure

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Sustainability is at the heart of our vision and our operation, and its cross-cutting nature connects all the dimensions of our business. It's much more than complying with standards and meeting socio-environmental requirements: **we work so that our developments contribute to the quality of life of those who live there and in the surrounding area; to the development of more sustainable and promising communities; to progress in solving the housing shortage.**

For the MRV&CO Group, housing is social sustainability. Because housing is much more than a roof. Home is the starting point for possibilities and perspectives: every time you open the door to your home, the doors to the world open back up.

And that's how we see the world – and our work – at MRV&CO. Each housing unit we deliver represents a positive impact on the lives of our customers and their communities, connecting our results to the stories and achievements of thousands, millions of people in their homes, communities, cities and on the planet.

Every home is a space for life to be built in its best form. It's safety, health, mobility, infrastructure, quality of life and, above all, new and expanded perspectives. Quality, affordable housing that meets people's needs and aspirations transforms lives. It turns dreams into reality. And it paves the way for new dreams.

MRV&CO (MRV Engenharia e Participações S.A.) is a publicly traded company listed on B3 S.A. (B3) under the code MRVE3, headquartered in Belo Horizonte, Minas Gerais, Brazil, and registered with the CNPJ/MF under number 08.343.492/0001-20.

We know that the best way to predict the future is to build it. And so, we carry on, building dreams that change the world.



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

ACTIVITIES

The MRV&CO Group companies operate in construction and development in the residential development segment in 22 Brazilian states in addition to the Federal District and in the United States (Resia operation) in 11 cities in 3 states by 2024.

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

- Management of assets, both owned and third-party;
- Development, construction and marketing of properties owned by the Company or by third parties;
- Provision of engineering services pertinent to the attributions of the responsible technicians, real estate consultancy services, intermediation of 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 directly by the Group's companies or by other partners. The latter act directly in the development of ventures through participation in Special Purpose Entities (SPE) and Limited Partnerships (SCP).

MRV&CO Headcount [dec'24]

+ than 32.3 K

In 2024:

19,896

direct employees

2,716

self-employed brokers

3,208

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

6,549

third-party professionals, on average, hired out in works contracts and subcontracts

SUPPLY CHAIN:

13,753

active suppliers base

63.33%

local suppliers (from the same state as the project/work)

68.20%

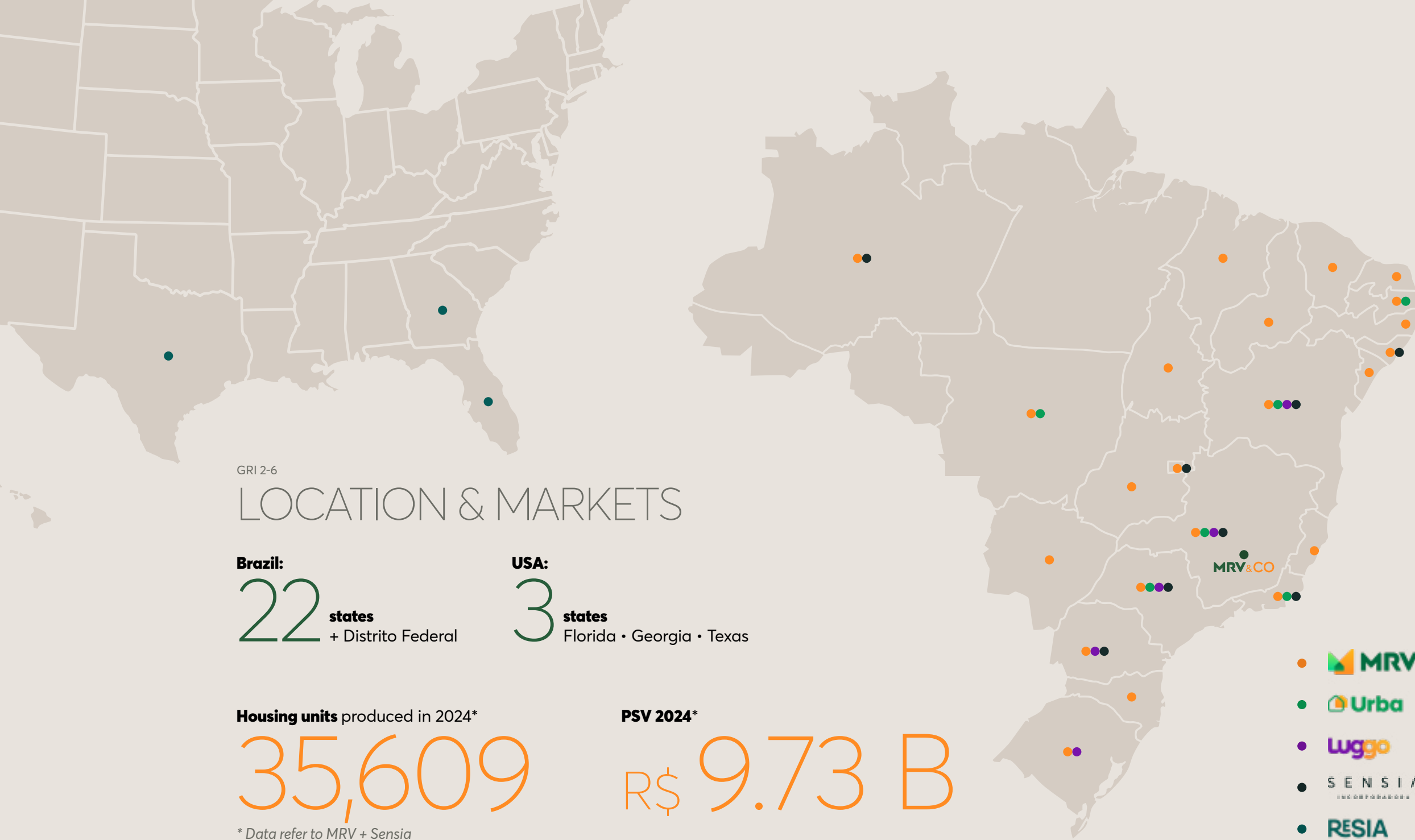
maintain a long-term business relationship (contract)

This includes contracts with material suppliers, service providers, equipment rental and contractors.

ENTITIES INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS

MRV Real Estate Development (MRV + Sensia) • Resia • Luggo • Urba

The information disclosed in the financial statements includes the operations of all the companies in MRV&CO's corporate structure: MRV Engenharia e Participações S.A., Prime, MRL, Urba, Luggo, Resia (MRV US).



GRI 2-6

LOCATION & MARKETS

Brazil:
22 states
+ Distrito Federal

USA:
3 states
Florida • Georgia • Texas

Housing units produced in 2024*

35,609

* Data refer to MRV + Sensia

PSV 2024*

R\$ 9.73 B

- MRV
- Urba
- Luggo
- SENSIA
- RESIA

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TIMELINE

To maximize the **transformative potential of housing**, we have adopted a dynamic, bold business model, connected to the present and the future, and to the evolution of living.

A model that, over time, has expanded its formats, deliveries and markets; an end-to-end approach that has historically proved effective in anticipating changes, absorbing trends, incorporating social and technological advances and overcoming challenges. And to continually learn from people’s aspirations, achievements and goals.

1994
MRV expand
across Brazil

2012
Urba is created

2020
Sensia is created

2020
Internationalization:
acquisition of Resia
[formerly AHS]

1979
MRV is founded

2007
Initial Public
Offering: MRV IPO

2019
Luggo is launched

2020
Group rebranded as
MRV&CO

2024
Historic milestone:
500,000 homes
delivered by MRV

GRI 2-2

OUR BRANDS

The five MRV&CO brands – MRV, Urba, Luggo, Sensia and Resia – bring together a set of housing solutions developed to meet the different housing and investment needs of different markets.

These are different approaches and business models which, by sharing values and purpose, expand the MRV&CO Group’s capacity to respond to diverse demands, playing a significant role in achieving results and the success of the organization’s business strategy.

MRV&CO



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A benchmark in innovation, sustainable growth and shareholder returns, MRV works with a customer focus to promote urbanization with social responsibility and sustainability. It develops intelligent projects and the best cost-benefit ratio to realize the dream of home ownership, combining savings with quality and a good location.

It works from the development of land to the marketing of developments for the B, C and D public, in tune with local needs, valuing neighborhoods, infrastructure, environmental respect, mobility and coexistence. **Since 1979, it has made quality of life, comfort and innovation more accessible to thousands of families and contributed to reducing the housing deficit in Brazil.**

It is the largest construction company in Latin America in its segment, investing in excellence, adopting the best practices in Civil Construction and meeting demanding standards in environmental, safety and health management.

more than
1.6 million **de pessoas**
live in MRV properties

SEE MORE
MRV Website



Since 2012, Urba has promoted responsible and sustainable urban development by investing in key city growth areas and applying smart city concepts to make architectural planning accessible to middle and lower income populations.

With sustainability as a cultural pillar, Urba **employs efficient processes, technology and innovation to transform regions into planned, integrated spaces for living and growing.** The portfolio includes subdivisions that prioritize infrastructure, accessibility and proximity to nature, reducing commutes and impacts and strengthening the sense of community by connecting people to the place where they live. In 2024, the company consolidated the Smart product line, which combines quality and accessibility, bringing solutions that help to increase the positive impact on low-income communities.

MRV&CO's stake in Urba is 54.55%, according to the MRV&CO Earnings Release. For detailed data on 100% of Urba operations, go to [Urba Results Center](#).

over
12,600
Urba units
have already been delivered

SEE MORE
Urba Website

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Experience, simplicity and convenience: since 2019, Luggo has been innovating in an uncomplicated model, enabling collective benefits and evolving the experience of living and socializing. It offers residential rental solutions aimed at the B and C classes, with its own developments in strategic locations, for rent with reduced bureaucracy, 100% online. The structure is complete, with pay-per-use services, shared spaces and technological resources that meet different needs in a practical and efficient way.

Absorbing MRV’s expertise in land acquisition, development and construction, Luggo is aligned with sustainable practices in its operations, which include **property management, management of projects for rent and sale to real estate investment funds (FII)**, balancing operational efficiency and responsible action, which values collectivity and the shared economy to rationalize the use of resources. Luggo’s bold vision, with sustainability as its strategic axis, continually attracts the interest of international asset management players, leaders in impact investments.

approximately
2,300
units
are managed by Luggo

SEE MORE
Luggo Website



With a focus on medium and high standards, Sensia deeply incorporates personalization and quality of life into its projects. The flexible floor plans, which expand the possibilities for customization, and the superior finishes meet the desires of a public looking for exclusivity and comfort.

With developments located in strategic regions and neighborhoods with distinctive surroundings, the brand **connects to the essence of each person’s way of being and living**, reflecting its identity in every detail, with accentuated aesthetic care.

approximately
270
keys have already been
delivered by Sensia

SEE MORE
Sensia Website

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RESIA

Resia is a milestone in the MRV&CO Group's international and diversification strategy, combining technological innovation and social responsibility to expand the positive impact of its developments in the United States.

Specializing in the **development and management of rental apartment condominiums** – to invest in or live in – it serves markets in Florida, Texas and Georgia, prioritizing regions with the greatest housing shortage. Its multifamily developments are prepared for the typical regional weather and are designed to offer quality housing at a moderate price, close to urban centers and with easy access to transportation, workplaces, schools and leisure, to a public with great potential: the low and middle-income families of the North American workforce.

Resia stands out for its efficiency in construction solutions and management: a proprietary system (Resia Production System), which covers everything from design to delivery of the property, is the backbone of processes that streamline production time. In addition, the company applies a pioneering approach to the use of prefabrication, with various components of the buildings manufactured offsite to be added later, which optimizes labor, rationalizes resources, facilitates logistics on the construction site, increases safety and reduces waste and environmental impacts, promoting more sustainable practices in the sector and positioning Resia as a leader in construction automation and industrialization trends.

With great expertise in managing rental developments, Resia expands MRV&CO's customer base in terms of location and profile, bringing the Group's operations to markets with a high propensity for growth.

over
8,000 **people** live in
condominiums
built by Resia

SEE MORE
Resia Website

ECONOMIC AND FINANCIAL PERFORMANCE

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STRATEGY,
EFFICIENCY AND
FOCUS, FOR RESULTS
THAT MATERIALIZE
SUSTAINABLE
GROWTH.



At the MRV&CO Group, the **balance between performance and social and environmental responsibility** is a constant priority. The **complementarity** between business models and different product approaches, **innovation** as a driver of operational efficiency and delivery qualification and **strategic rationalization** are key aspects of sustainable growth.

The growing relevance of the various federal and local housing subsidy programs – which, combined with the Group’s large geographic capillarity, enhances opportunities – and the increasingly efficient use of capital create a **promising and consistent scenario**. The context leverages MRV&CO’s financial objectives and strengthens aspects of **affordability** in specific solutions in the product portfolio, which favors participation in strategic market segments and the improvement of indicators.

ECONOMIC AND FINANCIAL PERFORMANCE

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

GRI 201-1

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED

ECONOMIC VALUE GENERATED 2024 • R\$ THOUSAND • MRV&CO	
Net operating revenue	9,009,035
Financial income	371,974
Income from the sale of assets	(42,024)
SUBTOTAL (A)	9,338,985
ECONOMIC VALUE DISTRIBUTED 2024 • R\$ THOUSAND • MRV&CO	
Operating costs + salaries and benefits	(8,094,892)
Payment to capital providers	(488,788)
Payments to the government	(131,202)
Investments in the community	(3,691)
SUBTOTAL (B)	(8,718,573)
TOTAL (A + B)	620,412

GRI 201-1

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED BY COUNTRY

ECONOMIC VALUE GENERATED 2024 • R\$ THOUSAND	MRV BRAZIL	RESIA US
Net operating revenue	8,910,058	98,977
Financial income	364,499	7,475
Income from the sale of assets	3,020	(45,044)
SUBTOTAL (A)	9,277,577	61,408
ECONOMIC VALUE DISTRIBUTED 2024 • R\$ THOUSAND	MRV BRAZIL	RESIA US
Operating costs + salaries and benefits	(7,790,321)	(304,571)
Payment to capital providers	(428,835)	(59,953)
Payments to the government	(148,754)	17,522
Investments in the community	(3,961)	-
SUBTOTAL (B)	(8,371,601)	(346,972)
TOTAL (A + B)	905,976	(285,564)

Consolidated financial indicators and Consolidated net debt:
The complete report can be found in the MRV&CO Financial Results Statement.

SEE MORE
Results Center

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RISKS & OPPORTUNITIES

GRI 201-2

CLIMATE CHANGE

Governments, companies and society are increasingly engaged with climate emergencies. We have seen an increase in awareness of the importance, and even urgency, of rationalizing the use of resources, affecting even everyday practices to reduce impacts on the environment. This cultural evolution is also taking place in Brazil, which has been officially committed to reducing greenhouse gases since 2015.

The MRV&CO Group actively seeks to anticipate measures that will prepare us to comply with future regulations, to make our contribution to the defined goals feasible, with the least possible impact on operations.

- Emissions have been reported and published in an Inventory in the Public Registry of Greenhouse Gas Emissions since 2014. In addition, since 2017, MRV's GHG Inventory has been verified by an accredited third-party program, reinforcing the reliability of data.
- MRV was the first company in the Construction segment to receive the Gold Seal, which attests to the quality of its greenhouse gas inventory.
- Renewable energy is an opportunity to differentiate our products: in line with Vision 2030, our goal is to deliver 100% of new developments (from 2022) equipped with environmentally clean energy consumption solutions.
- Regarding water, rainwater is stored on construction sites – an opportunity to reduce consumption costs. On the other hand, in the event of a decrease in average rainfall, storage represents a competitive advantage in water scarcity scenarios.
- Carrying out climate vulnerability analyses of the national landbank (topic included in the Risks and Opportunities Matrix).



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SOCIAL, ENVIRONMENTAL, AND CLIMATE RISK MATURITY

The MRV&CO Group continues to evolve in terms of the maturity we are aiming for in terms of social, environmental, and climate risk, considering the different levels of maturity of the Group's companies. Among the main challenges:

- Improve the monitoring of Climate Vulnerability Risk through engagement between operational and strategic areas so that the risks present in the Vulnerability Panel (MOVE) are included in the DI and Project monitoring processes.
- Lack of integration between operational and strategic areas to address ESG issues
- Gap identified in the integration between Environmental Risk requirements (plant suppression, effluents, etc.) and Net Zero Commitments

GRI 201-3

RETIREMENT/ PENSION PLAN

The MRV&CO Group does not maintain a retirement or pension plan.

GRI 2-9 | 203-2

SIGNIFICANT INDIRECT ECONOMIC IMPACTS

The programs Escola Nota 10, Elas Transformam, and Vizinho do Bem, the partnership with the Global Compact, institutional support for ICLEI – Local Governments for Sustainability, the initiatives Cuidando de Quem Constrói, the work of the MRV Institute, the Cidade Sete Sóis projects, the Training Course – OCA Energia and the ESG Diagnosis of suppliers with DNV and G-Certifica, among other fronts mentioned in this Report, exemplify indirect and direct economic impacts generated by the MRV&CO Group.

GRI 201-4

FINANCIAL SUPPORT FROM THE GOVERNMENT

The MRV&CO Group and its subsidiaries do not receive any government benefits.

MRV&CO CULTURE AND STRATEGY: HOW WE DO BUSINESS

A culture that is alive, true, powerful and strengthened day by day: this is how we inspire and make it happen.

The MRV&CO Culture is closely connected to the business strategy; it comes to life daily, in movements and decisions that materialize purpose, mission and vision; it drives the competencies that shape behaviors and actions in the Group; it consolidates the strategic pillars of our performance.

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Our Culture comes from the vocation to accomplish and transform, and therefore encourages a sense of **community**, highlights **belonging** and values **exemplary practices** – incorporating sustainability, integrity, ethics at all levels and times and being a reference for each Sangue Verde employee, for the Construction sector and for the market.

We are inspired by people, by their stories, their needs and their dreams; we learn from challenges; we value achievements. And above all, we recognize the value of what we deliver to the world, as a goal and as motivation to evolve and achieve more and more.

PURPOSE

BUILDING DREAMS
THAT CHANGE THE WORLD.

MISSION

MAKE THE DREAM OF HOME OWNERSHIP COME TRUE BY OFFERING
PROPERTIES WITH THE BEST COST-BENEFIT RATIO FOR THE CUSTOMER.

VISION

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



VALUES

WE DO THE RIGHT THING, ALWAYS

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

OUR CUSTOMER IS OUR COMMITMENT

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

OUR TEAM IS OUR STRENGTH

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

WE SHARE OUR ACHIEVEMENTS

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

WE INNOVATE TO TRANSFORM

We are aware of the innovative journey we have built, making us a benchmark in the market. With it comes the commitment to maintain a leading role in the evolution of the Construction sector and in the development of the housing in which we operate. To do this, we seek to transform the business while looking at the world from the perspective of the future.

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CULTURE IN PRACTICE

MRV&CO has a number of employee engagement and involvement initiatives at its headquarters, offices and construction sites throughout Brazil, such as Ser Sangue Verde and Cuidando de Quem Constrói, among others, which are detailed at different points in this report.

Every MRV&CO employee participates in the positive impact we have on society. Our Culture creates an environment that values this, promoting **pride and real bonding**, and sharing our purpose of delivering, more than housing, the realization of dreams and transformation.

Our values underpin the **strategic pillars** that guide our actions and translate into **skills** that are disseminated and encouraged throughout the Group, at all levels, bringing the MRV&CO action, our way of being and doing, to everyday behavior. This way, we can truly inspire, inside and outside our walls, positively influencing the value chain and the communities we touch and building meaningful relationships for all – in a joint journey to **build the best MRV in history**.

In 2024, we synthesized the previous six strategic pillars into three, in a move aimed at greater focus and simplicity to optimize and direct our efforts, and even greater clarity of what guides our journey.

KEY BEHAVIORS FOR TRANSFORMATION

CULTURAL SKILLS OUR ACTION

The customer is our reason
By collaborating, we go further
People with a capital P
We plan for excellence
Appreciation for entrepreneurship

PEOPLE

OPERATIONAL
EXCELLENCE

CUSTOMER

STRATEGIC PILLARS FOCUS AND SIMPLICITY

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CERTIFICATIONS & AWARDS

QUALITY, EXCELLENCE AND
LEADERSHIP RECOGNIZED
BY THE MARKET, BY
ORGANIZATIONS AND
INSTITUTIONS, BY THE
PRESS AND BY THE
MRV&CO CUSTOMER.

Certifications and awards reflect our ongoing commitment to doing the best, promoting movements that drive the construction market and generate value for our stakeholders, and confirm our position as a benchmark in various areas and topics.

SEE MORE
Awards and Certifications

AWARDS

SELO CASA AZUL • CAIXA ECONÔMICA FEDERAL

ESCOLA NOTA 10 AWARDS

ESG

CUSTOMER RELATIONS & EXPERIENCE

INNOVATION

COMMUNICATION, MARKETING, BRAND

LEGAL

HEALTH AND SAFETY AT WORK

OTHERS

CERTIFICATIONS

ISO 9001 – Quality Management Systems (since 21/06/2001) – quality of business management aimed at meeting customer satisfaction.

ISO 14001 – Environmental Management Systems (since 17/10/2014) – favoring the implementation of environmental management at 100% of construction sites.

ISO 45001 – Occupational Health and Safety Management Systems (since 20/10/2014) – focus on improving performance in Occupational Health and Safety.

Teams are trained to implement and audit management systems, ensuring that ISO certifications are maintained.

SiAC/ PBQP-H – Conformity Assessment System for Construction Services and Works Companies (SiAC) and Brazilian Habitat Quality and Productivity Program (PBQP-H) – a specific certification for the construction industry that aims to guarantee overall performance and promote sustainable practices throughout the entire chain of activity.

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GRI 2-28 | 2-29

STRATEGIC PARTNERSHIPS

A leading player in the construction industry, MRV&CO is an active reference on issues crucial to the sustainable development of the sector, participating strategically in associations and initiatives.

By strengthening connections with other organizations and leaders, we exercise our **responsibility to inspire the market and contribute to accelerating the achievement of collective goals**, sharing ESG experiences, engaging leaders and mobilizing companies around priority agendas.

OUTSTANDING INSTITUTIONAL PARTNERSHIPS:

ICLEI
UN Global Compact
Climate Commitment/Ekos Brasil
Hubic
Orbi Conecta
UFBA
SECONCI
SINDUSCON
ABRAINCO

CBIC
FDC Angels
Acate Construtech
FIESP
FIEMG Council
IBRADIM
IBGC
ABRASCA

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GRI 3-3

AT MRV&CO, THE
CUSTOMER IS
AT THE CENTER
OF EVERYTHING,
ALL THE TIME.

To be part of the lives of more than 1.6 million people, it is essential to focus on the customer experience. It is no coincidence that the customer is present when we talk about values, strategic pillars, reputational focuses and cultural competencies at MRV&CO.

At MRV&CO, we continuously improve by understanding the customer's perspective: their expectations, their needs, their dreams. It is from this genuine understanding that comes the ability to deliver ever better and more appropriate housing solutions. **Looking deeply and attentively at people – from before the project to long after the keys have been handed over – strengthens us and the sustainability of the business.**

CUSTOMER EXPERIENCE

Today, more than 500,000 customers inspire , mobilize, and challenge us to continuously evolve. Over 500,000 truly unique journeys, where excellence, efficiency, and delight combine to create an ongoing **experience of value.**

We build shared paths based on indisputable premises: healthy and profitable relationships; security; clear information; availability, attention and respect.

For MRV&CO, a valuable experience means, in addition to quality products, quality relationships, based on real involvement with people. More than delivering a property, we are talking about trust and responsibility in every interaction.

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THE CUSTOMER JOURNEY

Because of the nature of what we deliver, the customer experience with MRV&CO is built to last—one that unfolds over time, through different phases and meaningful milestones. We also accompany the different moments of a person’s life along this long journey – so the sustainability of our business is linked to the quality of this extensive experience.

The MRV&CO Customer Journey is a relationship path with several instances: choice, purchase, contacts, marketplace, new business, post-delivery, relations with the condominium and others. On this basis, comprehensive approaches are developed that are connected to the culture, values and strategy of the business, resulting in a **functional, transparent and attractive purchasing process; in well-planned sales presentations**, from the acquisition to the signing of the contract and on to the entry into the property.

To continuously improve each step of the Journey, we always start with the customer – either by periodically mapping the most significant points of contact and their opportunities for improvement, or by collecting feedback. In addition, MRV&CO makes use of qualitative evaluation methodologies; various financial strategies; clear communication; digitalization of processes; personalized support and efficient service, which incorporates practices that are more in line with customer behavior and expectations.

EVERY CONTRACT IS A STORY.
AND EVERY PURCHASE CARRIES
A PURPOSE.

KNOWING
ACQUIRING
ACCOMPANYING
LIVING TOGETHER

Integrated processes, thorough monitoring and the customer always at the center of decisions, for a truly resolving and rewarding experience.

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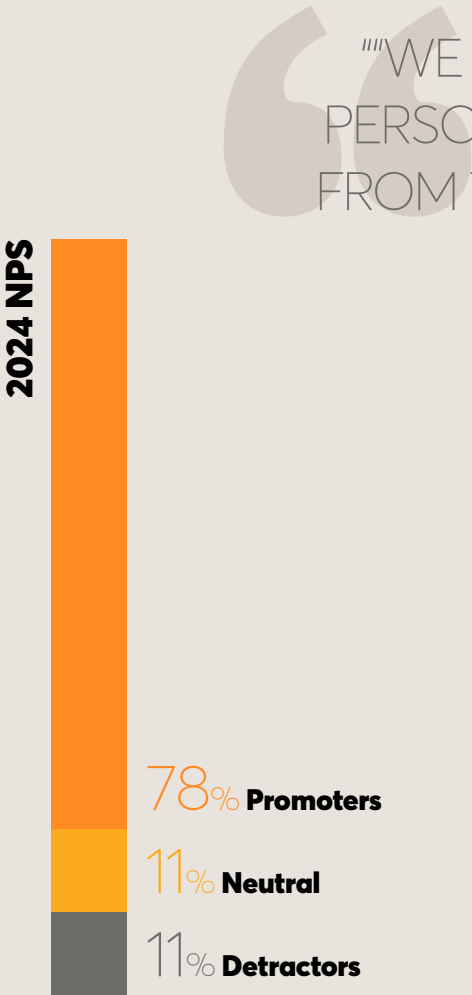
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NPS

The consolidated Net Promoter Score (NPS) is one of the main indicators for evaluating the customer experience throughout their journey with MRV&CO. We monitor this metric from **11 strategic touchpoints** – from the start of the relationship to the occupancy period of the properties. The approach supports the identification of the aspects most valued by customers and opportunities for improvement.

In 2024, we reached the highest NPS index since monitoring began – a milestone that well represents the advances in the strategy of putting the customer at the center of decisions and the effectiveness of the improvement initiatives implemented at all stages of the journey.

Monitoring NPS is essential for customer relationship management. Through it, the insights gained become effective guidelines for process adjustments and new value propositions.

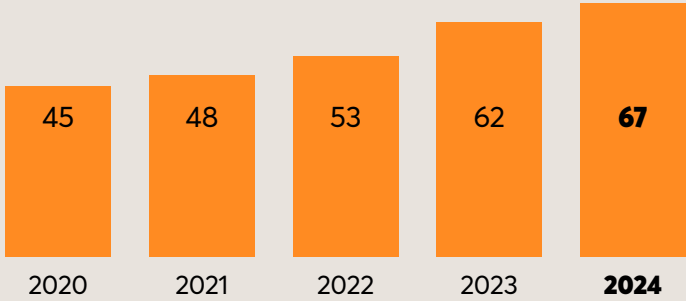


Promoters: customers who recommend MRV&CO;
detractors: those who don't.

“WE FOLLOW DIFFERENT MOMENTS IN EACH PERSON'S LIFE; THE JOURNEY IS LONG, AND IT'S FROM THE CUSTOMER'S PERSPECTIVE THAT WE CONTINUOUSLY IMPROVE.”

– JOICE CRISTINA SILVA,
EXECUTIVE CUSTOMER RELATIONS MANAGER

NPS: HISTORICAL EVOLUTION



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CUSTOMER RELATIONS

MIA already stands out in areas such as customer service, legal, credit and technical assistance, among others, speeding up workflows and offering an agile and personalized service.

MIA, THE VIRTUAL ASSISTANT

MIA is a strategic axis of the digital omnichannel experience for MRV customers – and since 2024, also for Urba and Luggo.

Fast, efficient, accurate and accessible, MIA is a virtual assistant developed in-house by MRV&CO, which integrates language models with deep learning, and can interpret texts, convert data into voice and understand complex contexts from diverse areas of the company. MIA follows the customer's journey in practical and highly resolute interactions, making it possible to direct human service to incidents where it is indispensable - contributing to operational efficiency.

MIA can offer personalized and immediate service in a self-service dynamic, with secure and immediate interactions structured in a complete relationship and

communication network: online service, call center, social media service, ombudsman, reputation platform, as well as specific interactions with the internal public. Applying state-of-the-art Artificial Intelligence resources, MIA is continuously adjusted based on the monitoring of user experiences.

In order to meet the customer's needs in a personalized way, MIA is constantly evolving and being continually adjusted based on the monitoring of user experiences.

In 2024:

84.9% of contacts were triggered through MIA
200,000 customers talked to MIA
4.2 million interactions
1,726,509 attendances
340,000 active messages

Sensia relies on the SOFIA virtual assistant, which provides dynamic and effective interactions in the relationship with customers – enhancing their experience with precise answers and reducing waiting times – and optimizes the performance of internal operations. In 2024, approximately 31% of the brand's sales were generated through service powered by Artificial Intelligence.

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SERVICE CHANNELS

Reinforcing the commitment to a transparent and efficient relationship, the call center and other points of contact continue to operate with high levels of resolution and satisfaction.

In 2024:

96.1% of calls answered in the call center
92.38% of requests resolved before or within the timeframe agreed with the customer

SPECIALIST SYNDICATE
CARE PROGRAM

The program continues to be a reference in supporting condominium management – an issue of fundamental importance after the keys have been handed over – providing practical tools and specific training for the managers of MRV developments.

MRV CUSTOMER COUNCIL

A regulated initiative that creates a periodic space for dialog between MRV&CO’s top management and customers of different profiles from all over the country, focusing on their experiences with the company and its products at different points in their journey. Relevant topics such as improvements in the consumer experience and sustainability practices were on the agenda, providing an opportunity to identify points for improvement and map trends.

Since its creation, the Customer Council has consolidated itself as a collaborative moment that enables a better understanding of the Customer Journey and has inspired both the implementation and evolution of practices and processes.

In 2024:

2 meetings, with 11 participants

SONHAR E MORAR

A portal that brings together everything about the world of living, on a platform designed for MRV&CO customers and available to the public. It currently features over 1,500 articles, podcasts, tutorials and courses to support customers through all the stages of their journey with their property - from acquisition to everyday life, with topics as varied as financial organization, how to uncomplicate the bureaucracy of buying, decorating tips, life in a condominium, trends, product testing, home economics, conscious consumption and much more. The content is always up-to-date and free, bringing inspiration and knowledge that enriches the experience of living.

In 2024:

6.3 million hits
2.5 million unique users
+ 17% in organic audience

MRV LOVERS

It is an organically driven initiative that grows year after year, strengthening the relationship with customers and creating an environment for emotional connection and the exchange of

experiences through social media. With the hashtag #MRVLovers, customers spontaneously share their experiences in MRV properties, promoting engagement, extending the brand’s reach and expanding its interaction with audiences based on inspiring, fun, exciting stories and unique moments.

In 2024:

300 MRV Lovers profiles [organic reach of 530,000 views]

SEE MORE
Sonhar e Morar Portal

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MUNDO DA CASA

A complete marketplace, with products and services to personalize and improve the experience in every home. Available to all MRV&CO customers, Mundo da Casa offers resources for furnishing and equipping, enhancing the property and the living experience: finishes, cabinets, renewable energy, e-commerce with exclusive discounts, services for leisure and convenience in the condominium – as well as decorating tips and inspiration with MRV Decora, Style Test and product curation.

The platform constantly integrates new offers, new resources and new technologies and services, offering more options for adding quality of life and sustainability to condominium living.

In 2024:
+ than R\$ 120 million movement
[Gross Merchandise Value (GMV) • total value of sales transactions]
+ than 100 partner brands available for customers to buy with up to 45% off

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

INFORMATION
FOR THE OWNER

MRV&CO maintains the practice of providing different information materials for owners, enhancing their positive post-delivery experience. Among them:

- **Sustainability Guide:** fortnightly content focusing on sustainability practices. Among the topics, 5Rs (rethink, refuse, reduce, reuse, recycle); conscious consumption; SDGs; environmental education; waste management and sharing practices.
- **Owner's Manual** based on standards NBR 14.037, 5.674 and 15.575, the Civil Code and the Consumer Defense Code.
- **Gas handbook**
- **Customer folder**

In 2024 MRV&CO distributed
720 thousand contents of the Sustainability Ruler
30 thousand Owner's Manuals

In 2024, 688 cases related to advertising/labeling distortion (defect due to misleading advertising) were registered.

GRI 416-1 | 416-2

CONSUMER HEALTH AND SAFETY

The practices adopted by MRV&CO guarantee compliance with legal and regulatory requirements, ensuring the quality of the products and services delivered to customers and the safety of all those involved in the Group's processes.

The impacts of MRV&CO products and services are always in focus. We maintain strict control of processes, materials and procedures in our projects and **evaluate 100% of the impacts on consumer health and safety:**

- International standard ISO 45001
- ISO 9001
- Conformity Assessment System for Civil Construction Services and Works Companies (SiAC) and the Brazilian Habitat Quality and Productivity Program (PBQP-H)
The Conformity Assessment System for Civil Construction Services and Works Companies – SiAC, within the scope of the Brazilian Housing Quality and Productivity Program – PBQP-H, aims to contribute to the evolution of quality, productivity and sustainability in the Civil Construction sector by requiring participating construction companies to be annually assessed by a Conformity Assessment Body (OAC) accredited by INMETRO's General Accreditation Coordination – CGCRE.

Among the benefits expected from the implementation of Management Systems in MRV&CO operations:

- Ability to consistently provide products and services that meet customer requirements and applicable legal and regulatory requirements
- Facilitate opportunities to increase customer satisfaction
- Address risks and opportunities associated with your context and objectives
- Ability to demonstrate compliance with specified quality management system requirements

The assessment is carried out by means of periodic audits provided for in the Internal Regulations (REG.38.003 – Internal HSE Audits). Construction sites are also the focus of internal audits carried out throughout the year, in compliance with MRV&CO's internal regulations, in order to deliver buildings that are sustainable and safe for our customers.

In 2024, external audits confirmed that there were **no cases of non-compliance** related to significant health and safety impacts capable of blocking certificates, both for the S/A company and for the LTDA companies.

WE KNOW THAT
BUILDING WITH
SUSTAINABILITY CAN
MINIMIZE THE RISKS
RELATED TO
URBAN GROWTH.

GRI 203-1 | 203-2

SUSTAINABLE BUILDINGS & SUSTAINABLE CITIES

FOR US, SUSTAINABILITY IS
NOT JUST A RESPONSIBILITY.
IT'S A SMART
BUSINESS STRATEGY.

Sustainability in Construction is a guiding principle for the MRV&CO Group. Our intelligent operating models include everything from positive counterparts to sustainability to deep alignment with the ESG pillars throughout our business cycle – in environmentally responsible decisions, guidelines, processes and methods; **a business vision that ensures an integral link to the Sustainable Development Goals.**

By working on a broad portfolio of housing solutions, in a consolidated strategy for the development of quality housing for people of different socio-economic profiles, we favor the robustness, security and longevity of our operations and extend the possibilities for impact.

Especially when it comes to the first home – delivered to most of our customers – MRV&CO, more than a quality product, delivers transformation to each family and to communities. We build with a sustainable vision for cities, integrating the project with its surroundings, promoting benefits perceived by all those involved, practicing urban solutions that promote quality of life. When we arrive in a region, the positive impact we generate is significant: the transformations radiate from each home to the neighborhoods, the cities, the planet as a whole and influence the market, mobilizing developments and inspiring leaders and teams inside and outside the Group.

"We focus on intelligent solutions for the business - solutions that transform reality from the inside out, influence the entire sector, and generate a positive impact. This is why we are always seeking innovative and viable solutions for projects and processes that guarantee the longevity of the business, while also helping to create a lasting legacy for society."

RAPHAEL ROCHA LAFETA, EXECUTIVE DIRECTOR,
INSTITUTIONAL RELATIONS AND SUSTAINABILITY

"Construction, especially in big cities, faces a central challenge: meeting the high demand for housing in a planned and sustainable way, while avoiding urban disorder. In this context, MRV&CO, as a leader in the sector, has a clear objective: to address an important social problem by providing quality housing."

– EDUARDO FISCHER, CEO MRV&CO



GRI 203-1

INVESTMENTS IN INFRASTRUCTURE AND SUPPORT FOR SERVICES

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With special attention to the specific demands and needs of each locality, our investments in infrastructure and support services are concentrated on urbanization projects, assistance to counterparts to developments and donations.

- Improvements are made in sanitation infrastructure, mobility, and security, as well as road systems, supply, sewage, transportation, and more
- Various urban facilities: plazas, recreational spaces, green areas and gathering spaces, landscaping, among others
- Enhancement of public services and recreational facilities, including those for health, education, safety, and more

We understand that our impact and legacy extend beyond our direct audience, and that creating good neighborhoods and ensuring quality of life are fundamental. By thinking about and creating better cities, we are sure to contribute to the dignity and progress of people and urban spaces.

In 2024:

more than
R\$ 324.5 million

invested in urbanization with a focus on infrastructure, in cities with MRV&CO developments

DONATIONS AND SPONSORSHIP

They are carried out in accordance with current legislation and the rules set out in the Code of Conduct and other MRV&CO regulations on the subject.

The Group can make donations both in kind and in goods and services, including disused goods. The donations will go to organizations and institutions that support health, educational, cultural, scientific, social and sustainable causes.

SEE MORE: **Bylaws, Policies and Internal Regulations**

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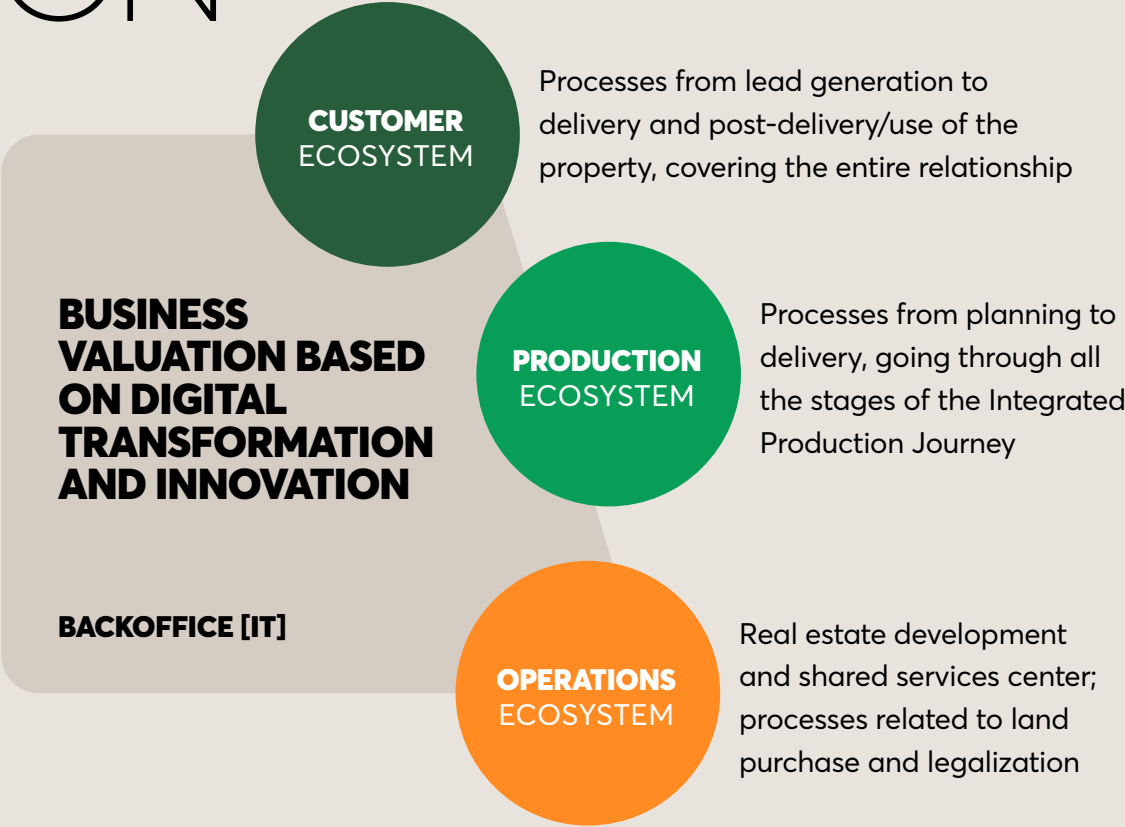
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RESEARCH, DEVELOPMENT AND INNOVATION

Human Development (HD) and Project Management act powerfully in aspects related to Research and Development, such as internal processes and product improvement initiatives.

Like sustainability, **innovation is transversal** in the MRV&CO Group. It is among our values and, more than that, it is allocated to operational niches in all areas, maintaining its strategic axis as Digital Transformation and Innovation in the IT area.



WE EXPERIENCE INNOVATION EVERY DAY,
IN ALL CONTEXTS, AT ALL LEVELS.

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By strengthening **innovation as a culture and as an experience**, we engage more, involve more and evolve more. After all, a shared and permanent vision of innovation is a driving force behind **positive transformation and the generation of value throughout the chain**. Innovating whenever possible in our thinking and actions, we position ourselves as inducers of change, protagonists in the sector and in the market.

Innovation as an action makes MRV&CO a benchmark in business models, deliveries, products, techniques, processes and strategies; in financial balance; in intelligence in developing more efficient and sustainable production models; in ESG practices and repertoire.

Our work involves a multitude of aspects – engineering, customer experience, technology, use of resources, cost efficiency, business models... all of which need to be continually improved in order to cope with market competitiveness, behavioral changes and the demands of an increasingly demanding society, including on ESG issues.

Seeing **innovation as a strategic asset** and encouraging those who make it a reality are indispensable factors in the response to the sector's challenges and the conjuncture – generating knowledge, better products, more productive relationships, legacies of value; leading the transformation in Construction and beyond.

This confirms our pioneering spirit and place as a benchmark in housing solutions that generate lasting value for society and the planet. More than simply complying with rules and laws, we drive the sector forward; we don't just observe - we actively shape the advancements that make a difference in construction methods, in creating more resilient and functional urban spaces, and in meeting the demands of both today and tomorrow. We are changing the future of social housing in Brazil with responsibility and excellence.

- diversification of inputs
- supply chain stress
- attracting, retaining and qualifying the workforce
- transposing the artisanal construction model into more efficient approaches
- rationalizing the use of economic, natural and human resources
- increase in scale
- improving product quality

In 2024:
over
R\$ 130
million
invested in innovation in both internal projects and externally acquired ones

CHANGING THE PERSPECTIVE OF HOW A PRODUCT IS CREATED AT MRV&CO

MRV&CO is continually working to optimize the typologies of our products, evaluating spaces and elements used, optimizing finishes and reviewing structural practices. With consistent investment and human resources, we are developing and improving a construction system that generates more efficiency at various levels.

The idea is to achieve high levels of standardization of construction elements, consolidated in a modular catalog of parts and kits that allows combinations to be adapted to the specifics of each plot, region and development. The approach makes it possible to build with quality and, at the same time, with representative gains in terms of time, cost and safety by balancing standardization and flexibility. This approach is structured for the next eight years, and already has a number of direct and indirect results:

- Process savings
- Cost reduction without loss of value for the customer
- Better use of land, with higher occupancy rates in accordance with current municipal legislation
- Consolidation of the Customer Dimension – the customer’s needs as the guiding principle for what the projects offer, which ties in with our vision of providing housing solutions that effectively meet these needs.
- Commercial opportunities arising from an intelligent portfolio and greater adherence of products to consumer expectations and regional requirements
- Enhancing MRV&CO’s competitive edge



MAKING INNOVATION TANGIBLE

At MRV&CO, projects and ideas find space to become effective business practices.

In 2024, the focus is on the topics of **production and execution of projects** and **product engineering**, which foresees objective gains from the greater economic viability of solutions. With the **optimization of the product portfolio and plants and the rationalization in the use of materials**, we have increased the degree of efficiency of the constructions.

Other fronts and approaches:

- **Digitalization** of processes
- **New technologies**
- **Performance of materials**, with permanent research groups in concrete and steel
- **Diversification of materials**, considering cost reduction and negative impacts (concept applied to the entire supply chain, with constant evaluation of issues such as durability, structural and technical performance and environmental impact)
- **Concrete mix efficiency**: use of constituent materials with a lower CO₂ footprint, reducing costs and impacts; with regard to waste and emissions, we currently monitor and develop feasibility studies for the use of mining tailings in mortars and participate in forums that seek to make the application and use of these tailings in concrete feasible, with consumption reduction of water and cements that have a high GHG footprint.
- **Innovative construction methods and approaches**, such as off-site and modular construction
- **Diversification of business models** in the Group, broadening revenue sources
- **Specific challenges**, which provide opportunities for collaboration through open innovation

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2024: THE YEAR OF DIGITAL PLATFORM CONSOLIDATION

MRV&CO's major digital transformation motto in recent years has been the development and consolidation of a platform that could cover everything from the sales process at all stages to after-sales follow-up. In the last year, we have seen a real consolidation of this digital platform, with the integration of processes and an increase in the performance of the related areas.

Among the many advances:

- Overall cost reduction
- More assertive commercial processes
- Improved conversion process
- Better customer experience
- More rational use of material and logistical resources (such as paper, transportation and storage)
- Intelligent lead generation, including development of the pre-existing base
- Optimized costs for the evolution of the sales process
- Earnings from customer referrals
- Fully digital after-sales, including renegotiation and follow-up processes

over 70%
of sales come from the digital
prospecting process on the website

about
90%
of sales are made via digital
platform processes

100%
of the relationship with the customer
throughout their journey takes place
within the digital platform

INNOVATION IN PRACTICE

Pragmatism, responsibility,
feedback, coherence and legacy:
this is how we practice innovation.

We are living through a trajectory of digital transformation and evolutions in production and the prospect is that it will become increasingly dynamic. In 2024, we made significant strides, especially in customer experience and the industrialization of production.

We experienced the consolidation of practices that increased both operational efficiency and the quality of deliveries – a binomial made possible by a **more critical look at construction sites**, resulting in significant reductions in waste and significant gains in productivity. In addition, we have adopted a **pragmatic view of the challenges related to the use of technology** – security; the choice of the most appropriate tool and the most effective application of the available resources, given the needs of the MRV&CO Group.

INTEGRATED PRODUCTION JOURNEY

The most recent advances are mainly represented by the achievements of the Integrated Production Journey (JIP), consolidated during the year 2024. JIP digitizes the production journey, precisely identifying each of its stages and seeking the best link between them, establishing more synchrony in the different phases of the business, from the selection and regularization of land to final delivery.

The Integrated Production Journey is a milestone in the **integration between the Business Planning, Production and Sales areas**. With a focus on critical resources, such as the adoption of industrial practices for less waste and more productivity and the best use of teams on different sites, the model focuses on the opportunities generated by synchronization between different areas and sites to increase performance and optimize resources.

The digitalization of the production journey remains the major focus in terms of innovation and technology for 2025.

RECRUITMENT

Initiatives conceptually related to the JIP, such as Recruta Simples, which speeds up the availability of vacancies on the construction site to the market by making it easier to locate candidates, are already bringing agility to the processes of hiring operational teams.

VIRTUAL MODELS: BIM

Building Information Modeling (BIM) resources – in practice, the digitalization of engineering projects with virtual models that contribute to the management of projects and works, increasing their performance – have been a reality at MRV&CO for some years now. As well as facilitating the detection of any design flaws, BIM supports the production process and the exploration of technical possibilities, based on terrain and feasibility analysis, three-dimensional perspectives that support the design of shapes and various simulations. Recent developments in standardization of construction elements at MRV&CO are almost entirely based on BIM resources.

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AFTER-SALE

2024's highlight was the improvement of tools dedicated to digital technical assistance, with a focus on improving post-delivery. The resources have significantly reduced the number of technical calls and increased customer confidence in the product delivered, with a direct impact on satisfaction rates.

AND MORE:

- **Updating the ERP system**, with migration to SAP® HANA, which offers greater processing capacity and data integration, making processes more efficient.
- **Evolution of the MRV Land Journey** with the revision and modernization of tools for the purchasing and land regularization processes, contributing to the synchronization of the entire business cycle.
- **Evaluation of new tools to support the Real Estate Development area**, to make the process of buying and legalizing land faster and more efficient.

ARTIFICIAL
INTELLIGENCE

Among the aspects that make MRV&CO a leader in innovation in the Construction sector is the integration of cutting-edge technologies into operations – such as the advanced use of Artificial Intelligence (AI), which has transformed processes, optimized decisions and increased efficiency. A great example is the improvements in usability and stability of the MIA assistant with the adoption of generative AI.

We understand the application of AI from different perspectives, and it is present on different fronts at MRV&CO:

PREDICTIVE AND PRESCRIPTIVE ANALYSIS

Data analytics applications support decision-making using statistical models and machine learning – for example, in assessing customers' financial capacity through predictive ratings, among other strategic support resources.

IN IMAGE PROCESSING

Automating the recognition of data and images in documents, for example, speeds up processes.

IN NATURAL LANGUAGE PROCESSING

Interpreting text; converting speech into text/text into speech; interpreting user intentions.

AS A CO-PILOT IN OPERATIONAL AREAS:

MIAG is a generative AI application in full development; intelligent support for departments such as engineering, technical assistance and compliance, optimizing processes and improving productivity by rapidly building knowledge bases.

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INNOVATION THAT CREATES VALUE AND ESG IMPACT

The distributed innovation model facilitates the integration of the ESG agenda into different MRV&CO areas and departments, stimulating important cultural aspects such as creativity and efficiency.

This dynamic links sustainability with concrete, tangible results that are connected to people's realities, keeping them at the heart of innovation.> It demonstrates the alignment of the actions taken with the priority SDGs and MRV's Vision 2030.

INOVA 2030

The intrapreneurship program continues to engage MRV&CO employees in the search for disruptive solutions that optimize resources, reduce environmental impacts and increase the positive impact of our projects.

Stimulating innovative thinking and entrepreneurial action, Inova promotes the integration of different areas and strengthens the culture of innovation as a transformative element.

HABITABILITY

The content platform materializes MRV&CO's vision for the future of living, promoting dialogue and reflection and engaging experts, communities and stakeholders in the debate on sustainable and intelligent housing.

Habitability explores sustainable paths for cities based on topics such as housing, education, health, diversity, technology, production, mobility, the environment, quality of life, ESG and more.

In 2024, Habitability was **among the three most accessed sites** in the category in Brazil
80%+ growth in organic audience
more than 36 million people impacted by Habitability content

SEE MORE
Habitability Portal

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CIDADE SETE SÓIS

- Live Green
- Safety
- Urban Development
- Mobility and Accessibility
- Amenities
- Good Neighborhood
- Technology

SEE MORE
Cidade Sete Sóis

CIDADE SETE SÓIS:
MRV'S "SMARTCIDADE"

MRV's innovative product approach expanded in 2024. A concrete example of our commitment to **sustainable and intelligent urbanism**, the Cidade Sete Sóis developments offer an experience of living with a higher quality of life and highlight people's relationship with space and their surroundings, in well-structured, planned, connected, organized and nature-integrated communities – all in **a product that is accessible to thousands of Brazilians**, including through housing subsidy programs such as Minha Casa, Minha Vida.

Cidade Sete Sóis is inspired by the best practices of smart cities to define the seven pillars on which it is built. These pillars embody various aspects of sustainability and align with the SDGs and MRV's Vision 2030 goals.

More than 31,000 housing units in Cidade Sete Sóis are in planning, development, or construction, with launches scheduled over the next 10 years.

Energy efficiency, community living, cost-saving technologies, intelligent security, eco-efficient solutions – all this is part of life for the tens of thousands of people who live and will live in Ciudad Sete Solis. Waste management takes place right from the construction methods, reducing waste and encouraging recycling; reuse and optimization systems make it possible to conserve water resources, while functional landscaping integrates aesthetics and environmental preservation.

Initially in São Paulo/SP and Salvador/BA, in 2024 the Cidade Sete Sóis developments arrived in Rio de Janeiro/RJ, Betim/MG and Campinas/SP. New launches are planned for 2025, reinforcing MRV&CO's commitment to promoting innovative and sustainable urban solutions.

"Cidade Sete Sóis represents the evolution of MRV&CO's understanding of how to build places for many people to live, reflecting our maturity over the years. More than observing external trends, we have learned to look inwards and improve practices, always seeking to create solutions that really meet the demands of people and cities."

– ALÉXIA DUFFLES, MARKETING AND COMMUNICATIONS DIRECTOR

In Salvador, the project went beyond construction, establishing a partnership with veterinarians and biologists to recover wild animals that may have been injured during the works.

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INNOVATION PARTNERSHIPS

The efforts of the internal team and collaboration with institutions, organizations and initiatives help us to continue transforming the present to achieve a better future, in which evolution is at the service of society and the planet and promotes efficiency and positive impact throughout the value chain.

Strategic partnerships, such as those established with federal and state universities and specific hubs, strengthen our ability to apply science and technology to the sector and allow us to advance in studies on **more sustainable materials and techniques** – such as eco-efficient concrete and modular construction – to reduce costs, increase energy efficiency and reduce the environmental footprint of developments.

In addition, MRV&CO is connected to a dynamic innovation ecosystem, working together with more than 70 startups on **projects that optimize processes and improve the customer experience**. A great example is the partnership with **UCondo**, a startup that modernizes condominium management by integrating residents, managers and administrators, showing the practical impact of innovation on day-to-day life.

In 2024, the MRV&CO Group placed even more emphasis on partnerships that leverage efficiency, boost entrepreneurship and reduce environmental impacts. Among them:

- **Hubic**: concrete innovation hub focused on reducing the CO₂ footprint in the cement chain, made up of construction companies and maintained by USP and the Brazilian Portland Cement Association (ABCP).
- **Órbi Conecta**: a pioneering hub for innovation and digital entrepreneurship in Brazil, founded by MRV together with large companies from Minas Gerais and the San Pedro Valley startup community, connects startups, companies, academia and initiatives to drive digital transformation.
- **Acate – Vertical Construtech**: an initiative of the Santa Catarina Technology Association, with more than 60 companies working in the development and marketing of technological solutions for the construction and real estate industries.
- **FDC Angels** – Civil Construction vertical (main sponsors): Fundação Dom Cabral's initiative for investing in startups with a focus on impact and ESG
- **Projects with nature-based solutions (SBN) in partnership with ICLEI** – Local Governments for Sustainability for MRV&CO's smart city projects
- Open innovation model partnerships with suppliers and startups dedicated to construction processes and materials

WE WERE BORN AS A
FAMILY BUSINESS AND
TODAY WE ARE A MODEL
GROUP IN TERMS OF
PROFESSIONAL AND
ETHICAL GOVERNANCE.

MRV&CO

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

OUR STRUCTURE IN 2024

Aligned with the highest standards of market practice and always evolving in terms of diversity, MRV&CO's top management has a well-defined organizational structure guided by clear and rigorous decision-making processes – a true axis for strengthening corporate governance.

Senior management is really committed to integrating sustainability into all areas and levels, to the longevity of the companies and to the dissemination of the organizational culture in the Group.

MRV

**ADVISORY
COMMITTEES**
[7 committees]

Click on the boxes for more information

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

BOARD OF
DIRECTORS

The highest governance body is elected by the General Shareholders' Meeting for a two-year term, with the possibility of re-election. The election is carried out by slates, and only those nominated by the Board or by shareholders may run, according to the Bylaws. Taking office requires signing the Term of Investiture in the Board Minutes Book and the Consent Statement of the Directors, in accordance with B3's Novo Mercado Regulations.

As a collegiate body, the Board of Directors deliberates on strategic aspects for business and management – strategic and commercial policies, risk management, expansion of new businesses and evolution of the ESG agenda, among others.

SELECTION OF BOARD MEMBERS

- Formal appointment policy, with assessment from different perspectives to target diverse profiles and ensure integrity.
- Criteria such as technical qualifications; previous professional experience; a good reputation; alignment with MRV's purpose, values and culture; knowledge of aspects relevant to the company, such as the economy, the environment, social responsibility and diversity.
- Verification of the existence of possible conflicts of interest with MRV and of previous convictions that prohibit access to public office or that are incompatible with the company's conduct, such as bankruptcy, prevarication, bribery, concussion, embezzlement and crimes against the popular economy, public faith or property.
- Directors who hold positions in competing companies or who have been declared ineligible by an act of the Securities and Exchange Commission are not admitted.
- In line with good governance practices and since the Board of Directors is a separate body from the Executive Board, both it and its chairman do not perform executive duties in the company. Furthermore, no Executive Director sits on the Board of Directors.

In 2024:

50%

**of the board is made up
of independent members,**
exceeding the mandatory
20% according to Novo
Mercado rules

**POWERS & RESPONSIBILITIES
OF THE BOARD OF DIRECTORS**

- Election of key executives and directors
- Deliberation and approval of changes to the Business Plan
- Evaluation of corporate policies, ensuring the adoption of practices in line with purpose and values
- Quarterly performance evaluation and submission of the Annual Management Report to the General Shareholders' Meeting
- Periodic evaluation and monitoring of management, with a view to long-term economic and financial sustainability
- Monitoring strategic risks
- Deliberation on the organization's impact on the economy, the environment and people, with the support of the technical knowledge of the Advisory Committees

SEE MORE
Internal Regulations
of the Board of Directors

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

ADVISORY
COMMITTEES

The internal Committees are set up by the Board of Directors to support senior management in decision-making, with specific technical knowledge in areas such as finance, accounting and legislation applied to the Capital Markets, among others.

Click on the boxes for more information

SELECTION OF COMMITTEE MEMBERS

- Elected by the Board of Directors for a period of two years, with the possibility of re-election
- Internal nomination and appointment process or via independent professionals for advice and opinion on candidates
- Involves Integrity Due Diligence
- Compliance carries out a background check on the indications and issues its integrity opinion to support decisions

SEE MORE
MRV Board of Directors,
Management & Committees

SUPERVISORY BOARD

A corporate body independent of the Board of Directors and the external auditors, operating on a permanent or non-permanent basis, as provided for in MRV's Bylaws. In accordance with the Brazilian Corporate Law, members receive remuneration of at least 10% of the average amount paid annually to the company's directors.

It was set up at the request of the shareholders concerned, at the Annual General Meeting in April 2024, to run until the AGM in 2025, with three full members and three alternates.

POWERS & RESPONSIBILITIES OF THE SUPERVISORY BOARD

- Supervising the activities of management, ensuring the protection of the company's interests
- Evaluate the financial statements at least quarterly and report conclusions to the shareholders
- Opinion on the Annual Management Report
- Monitoring the work of the Internal Audit

SEE MORE
Supervisory Board
Internal Regulations

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EXECUTIVE BOARD

Body responsible for day-to-day executive administration. Directors may or may not be shareholders and are elected by the Board of Directors for a two-year term. They can be re-elected at the end of their term or removed from office at any time. The Statute does not provide for compulsory retirement on grounds of age.

RESPONSIBILITIES OF THE EXECUTIVE BOARD

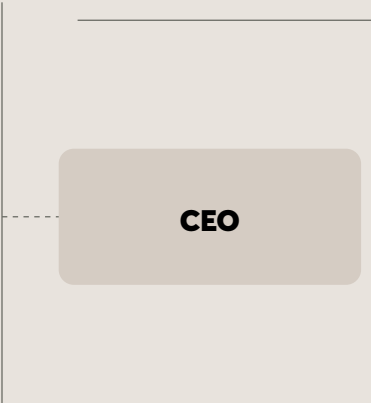
- Ensuring the implementation of the strategic guidelines defined by senior management for the short, medium and long term, in alignment with the Board of Directors and the Chief Executive Officers
- Specific individual responsibilities, established by MRV's Bylaws and by the Board of Directors

ANNUAL PERFORMANCE SELF-ASSESSMENT

The Board and the Audit Committee evaluate its performance annually in objective and subjective aspects, with information submitted to a parameterized analysis methodology. The results are periodically applied as a basis for improvement. Among the aspects evaluated are vision and objectives, promotion of values at MRV, shaping strategic development, risk appetite, external and stakeholder relations, integration with advisory committees.

URBA

Click on the boxes for more information



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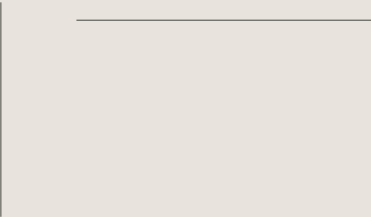
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At Urba, the Board of Directors is independent of MRV's and is supported by three Advisory Committees. The Executive Board is made up of a Chief Executive Officer and an Investor Relations Officer.

SEE MORE
Urba
Corporate Governance

RESIA

Click on the boxes for more information



At Resia, the Board of Directors is aligned with the MRV Board, sharing some of its members with it, and has four Advisory Committees. The Executive Board is located in Florida, United States, and is made up of a Chief Executive Officer (CEO) and 5 specific boards, appointed according to the US reality.

LUGGO SENSIA

Luggo and Sensia do not have their own Executive Board or exclusive organizational structure, sharing part of their organizational structure with MRV.

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

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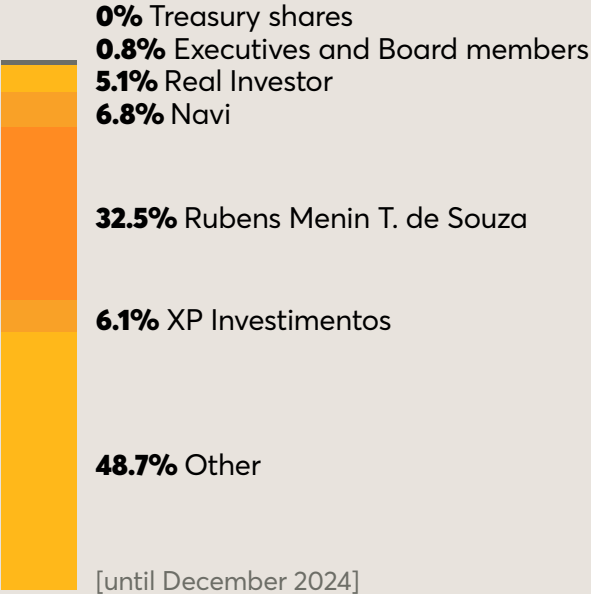
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SHAREHOLDING COMPOSITION

SEE MORE
Investor Relations

Our shareholder composition reflects **the strategic balance between different stakeholder groups, including the founder and controller, investment funds, executives, board members and minority shareholders**. This model reinforces the principles of corporate governance and management that ensure a balanced and inclusive vision among the parties.

Since 2007, the shares have been traded on B3 S.A. – Brasil, Bolsa, Balcão (“B3”), in the Novo Mercado segment – the highest standard of corporate governance in the country. They are listed on 15 national indices, most notably the B3 ISE – Corporate Sustainability Index, which is an indicator of the average performance of asset prices of companies committed to the continuous adoption of ESG practices (with more comprehensive requirements than those of Brazilian legislation and specific requirements).



MRVE3 SHARES IN 2024:

- Quote: R\$ 5.31 (at the end of the year)
- Market Cap: R\$ 2.989 billion
- Financial volume traded: R\$ 110.9 million (average/day)
- On December 31, 2024: 562,826,671 shares, of which 1,348 are treasury shares

TRANSPARENT MANAGEMENT

MRV&CO Governance maintains a solid commitment to transparency. Investors and the general public have easy access to bylaws, policies and forms, and all management statements and reports are audited by an independent third party.

SEE MORE
Corporate Governance -
Bylaws and Policies

Our integrity mechanisms are constantly being improved and strengthened. See more in the next chapter!

MRV AND THE MOVIMENTO TRANSPARÊNCIA 100%

The **Movimento Transparência 100%** is the first initiative to promote corporate transparency in Brazil, mobilizing companies to fight corruption in order to achieve the SDGs of the UN's 2030 Agenda. Organizations are engaged in 5 ambitious goals and are empowered to go beyond legal obligations, which strengthens their transparency and integrity mechanisms.

A pioneer in joining, MRV was an ambassador for the Movement from 2022 to 2024. In addition to fighting corruption and other unfair practices at home, MRV believes that its participation in Transparência 100% is also a way to **inspire leaders and companies**, to reinforce its commitment to the **promotion of integrity** and to honor its partnership with the United Nations (UN) Global Compact Brazil Network, to which MRV has been a signatory since 2016.

MRV's engagement with the Movimento Transparência 100% is an important lever for the development of concrete actions to achieve the 5 ambitious goals by 2030:





OUR SECTOR
ENCOUNTERS
INTEGRITY RISKS
EVERY DAY.

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SYSTEMIC INTEGRITY, SUSTAINABLE GROWTH

The challenges in the sector in which the MRV&CO Group operates are many and daily.

Precisely for this reason, **integrity and risk management are living experiences in our daily lives**, with consolidated governance instruments and, above all, with the **shared commitment** of all professionals. These include the Integrity Program, the Code of Conduct, the MRV&CO Bylaws, and the various Policies and Regulations of the different brands.

RESPECTFUL RELATIONSHIPS,
RESPONSIBLE CONDUCT,
TRANSPARENCY ALWAYS:
THE CULTURE OF
INTEGRITY AT MRV&CO.

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When we evolve in ethical practices, we evolve as an organization and as citizens.

In addition to responsibility, the concepts that underpin the Group’s vision of integrity are shared. Who we are, how we act, how we relate, the principles that guide us... everything takes shape in widely disseminated knowledge bases; in accessible training and education; in available channels; in daily interactions; in prominent participation in events on the subject; in the example of leaders.

We maintain a true **Culture of Integrity**, which defines behavior, inspires movements and guides strategies. The result of the strong and synergistic work of the Legal, Institutional Relations, Sustainability (Labor Compliance) and Governance, Risks and Compliance areas, it materializes in various ways and at all times – in policies, programs and procedures designed for our different internal and external audiences – ensuring the reliability and sustainability of our operations.

SEE MORE
Ethics and Integrity
Instruments

SELO
PRÓ-ÉTICA

Every two years, the Office of the Comptroller General (CGU) and the Ethos Institute confer the highest recognition for integrity and ethics in the Brazilian corporate environment – evaluating integrity programs, identifying and encouraging the adoption of good practices and highlighting companies that actively contribute to a more honest and transparent corporate environment by committing to actions to prevent, detect and remedy fraud and corruption.

MRV was the first company in the Construction sector to win the seal in the 2020-2021 biennium and renewed it in the 2022-2023 period, raising its evaluation score – which reflects the continuous evolution in the fight against fraud and corruption, taking responsibility and inspiring people and organizations.



With the dynamism of our culture of integrity and our voluntary commitments to entities based on transparency, fairness and corporate responsibility, we continue to work to achieve this recognition once again – after all, that’s what integrity is all about: constant construction. And construction is our business.

SEE MORE:
Integrity Program

INTEGRITY
IN PRACTICE,
EVERY DAY

Enabling and reinforcing anti-corruption and transparency mechanisms at **all levels of all our companies**, the Integrity Program strengthens the Culture of Integrity and the MRV&CO institutional image, mobilizing corporate instruments and resources to **identify, prevent and repair ethical deviations, fraud and irregularities**.

By **enhancing positive actions and perceptions** about the MRV&CO Group, its companies, brands and employees, the Integrity Program increases the level of trust in interactions and plays an important role in raising our reputational and market value.

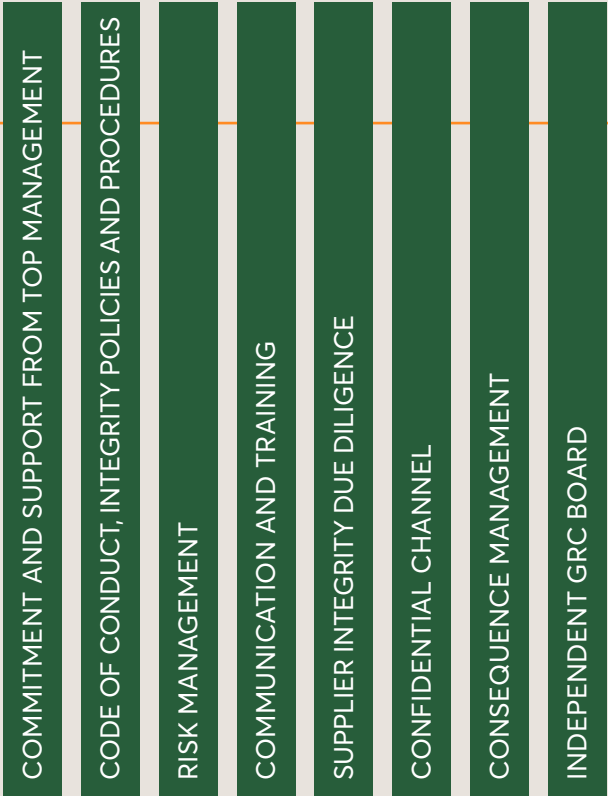
Under the coordination of the Compliance area, the Program is strongly endorsed by senior management. The actions are audited annually by an external party and reported quarterly to the Governance, Risks and Compliance Committee, which also takes matters of importance to the Board of Directors.

In 2024, the Urba Integrity Program, previously independent, was absorbed by the GRC and Privacy area – MRV&CO's Compliance team.

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

INTEGRITY
PROGRAM

PILLARS OF
THE MRV&CO
INTEGRITY
PROGRAM



GRI 2-24

CODE OF CONDUCT

A true **guide for business and interactions**, the MRV&CO Code of Conduct was developed based on our values and aims to preserve the credibility and reliability of the Group and our people.

Its ethical guidelines and behavioral guidelines are aimed at everyone who is in any way part of the Group or has dealings with it – employees and partners, customers, public officials, suppliers, third parties, among others.

Our entire team must know, comply with and enforce the Code of Conduct, and apply it as the benchmark for actions and decisions, both within and outside the company. In addition to signing the appropriate adhesion form, employees take part in mandatory periodic training on the rules established by the Code – failure to comply with which is punishable under the **Consequences Policy**.

SEE MORE:
MRV&CO
Code of Conduct

GRI 2-23 | 2-24

INTERNAL POLICIES

MRV&CO's internal policies are a benchmark for our approach to Compliance, demonstrating our commitment to transparency and excellence in Governance.

Our commitments to responsible business conduct have brought us important recognition. And underpinning them is **a robust foundation of 19 corporate policies** that define and guide the good conduct of the Group's companies on different fronts – from people management to the disclosure of relevant information, including issues such as anti-corruption, stakeholder relations and risk management.

In practice, the policies are at the heart of all MRV&CO's operations: they guide business relations; they structure the Code of Conduct, and the training based on it; they direct the work of the Internal Audit and are the subject of constant monitoring and discussion by the Advisory Committees.

All of our 19 corporate policies are based on the best standards in business ethics practices; they were drawn up following the UN Guiding Principles on Business and Human Rights and approved by the Board of Directors.

Urba maintains three corporate policies of its own: Disclosure of Material Information, Securities Trading and Transactions with Related Parties, available in full on Urba's Investor Relations website.

SEE MORE:
Bylaws, Policies
and Regulations

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In the employee journey at MRV&CO, topics such as anti-corruption, diversity, harassment, information security, privacy, fraud, conflicts of interest and relations with external audiences are present and discussed naturally and constantly.



GRI 2-16

COMUNICAÇÃO DE PREOCUPAÇÕES CRUCIAIS

General risk monitoring is monitored and evaluated by the Risks area and reported to senior management and the GRC and Privacy Committee. Crucial concerns are communicated through the Internal Risk Exposure Diagnosis Report (every six months) and through continuous dialog between directors, managers, Advisory Committees and the Board of Directors.

In 2024,

29

risks related to environmental, social and governance issues were identified (environmental, cyber, conjuncture, credit, image, legal/ regulatory/ compliance, liquidity, market and operation)



GRI 2-23 | 2-24 | 2-25 | 205-2

COMPLIANCE IN ACTION

Compliance, governance, respect, diversity, a safe and welcoming working environment, available channels... Compliance issues are part of the contexts of recognition and social health and are important elements of the organization's sense of purpose – they are therefore central to an **agenda of valuing the sector**.

The Compliance area has the support of committees and agents in its work, so that the Culture of Integrity is part of everyday life, with everyone participating in internal and external initiatives – in other words, so that employees, partners and suppliers really do “do the right thing, always”.

In addition to preventing, through due diligence, real and potential sustainability risks in the qualification, contracting and monitoring of suppliers and in the Group's activities, Compliance is also responsible for managing the Integrity Program, preventing, identifying and remedying violations of the Code of Conduct and other policies. And it is of fundamental importance that everyone at MRV&CO knows and aligns themselves with the practices that represent our principles and values in this and other Integrity guidelines.

GRI 205-2 | 412-2

EXPANDING INTEGRITY

"IT'S PART OF THE CHALLENGE TO GET THE SAME MESSAGE ACROSS TO DIFFERENT GROUPS OF EMPLOYEES. THERE ARE THOSE WHO ACCESS COMPLIANCE CONTENT THROUGH ONLINE TRAINING, THROUGH COMMUNICATION; THERE IS THE PUBLIC ON THE CONSTRUCTION SITE, WHICH IS OFFLINE AND HAS ITS OWN LANGUAGE. IT'S VERY IMPORTANT TO FOLLOW THE RULES, BUT EVEN MORE SO, WE WANT ALL MRV&CO STAKEHOLDERS TO UNDERSTAND AND ENGAGE WITH OUR CULTURE OF INTEGRITY."

– ALEX MEDEIROS, DIRECTOR, GRC AND PRIVACY

We rely on **structured communication** to ensure the dissemination of knowledge and the mobilization of people on integrity issues, in various formats: training, workshops, dynamics, theaters, campaigns, Health, Safety and Environment Dialogues (HSED), conversation circles, distribution of information material, internal networking, among others.

We are also betting on **the potential of the employees themselves as multipliers** of good practices, inspiring, informing and engaging the whole team – including frequent action by the top leadership as spokespeople for the principles and instruments of integrity, ethics and transparency.

Some good examples of fronts dedicated to communicating integrity:

GUARDIANS OF INTEGRITY

Volunteer employees who act as a benchmark for ethics and integrity in their respective areas, conducting specific engagement actions for their teams.

Committed to MRV&CO's values, they extend the culture of always doing the right thing in the Group's various realities. They also help to identify non-conformities and are a support channel for all employees.

In 2024, the Integrity Guardians team gained **121 new members**, reaching new locations, and promoted the culture of integrity in two missions: the first on combating fraud and corruption and the second on preventing conflicts of interest, addressing topics such as gifts and the mandatory declaration of ties. During the year, **2,651 employees took part in training courses** run by the Guardians.

GRI 412-2

INTEGRITY ON THE AGENDA

Face-to-face awareness-raising moments, in which Occupational Safety Technicians and Store Managers are trained by the Compliance area and bring knowledge and reflection on essential topics of integrity, human rights and ethics to frontline teams on construction sites and in stores.

In 2024:

14,358

own and third-party employees without internet access at construction sites and stores participated in Integrity on the Agenda meetings [In 2023, there were 32,698]

INTEGRITY ON THE AGENDA 2024

TOPIC	OCCUPATIONAL SAFETY TECHNICIANS ON SITE	OWN AND THIRD- PARTY EMPLOYEES ON CONSTRUCTION SITES	STORE MANAGERS	BROKERS IN STORES
Sustainability	98	4,669	88	981
Preventing corruption and fraud	47	2,168	45	538
Promoting decent work	111	5,104	n/a	n/a
Preventing harassment and inappropriate behavior	12	494	22	253

MANDATORY TRAINING FOR EMPLOYEES

Employees with digital access undergo mandatory training, with verified learning in e-learning format, on the Code of Conduct and Culture of Integrity, on a platform with accessibility for people with disabilities. An electronic signature is required on an Agreement to Adhere to the Code of Conduct and Anti-Corruption Policy.

In 2024,
among employees
with internet access,

98.56%

realizaram o treinamento de **Cultura de Integridade** [In 2023, it was 98%]

93.37%

realizaram o treinamento de **Código de Conduta** [In 2023, 92% did]

TRAINED EMPLOYEES:
CODE OF CONDUCT

POSITION	#	%
Apprentice/ Trainee	580	29%
Council	0	0%
Coordinator	12	1%
Director	0	0%
Operational Manager	53	2,65%
Team Leader	19	0,95%
Operational	3	0,15%
Presidency	0	0%
Supervisor	69	3%
Professionals	1,267	63,25%
Total	2,003	100%

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MORE HIGHLIGHTS
FROM 2024:

- **Online and face-to-face training for the application of Policies,** which has favored the more correct and frequent use of communication channels and whistleblowing instruments.
- **Ethics Perception Survey:** confidential survey to measure employee assimilation of ethics in their area, in leadership and in the Group
Participation: 90.55% of eligible administrative staff
- **Integrity in Practice Workshops:** face-to-face actions, for different areas, on the Integrity Program and Code of Conduct guidelines. In 2024, 2,615 employees took part
- **The annual declaration of personal and professional ties campaign,** which is compulsory for all employees, whether or not they have any ties to declare
- **Disclosure of the guideline on gifts and presents** for employees and suppliers, based on the definitions in the Code of Conduct.
- Thematic Lives on topics of interest.
- **Compliance in Action Game,** for employees in the Commercial, Production and Real Estate Development business areas to learn about content relating to the Code of Conduct guidelines
716 employees took part in the game, with 16 winners receiving prizes

SEE MORE:
MRV&CO GRC&P
2024 Annual Report

ENGAGED
SUPPLIERS

In order to establish business relationships based on integrity, the fight against corruption and the exercise of free competition, we adopt a series of practices at different levels and at different times in our relationship with suppliers:

- Requirement to accept the Code of Conduct Agreement and download the guidelines material
- Awareness clauses and adherence to the Code of Conduct and Anti-Corruption Policy in contracts
- Access to the Code of Conduct and the Confidential Channel on the Supplier Portal, a platform for financial queries and doubts
- Recurrent communication on ethics and integrity: periodic emails with topics on integrity and good practices in Compliance for MRV&CO's suppliers and partners
- Training actions to combat corruption and promote integrity in business relations, such as training for employees at headquarters, the Integrity in Business moment and training on the guidelines of the Code of Conduct

100% of suppliers and third parties are informed that, by registering, they undertake to follow the guidelines of the MRV&CO Code of Conduct and the Golden Rules when interacting with public authorities

GRI 2-23 | 2-24 | 205-1 | 205-2 | 205-3

FIGHTING CORRUPTION

INTEGRATION AS A STRATEGY
TO ENSURE THAT WE ALWAYS DO THE RIGHT THING.

The prevention and fight against corruption at MRV&CO is based on our Anti-Corruption Policy and the guidelines of the MRV&CO Code of Conduct. The areas and skills involved – senior management, Risk Management, Compliance, Legal, Internal Audit – carry out **systemic work** at all levels of MRV&CO.

It's a truly integrated approach which, through a lot of shared information, training and constant monitoring, seeks to mitigate the risks related to corruption identified in our operations.

Among them:

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

All MRV&CO employees and all third parties who have dealings with the Group and its companies, without exception, are subject to the anti-corruption guidelines set out in the Code of Conduct, the Compliance Policies, the Anti-Corruption Policy, the Integrity Due Diligence Policy and the Policy on Relations with Suppliers, Service Providers and Intermediary Agents.



In 2024:

0

nenhum caso confirmado de corrupção

100%

of business partners informed about the MRV&CO Anti-Corruption Policy

100%

of MRV&CO members informed about anti-corruption procedures and policies, including employees and members of senior management

Senior management is informed via a quarterly report to the Governance, Risks and Compliance (GRC) and Privacy Committee and the Audit Committee, and via an annual report to the Board of Directors.

GRI 2-15, 2-23, 2-24

CONFLICTS OF INTEREST

A conflict of interest could raise questions about the integrity and reliability of the MRV&CO Group and its companies. In view of this, we continue to evolve our mechanisms for preventing and avoiding conflicts of interest.

Transparency, once again, is key. In the context of conflicts of interest, clear and complete information is periodically disclosed to stakeholders in public documents, available on the Investor Relations website – such as the Reference Form.

In compliance with Accounting Standard CPC 05 (transactions with related parties) and CVM Instruction 44 (movements of the Company's shares), we carry out **annual monitoring and control of information on people linked to members of the Board of Directors, the Executive Board and the Advisory Committees**. The **monitoring of conflicts of interest** is also provided for in MRV&CO's Anti-Corruption Policy.

DECLARATION OF PERSONAL LINKS

Every year, employees fill out the Declaration of Personal Links on an online platform, which is assessed by the Compliance team to identify the existence of actual or potential conflicts of interest and the possible need for mitigation actions.

Held since 2021, the Annual Declaration of Linkage Campaign encourages the team to update their information, boosting the participation of employees at all levels.

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

Other control mechanisms are addressed in the Code of Conduct, regarding situations such as:

- Personal ties, kinship, affectionate/loving relationships between employees and with suppliers or public agents
- Hiring partner suppliers and brokers
- Professional activities outside MRV&CO
- Gifts, meals, hospitality and travel
- Donations and sponsorships

CONFLICTS OF INTEREST IN SENIOR GOVERNANCE

The interests of the MRV&CO Group must always take precedence over the personal interests of senior management – whose loyalty to serving the organization is fundamental. Therefore, cases of conflict of interest, even if only potential, should be reported promptly. Those involved in the Group are prevented from participating and intervening in the operation/decision, and this impediment must be recorded in the minutes of the Board of Directors or Executive Board.

Furthermore, if the possibility of private gain from a decision is not expressed by the director involved, any other member of the body to which he belongs can do so.

GRI 2-23 | 2-24 | 2-29

RELATIONSHIP WITH STAKEHOLDERS

In our relationships, we move towards responsibility for impacts, active listening and the distribution of responsibilities, always considering the context of each contact, its nature and significant local nuances.

It is part of our business to have ongoing relationships with a wide variety of audiences, involving different interests and expectations.

The mapping of all our stakeholders is made official in the **Stakeholder Relations Policy**, which sets out the duties and rules to be followed in dealing with each of them – including a specific policy for Supplier Relations.

STAKEHOLDERS MAPPED:

- Shareholders and Investors
- Customers and Consumers
- Direct employees
- Suppliers
- Community and organized civil society
- Government
- Press
- Competition

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RELATIONS WITH PUBLIC AUTHORITIES

A history of more than four decades, with popular housing as the core of our business, presupposes maintaining a healthy and virtuous relationship with the federal, state and municipal public spheres.

The most objective way in which this happens is by respecting laws and regulations. **In 2024, there were no significant cases of non-compliance involving MRV&CO's operations.**

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

Transparency also qualifies our relations with the public authorities – closely monitored by the Compliance team. Because we recognize that dealing with this public raises particular risks of corruption, we have specific guidelines for employees, third parties and business partners on how to mitigate them, set out in both the **Anti-Corruption Policy** and the **MRV&CO Code of Conduct**, and we maintain various **actions aimed at reducing risks.**

- It is forbidden to receive, promise, offer or give, directly or indirectly, any advantages to public officials or individuals or legal entities linked to them.
- It is forbidden to fund, sponsor or contribute to acts harmful to the public administration and to use government representations to hide or conceal interests and the identity of beneficiaries.
- It is forbidden to hire companies that have a public official as a partner or consultants who exercise a public function related to our activities.
- Suppliers must have passed an integrity due diligence and accepted the Code of Conduct and the Golden Rules for Third Parties in Interaction with Public Authorities.

In accordance with current legislation and our Donations and Sponsorships Policy, **neither MRV&CO nor its subsidiaries contributed financially or politically to candidates, parties, party representatives or related campaigns in 2024.**

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INVESTOR RELATIONS

The Investor Relations Department (IR) mediates **transparent relations with investors**, fulfilling an important requirement of our performance as a publicly traded company.

The IR Department is responsible for:

- Organize face-to-face and virtual meetings between MRV&CO and market agents to disseminate information.
- Attending to analysts and individual investors, answering questions and aligning perspectives on the sector.

In addition to maintaining direct contact with investors, the area also works on MRV&CO's **market intelligence** – research, surveys and consolidation of reports – and is responsible for the documentary assessment required for compliance with CVM, B3 and other relevant parties or other pertinent rules.

In 2024, the Investor Relations Department improved its periodicals – such as the Income Statement and the Operational Preview – by adopting templates with a more user-friendly design and narrative structure, which helped to enhance the content. The material received a lot of positive feedback from the market, pointing out the quality and clarity of the communication.

IR & ESG

ESG issues continue to be important as an investment agenda and thesis and are now part of the foundation of investor analysis – which is particularly interested in aspects of Governance, Ethics and Security. In this context, ESG thus appears essentially as an analysis factor, rather than an attraction factor in itself – which is in line with the focus on results generally adopted by investors.

From the point of view of investments, the MRV&CO Group has established itself as a benchmark in sustainability in the construction sector, demonstrating its successes, the importance of investments in social responsibility for the segment and the value of a vision of sustainability that is balanced and connected to reality.

Our leading position is supported by the security of our sustainability strategies, in a realistic and constantly advancing approach that contributes to financial and reputational results.

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GRI 2-16 | 2-25 | 2-26

COMMUNICATION CHANNELS

Communication that is agile, reliable and truly responsive to stakeholders is fundamental for an MRV&CO with ever greater integrity.

The communication channels dedicated to transparency and integrity in the Group, be they complaint or whistleblowing mechanisms, are indispensable tools for strengthening trust between the organization and its stakeholders year after year. Simple, accessible and effective tools, as they should be.

The information and concerns raised in the channels are monitored by the Risks area, reported to senior management and the GRC and Privacy Committee and indicated every six months in the Internal Risk Exposure Diagnosis Report.

TALK TO COMPLIANCE

A direct ethics consultation channel for MRV&CO employees, which offers agile assistance for clarifying doubts and general guidance; expressing ethical concerns; declaring gifts and presents; requesting an Integrity Assessment/Due Diligence; terms of commitment and letters.

In 2024:

613

calls handled



GRI 2-26

CONFIDENTIAL CHANNEL

- Website: www.canalconfidencial.com.br/mrv/
- E-mail: canalconfidencialmrv@br.ictsglobal.com
- Phone: 0800 888 2833 [WhatsApp]

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Exclusive and absolutely secure channel for registering unethical conduct and violations of the Code of Conduct, MRV&CO's internal guidelines and standards and current legislation – corruption, harassment, discrimination, conflict of interest, improper financial transactions, theft, fraud, manipulation, favoritism/ collusion, improper payment or receipt, information leaks, among other irregularities.

Available to own and third-party employees, suppliers, partners and customers, the channel can be activated via website or e-mail (24 hours a day) or by telephone (Monday to Friday, 9am to 5pm).

The whistleblower can choose to remain anonymous and has absolute confidentiality guaranteed – the channel is operated by an independent and specialized company, ensuring, in addition to the confidentiality of information and identity, the appropriate treatment for each situation, with filtering of cases before forwarding them to the Risks and Internal Audit teams.

No retaliation or punishment is allowed for any report made in good faith. If the violation is confirmed after an internal investigation, disciplinary measures are applied as set out in the Consequences Policy. At the end of the process, the whistleblower can answer a satisfaction survey to improve the channel.

The Internal Audit area is responsible for analyzing and independently investigating complaints from the Confidential Channel or other sources, safeguarding the identity of the complainant and witnesses and reporting the results to the Ethics and Audit Committees. In accordance with the Rules of Procedure for the Analysis and Investigation of Reports, reports received via channels or by the Risk and Internal Audit team are recorded in the Risk Manager system and forwarded to the auditor.

In 2024:

1,792

reports received and treated by the Risk and Audit area

[average of 8 reports per 1,000 employees]

43% anonyms

identified 57%

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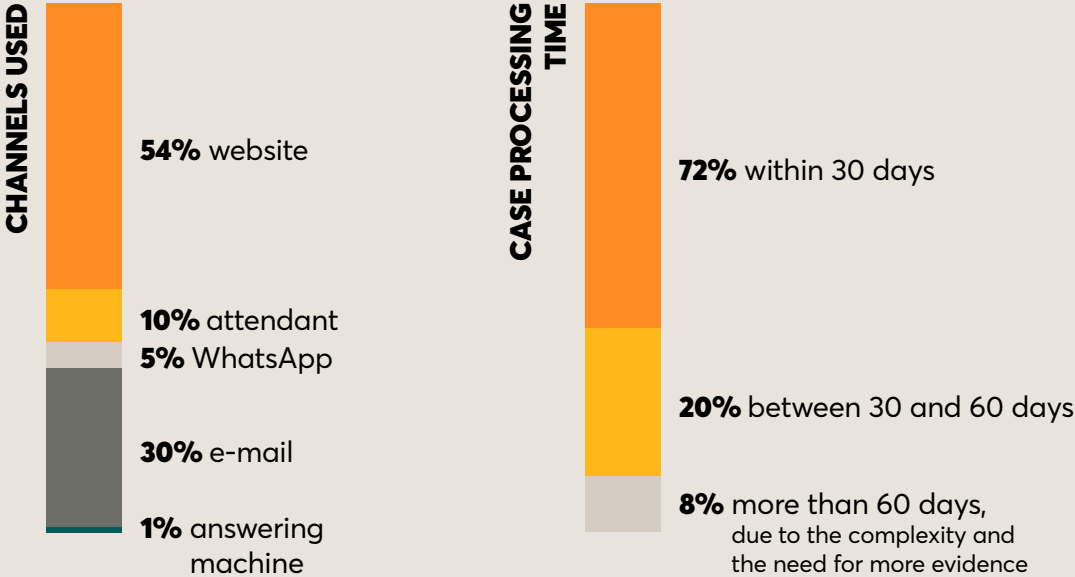
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60.44% of qualified reports were confirmed

with appropriate measures applied in accordance with MRV&CO's Consequences Policy and/ or a collegiate vote by the Ethics Committee



In 2024, on average, the time taken to investigate reports was **24 days**.

Every quarter, the channel's data (volume and type of complaints, comparisons between periods, percentage of qualified reports, number and type of measures applied, satisfaction survey results) is consolidated in management panels and made available to stakeholders. In addition, the results of the Confidential Channel are presented to the Governance, Risks, Compliance and Privacy Committee and the Board of Directors and recorded in the minutes.

GRI 2-25

DIALOGUE WITH YOU

Neighbors of MRV&CO construction sites have a channel dedicated to receiving complaints about nuisances and negative impacts resulting from activities at the sites. Dialog with You receives and handles requests and complaints and is available 24 hours a day, 7 days a week.

E-mail: dialogocomvoce@mrv.com.br

Phone: (31) 4005-1313

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In the process of managing and dealing with all stakeholders, we deal with an immense volume of personal data daily, which is treated with extreme care by the competent areas of MRV&CO management, in compliance with the General Data Protection Law (LGPD).

We have an unswerving commitment to trust that permeates all our relationships, in which the handling of the information involved plays a central role. We go beyond the legal requirements to ensure a relationship with a high level of reliability for customers, direct and indirect employees, neighboring communities, suppliers, partners and shareholders.

The subject of significant investment, data security at MRV&CO is based on a robust storage structure and 24/7 monitoring, carried out by the area responsible in its own system, involving, among other resources, phishing tests and the support of Fale com Privacidade – a structure prepared and constantly updated to face the growing challenges of cyber security.

PRIVACY AND INFORMATION SECURITY

RESPECT FOR PRIVACY
ENHANCES EACH OF
OUR RELATIONSHIPS.

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Potential and actual risks and impacts related to privacy are closely monitored by the Multidisciplinary Crisis Committee and the Data Protection Officer (DPO), who, although part of the Governance, Risks, Compliance and Privacy Board (GRC), has the autonomy to report directly to the Board of Directors, avoiding possible conflicts of interest. The DPO's role is added to a series of specific policies and assertive management aimed at guaranteeing legitimate, abundant and transparent data security, preventing breaches and misuse.

The impacts are monitored every six months in MRV&CO's Strategic Risk Matrix, with an assessment of existing controls and possible cases of data leakage and the development of mitigation practices.

MRV&CO's strengthening of data protection goes hand in hand with building a culture of privacy – with occasional training sessions on the Privacy Policy, LGPD and related topics, as well as specific communications on the subject.



No proven complaints regarding violation of customer privacy

No complaints received from regulatory agencies

No leaks of personal customer data identified

In 2024:

94.37%

of active MRV&CO employees trained on LGPD

PRIVACY PORTAL

An official space for data subjects to exercise their rights under the LGPD, as well as check out information on the law, data protection and MRV&CO's Privacy Policy.

SEE MORE
Privacy Portal



5
WE VALUE A
PRODUCTION
CHAIN THAT
SHARES WHAT
WE BELIEVE IN.

Synergy and
Engagement with
the Value Chain and
Development in the
Supply Chain

Climate Justice,
Conservation,
and Biodiversity

GRI 2-26

BUSINESS CYCLE & VALUE CHAIN

The MRV&CO Group's activities are guided by a business cycle in which sustainability is integrated as a principle into all stages – from the acquisition of land to the use and occupation of properties – incorporating, whenever possible, new production methods, optimized processes and adaptability to the context of each development.

This transversality of sustainability manifests itself in a living cycle, periodically revisited and improved with movements and decisions that take into account socio-environmental responsibility, the best management of human, productive and natural resources and the involvement of the various stakeholders – in a virtuous value chain committed to the connection between transparency and respect for the environment and the balance between innovation, financial results and maximizing benefits for all.

In recent years, the MRV&CO Group has gradually intensified its preventive and mitigating actions. From the land acquisition phase, the company adopts detailed analyses of environmental risks, such as flooding, to increase the level of safety and resilience of its developments, supported by scientific data and advanced tools.

BUSINESS CYCLE

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SYNERGY BETWEEN TEAMS AND AREAS • STRUCTURED PROCESSES • ANTICIPATING KEY STEPS TO OPTIMIZE OPERATIONS • LAND COMMITTEE

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STANDARDIZATION
AND FLEXIBILITY
IN BALANCE FOR
AN INTELLIGENT
PORTFOLIO

In 2024, MRV&CO consolidated a comprehensive product portfolio review process. The periodic initiative, carried out every three to four years, is an extremely important factor for the **financial sustainability of the business**, and also contributes to our goal of **always offering affordable, quality housing solutions**.

The work involves a detailed analysis of all the sites, as well as identifying opportunities to optimize materials, suppliers and construction processes. The expected result is a mapping of possibilities for a significant reduction in waste and costs, which will make projects more competitive in the market, without the risk of compromising quality.

GRI 2-6 | 2-23 | 2-24 | 2-29

GOOD PRACTICES WITH SUPPLIERS

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“IF WE VALUE OUR SUPPLIERS
TODAY, WE’LL HAVE A STRONG
SUPPLY CHAIN TOMORROW –
FOR US AND FOR THE ENTIRE
CONSTRUCTION SECTOR.”
– JOSÉ RONALDO BARCELOS, SUPPLY DIRECTOR

The MRV&CO Group has relationships with different types of suppliers: service providers, vendors, contractors, real estate consultants and other intermediary agents.

For each and every category, it is our responsibility to select **partners who both add quality to our business cycle and are aligned with our values.** Developing and expanding the supply chain goes hand in hand with focusing on the viability and qualification of operations.

Our suppliers are assessed not only on technical criteria, but also on environmental and social criteria, impact levels and other aspects. The rigor applied ensures that everyone complies with the Group’s legislation and standards and is in tune with our culture and our vision of integrity and sustainability. In addition, the procedures safeguard the MRV&CO Group, considering that problems in the history of suppliers related to human and socio-environmental rights represent an important reputational risk and may incur corporate and individual liability for directors and managers.

The Procurement area actively participates in sustainability issues and works in synergy with the other areas of MRV&CO.

As a result, our purchasing and contracting practices balance a **clear vision of the cost-benefit ratio, intelligent cost reduction, the most appropriate use of resources and conscious ESG choices.**

The emphasis on ESG development in suppliers and the integration of sustainable practices into the logic of the supply chain is a constant focal point. In 2024, the Procurement area experienced significant advances in contracting requirements, which go beyond legal obligations, and in understanding the behavior and interactions of suppliers. More knowledge and more transparency mean more consistency from our base and favor the effective inclusion of sustainability in day-to-day decisions that affect the business.

The relationship with the supply chain deserves special attention at every stage – a robust and careful process that is governed by its own Internal Policy and is the subject of analysis dedicated to improving the **MRV&CO Supplier Experience.**

Being attentive to new materials, new applications and process innovation opens up possibilities for suppliers and products, reinforcing the importance of well-structured purchasing and contracting policies, as well as contributing to the constant maturing of our practices.

SUPPLIER EXPERIENCE: A CAREFUL LOOK AT THE CHAIN

We maintain a set of approaches, programs and initiatives for relationships and value especially designed for the supply chain:

- Onboarding with automated registration, suitable selection and well-defined criteria
- Precise scorecards that even define leverage actions and support necessary adjustments
- Monitored service, quality and sustainability indicators
- Governance and documents
- Supplier Portal with self-service features that make it quick and easy for the partner to use
- Benefits program, such as differentiated rates for advance receivables and mentoring programs with MRV&CO executives
- Frequent and up-to-date communication
- Annual awards

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THE PROCUREMENT AREA

Responsible for qualitatively assessing and monitoring suppliers, the Procurement area also updates the chain with information on the Group's policies and processes and periodically cleans up the base, as well as carrying out operations related to purchasing and contracting.

Procurement is structured in sectors dedicated to specific types of suppliers (big players, benefit companies, regionalized services, etc.) and has specialized information management. Governance practices are centralized, with a focus on category management and basic approvals. The strategic headquarters, in Belo Horizonte, coordinates operations in direct and indirect materials and services, with an emphasis on sustainability logistics.

Professionals in the area participate in **constant training and retraining** – in 2024, more than **150 employees were trained** in purchasing practices and trained in value engineering (analysis of materials with an emphasis on efficiency x price). Another highlight among the year's achievements was the completion of the **Book of Actions of the Concrete and Cement Team**, a set of actions that contributed to 20% of the total 25% reduction in GHG emissions in the period.

Among the area's prospects are new moves to strengthen the culture of sustainable purchasing by gradually replacing standard purchasing and the continuation of strategies to improve the MRV&CO supplier experience.

SELECTION & APPROVAL

In a sector like ours, which uses highly critical inputs on a large scale in terms of impact, the selection of suppliers requires extra attention from end to end. Our approval matrices are robust and updated frequently, and MRV&CO encourages suppliers to strive for more efficient performance, especially in critical indicators.

The approval process is structured around a continuous assessment – a **fully outsourced, impartial, professional and specialized flow**.

The survey of suppliers first involves the development of quotation maps, which guarantee a fair and equal evaluation: everyone goes through the same selection process – which involves **technical, commercial, strategic and sustainability, quality and HSE criteria**.

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We have a thorough risk assessment, the **integrity due diligence**, carried out automatically in our registration system before any contract is signed. This process is essential to protect us from the activities carried out by partners on behalf of MRV&CO and to guarantee integrity throughout the chain.

Another highlight of the process is the Compliance area's comprehensive **Social and Environmental Questionnaire**, which addresses factors such as materials, processes and internal practices. Any irregularities identified in the questionnaire or due diligence are dealt with by Compliance and, if necessary, forwarded to the Ethics Committee to decide whether to contract or dismiss the supplier.

Based on the documents, data and information provided at the time of registration, the system checks whether the potential supplier meets various criteria:

- History of involvement in cases of corruption, unethical or illegal conduct
- Administrators who are public officials or politically exposed persons
- Code of conduct, anti-corruption policy and whistleblowing channel
- Presence on lists such as CEIS (National Register of Ineligible and Suspended Companies), CNEP (National Register of Punished Companies), CEPIM (Register of Impeded Private Non-Profit Entities) and the Ministry of Labor's "Dirty List" of employers.
- Partners who have already been employees of MRV&CO within the last eighteen months, avoiding possible conflicts of interest

MRV&CO's **purchasing and contracting policies and practices** reflect demanding parameters and integrate the supplier into them, from onboarding to the entire relationship between the companies, with **procedures for monitoring risks, qualification and permanent evaluation**:

- Assessment of adherence to legal requirements (Table of Legal Requirements)
- Socio-environmental questionnaire
- Integrity Due Diligence
- Mandatory self-declaration forms of knowledge and agreement on policies and regulations for suppliers and MRV&CO compliance and sustainability standards and policies
- Specific Risk and Requirement Matrix for each supplier category
- Approval by type of company, with specific attention to critical sectors and their characteristics
- Scorecard for supplier mapping
- Valuing sustainability in contracting for companies with positive metrics and proven practices for reducing their carbon footprint (joint assessment with the Sustainability areas)
- Valuing environmental seals and criteria
- Immediate assessment of construction inputs upon arrival (adherence to technical standards and safety and quality standards, according to ABNT NBR 15575)
- Zero tolerance for errors, emphasizing excellence in operations

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

HIRING

The partnership between MRV&CO and the supplier is made official by accepting the Agreement to Adhere to the Code of Conduct and downloading the internal guidelines material. The contracts also provide for compliance with MRV&CO's Anti-Corruption Policy and consent to internal policies and regulations for suppliers.

After contracting, third parties gain access to the **Supplier Portal**, their own support platform for financial queries and clarification of doubts, which also provides access to the Code of Conduct and the Confidential Channel.

In 2024:

13,753
active suppliers in the base
as PJ service providers, RPA vendors and contractors

** The others did not undergo due diligence because they were simplified registrations, brokers and real estate 'agents of dreams'*

52.18% [7,177]
underwent integrity due diligence via the Midas platform

1.82% [251]
underwent due diligence upon request at Talk to Compliance

100%
of the service providers that undergo due diligence* fill out a self-declaration form on Sustainability and Compliance

SUPPLIER SCORECARD

The empirical analysis tool and decision-making matrix, officially launched in 2024, provides precise indicators and metrics on the performance of our third parties in the categories of **service, quality and sustainability**. Developed through a partnership with Certifica, a specialized external platform, the Panel measures and makes supplier qualifications tangible, incorporating specific management and control techniques that bring greater clarity to the challenges and opportunities in supplier relations and how they are associated with MRV&CO's goals, expectations and priorities.

The Scorecard Panel is a **visual management tool** that consolidates previously scattered data and transforms it into a powerful decision-support resource. In its first year, it covered a select group of suppliers; the outlook is for the project to increase in scope.

6,199
service providers answered the **socio-environmental questionnaire**

63.66%
f purchases were made from local suppliers, representing 62.5% of the entire budget spent on purchases in 2024**

7,177
new suppliers approved

*** Whenever possible, local suppliers are prioritized – those whose billing state is the same as the consumer unit (construction sites, offices or stores). They are vital to the business, with an annual turnover of more than R\$ 600 million.*

RELATIONSHIP & DEVELOPMENT

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We seek long-term and increasingly well-qualified partnerships and believe that this contributes to energizing the entire construction sector. That's why we regularly invest in the technical and professional development of third parties who share our values and history with MRV&CO.

In 2024, we continued to encourage adherence to positive agendas by offering both **in-person and virtual training** to suppliers on Compliance and Integrity topics, along with **local training** and **operational support actions**. Some examples include:

- Financial consultancy (accountant)
- Documentation support
- Symposia and congresses
- Financial guidance for supplier employees
- Encouraging continuity and stability in the employment relationship (e.g. in different jobs)

In 2024:

538

third parties
took part in training on
fighting corruption and
promoting integrity

The initiatives are in addition to a **continuous system of engagement and monitoring of sustainability practices** among suppliers, aimed at aligning them with our environmental goals and with the best global practices. Among the fronts that are part of this movement are:

- Encouraging the adoption of materials with a lower environmental impact and that are more durable
- Partnerships to develop nature-based solutions
- Increased use of technologies that optimize resources and reduce waste

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

RISK ASSESSMENT AND MITIGATION

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According to the type of service provided and the analyses carried out prior to contracting, suppliers are classified internally according to their criticality: those with high and medium criticality are mandatorily subject to Integrity Due Diligence every two years. Regardless of the classification, a new Due Diligence can be requested at any time by employees via Talk to Compliance or the Confidential Channel.

HIGH
CRITICALITY

Third parties who have direct contact with public bodies, act on behalf of MRV&CO and therefore have access to confidential company information, such as contractors, law firms, NGOs, consultancies and advisory firms, among others.

MEDIUM
CRITICALITY

Companies that interact with public authorities, advertise or market MRV&CO's name, work internally on company premises, develop internal services and have access to pre-disclosed company materials, such as marketing, communication and events companies; waste collection, cleaning and conservation services, among others.

CRITICIDADE
LOW
CRITICALITY

Suppliers, partners, service and material providers who do not fall into the other categories

Suppliers are also assessed according to the potential and actual impacts they can have on the environment and society, especially in the labor sphere. Within MRV&CO's current base, the **main socio-environmental impacts** are identified:

- Illegal extraction of raw materials and aggregates (wood, sand, gravel, etc.), without environmental licensing or regularization
- Pollution of river basins and oceans
- Incorrect or inadequate disposal of waste, especially hazardous waste
- Labor crimes: non-payment of wages, benefits and overtime, accommodation without minimum conditions, irregular transportation, informal work, wage floors lower than those of the category, charging workers a fee to obtain a job, outsourcing of labor
- Risk of forced or compulsory labor by service providers and contractors

The **mitigation of these risks** begins in the selection process, which is inevitably interrupted by a lack of documentation or the identification of irregularities, and continues throughout the partnership between the supplier and MRV&CO. Among the related processes and fronts are:

- Guidance on self-declaratory questionnaire at registration
- Request for regularization/periodic renewal of the documents presented in the register
- De-registration of the supplier in case of non-compliance with requests
- Monthly monitoring of third-party workers, with their documents registered on the Third-Party Management Portal and access to construction sites monitored by turnstiles
- Sample surveys of third parties on current desirable practices
- Availability of the Confidential Channel for reporting possible irregularities
- Employee Support Department (EAD): an area of constant and rigorous monitoring of working conditions. It monitors suppliers and checks compliance with requirements such as employment relationships, necessary training, punctuality of salaries, charges and benefits, Collective Bargaining Agreement and legal requirements.

In 2024:

735

suppliers were identified as **potentially causing impacts on the environment**

60

suppliers were removed from the base for non-compliance with labor requirements and those stipulated by the DAE

400

suppliers identified as **potentially causing social impacts** according to MRV's Risk Matrix

6

FSC-certified wood suppliers®, concentrating 73.4% of the Group's wood purchases

Among the main objectives of the risk mitigation measures is to guarantee decent working conditions for the entire MRV&CO value chain. Respect for human rights is non-negotiable for us – which we will explore in more depth in the next chapter.

DECENT WORKING
RELATIONSHIPS ARE
NON-NEGOTIABLE
FOR US AND WORK
ANALOGOUS TO SLAVERY
IS UNACCEPTABLE.

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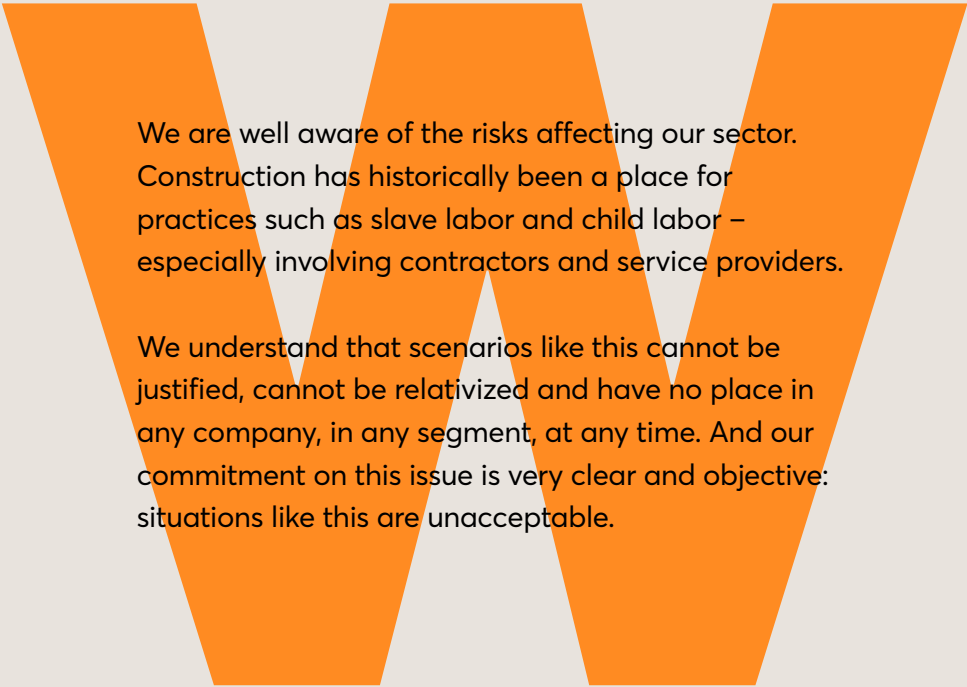
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HUMAN RIGHTS, EVERY DAY

WE WORK TO BUILD
NOT JUST HOMES,
BUT A BETTER FUTURE –
LEARNING AND EVOLVING A LITTLE MORE EVERY DAY.



We are well aware of the risks affecting our sector. Construction has historically been a place for practices such as slave labor and child labor – especially involving contractors and service providers.

We understand that scenarios like this cannot be justified, cannot be relativized and have no place in any company, in any segment, at any time. And our commitment on this issue is very clear and objective: situations like this are unacceptable.

We see an ethical and sustainable future for us, for our value chain and for all people. A future that starts right there, with the next positive move we make. In the next well-made decision, in the next strong measure, in the next conscious choice.

We are clear about what is non-negotiable for us; we are certain that **the relationships we seek at all levels and in all contexts are based on attention, care and respect**. For this reason, we formalize our positions in policies and instruments inspired by the best practices of corporate governance, sustainable development and social responsibility and by the guidelines established by international pacts and bodies such as the UN and the ILO.

Policies and regulatory instruments, such as the MRV&CO Code of Conduct and Supplier Relations Policy, among others, contain clear guidelines on human rights. All service providers, in their qualification process, undergo verification of mandatory requirements included in the contract.

The implementation and execution of initiatives related to different aspects of human rights are the responsibility of the administrative and operational areas, as well as their integration into policies and processes and their materialization into actual actions.

GRI 2-30 | 407-1 | 409-1 | 412-1 | 412-3

LABOR MONITORING AND COMPLIANCE PROGRAM

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Created in 2023, it aims to **ensure dignity in labor relations** under the responsibility of MRV&CO. To this end, the Program promotes decent work, encourages responsible business conduct and mobilizes people, areas and resources to comply with labor protection rules and to curb practices that could lead to workers being subjected to conditions analogous to slavery or child labor.

The Labor Monitoring and Compliance Program applies to all our own employees, suppliers and outsourced employees who provide services on our construction sites. Its principles also apply to agreements and investments signed by MRV&CO.

Among the actions made possible and conducted by the Program are:

- Inspection of MRV construction sites
- Raising awareness on construction sites of the importance of promoting decent work, addressing relevant issues during employee induction and onboarding.
- Disclosure of the Confidential Channel and encouraging its use by own employees, third parties and suppliers to report irregularities
- Verification of labor compliance of outsourced employees, before and during the provision of services
- Periodic interviews with employees to check that the working relationship with the employer complies
- Periodic inspection of accommodation and lodging conditions
- Dissemination of the Program itself and management/ monitoring of its indicators to promote continuous improvement and the correction of any non-conformities
- Integrity on the Agenda events to address and raise awareness of sensitive issues
- Internal and external campaigns to raise awareness of decent work
- Publicizing the issues dealt with in the Code of Conduct

Also, part of the program are the Integrity Due Diligence processes for contracting companies and the insertion of contractual Labor Compliance clauses for construction service providers. Thus, we ratify the practices of respect for human rights and freedom of association of employees that are compatible with our position, without creating obstacles or specific incentives.

In 2024:

Of the interviews implemented bimonthly by the HSE, we had an average of **670 interviewees per edition.**

No cases of slavery or child labor have been identified in our supply chain.

100%

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

84

unions
represent MRV&CO employees

100%

of outsourced employees **only have access to construction sites once they have registered**



GRI 408-1

COMBATING CHILD LABOR

Our commitment is to decent work. We therefore take special care to identify possible cases of child labor in our chain. When registering, all potential suppliers are automatically checked against the Ministry of Labor.

We also subject all suppliers with access to the construction site to a registration assessment for the release of outsourced professionals via providers, which includes checking the physical person documentation of the workers presented, to ensure that no minors are released to work and that no workers who do not fully comply with current legal requirements are authorized.

Any hiring of in-house labor at MRV&CO rigorously evaluates all the criteria that ensure the regularity of the employment relationship – including the minimum age for suitability for work.

100% of service providers who undergo registration due diligence fill in the Sustainability and Compliance declaration form

GRI 410-1

HUMAN RIGHTS TRAINING

The promotion of decent work and unreserved respect for human rights are structural elements of MRV&CO's Code of Conduct and corporate policies. Even so, we believe it's important to keep the topic top of mind with our own employees and third parties, using clear, assertive and engaging approaches.

The related topics – decent work and everything that surrounds it, professional and interpersonal relations, combating discriminatory or harassing behavior, subjecting workers to conditions analogous to slavery and child labor, among others – are highlighted in various formats: internal and external awareness campaigns; Health, Safety and Environment (HSE) Dialogues at construction sites; specific training; dissemination of the Code of Conduct; internal surveys on the organizational climate and working conditions and periodic interviews with employees to promote a healthy working environment.

In 2024:

1.196 hours dedicated to training in human rights policies or procedures relating to aspects of human rights relevant to MRV&CO's operations [Estimated training time based on the minimum duration of routine training on construction sites]

13 own security employees trained in Moral and Sexual Harassment, Discrimination and the Confidential Channel



LOOKING AFTER
OUR TEAM IS A
PRIORITY.

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OUR PEOPLE MANAGEMENT

Just as people inspire our work,
they are at the center of our purpose,
they give meaning to the ongoing
evolution of our deliveries.

**People shape and give relevance to
our culture, and are responsible for our
results – business, economic and socio-
environmental.**

People bring more value to the
MRV&CO Group – and by creating
stimulating, welcoming and inspiring
conditions for all those who make
our business happen, we assume the
responsibility of maintaining our People
Management at an indisputable and
benchmark level of excellence.

INDIVIDUALS VALUED,
COLLECTIVITY STRENGTHENED:
AT MRV&CO, PEOPLE CONNECT
PURPOSE WITH FULFILLMENT.

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Management done with intelligence, care and respect; with initiatives that promote a sense of belonging, appreciation of the individual and meaningful relationships – an engaging and inclusive approach that, whenever possible, extends to our value chain and the ecosystem. **We are committed to creating an environment that highlights the impact of each action on the Group and society, so that each employee takes great pride in what they do and represent.**

Culture and strategy go hand in hand at MRV&CO – and it couldn't be any different. Our values and pillars underpin our ambition to deliver, more than real estate, significant social impact. In order to build dreams that help transform the world, we use an aggregating vision, in which diversity is a valuable resource, quality of life in the workplace is always in focus and people are the axis that drives a whole gear of achievement.

We believe that sustainability starts with people. Putting our professionals at the center of attention, we maintain programs and fronts of articulated actions that accompany and anticipate the needs of employees, promote benefits and go beyond legal requirements to value, stimulate, inform and train people in all our environments – construction sites, administrative headquarters and commercial spaces. In this context, education occupies a special place as the driving force behind important initiatives.

GRI 2-7 | 2-8
PROFILE OF
MRV&CO
EMPLOYEES

MRV&CO Headcount
[dec'24]

32,369

+ than

19.8 K
direct employees

E mais
2,716
self-employed
brokers

9,757
contractors

6,549
contractor employees
3,208
provider employees

See detailed data in the Indicator Center.

HUMAN DEVELOPMENT AS CULTURE

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VALUING OUR HUMAN CAPITAL HAS AN IMPACT
FAR BEYOND THE IMMEDIATE AND FAR BEYOND
OUR WALLS: BOOSTING CAREERS BENEFITS
PEOPLE, THE BUSINESS AND THE ENTIRE
CONSTRUCTION SECTOR.

- Career development
- Mapping human resources
- Training and education
- Attracting, retaining and accelerating talent
- Diversity
- Involvement and engagement of the internal public

Within a context focused on employee safety and well-being, we seek to consolidate a favorable scenario for attracting and retaining talent, boosting careers through training, education and valuing individual skills and perspectives. For this to happen, it is essential that the Human Development (HD) area has a significant presence among the top management, as well as being close to and representative of the People Committee and the Board of Directors.

DH has been continuously responsible for generating positive social impacts and has been recognized for delivering important behavioral, operational and financial results within MRV&CO. Organized into verticals, the area plays a central and integrating role, promoting cross-cutting discussions with various other areas and promoting a wide range of actions, programs and initiatives in approaches that sustain and evolve MRV&CO's internal human ecosystem and strengthen our values and our vision of sustainability.

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MRV&CO PEOPLE MANAGEMENT POLICY

Our People Management is guided by guidelines that contribute to the **wide development of all employees**, team involvement, the development of personal and professional skills, diversity and inclusion:

- Training programs for business areas and on corporate culture that support employees in carrying out their duties and incorporating the company's values
- Leadership development for current and future challenges
- Training young professionals with potential for specialist and leadership positions
- Development of HR programs and processes that support the strategies of the business areas, in partnership with internal consultants
- Engagement, retention, integration and appreciation projects, among others
- Actions aimed at connecting people to the values and the MRV&CO Group

GRI 401-2

SER SANGUE VERDE ["BEING GREEN BLOOD"]: THE MRV&CO TEAM IN FOCUS

A wide-ranging program that is constantly being updated, with engaging initiatives that provide benefits for employees and strengthen their bond with MRV&CO's way of being and purpose.

The actions are developed with the support of the People and Diversity and Inclusion Committees, communicated consistently to the entire team and contribute to strengthening and disseminating the culture and cultural competencies. There are more than 20 initiatives aimed at appreciation, integration, health, well-being, psychological safety and improving the organizational climate, among other topics.

The Ser Sangué Verde benefits program complements the benefits offered to all employees, including temporary and part-time staff: life insurance; disability and invalidity assistance; maternity and paternity leave; a pension fund and a benefits plan. Full-time employees also have food vouchers, a health plan and the option of a private pension.

CUIDANDO DE QUEM CONSTRÓI ["CARING FOR THOSE WHO BUILD"]

Our purpose is to build dreams that change the world. It is essential to take care of those who make this happen.

Cuidando de Quem Constrói is a large umbrella of initiatives aimed especially at the community of construction site employees. The initiatives focus on valuing the physical, mental and emotional health of workers and their personal and professional development and bring a bit of our transformative vocation into the team's daily lives, hitting our "front line" hard, responsible for making things happen.

Whether it's raising awareness with information, encouraging prevention, promoting behavior or enabling access to education, the actions of Cuidando de Quem Constrói take place in different formats and on different topics throughout the year.

DEZEMBRO LARANJA ["ORANGE DECEMBER"]

MUCH MORE THAN SUNSCREEN

Among the highlights of 2024 is the MRV Orange December, held in partnership with the Brazilian Society of Dermatology. In the month of skin cancer awareness, the action was present at construction sites in various cities across the country and featured a themed jingle with the Arriação Quartet and the support of health professionals.

In addition to reinforcing the incentive to use sunscreen, which is normally distributed throughout the year at all construction sites, MRV Orange December also aimed to inform about risk factors, symptoms and forms of prevention, mobilizing and inspiring employees and the public.

Orange December is especially important for the construction site population. After all, the highest incidence of skin cancer is among men, and frequent exposure to the sun without adequate protection is a major risk factor for the disease.

In 2024:

13 states taking part

live and online lectures at **18 building sites**

More than de 3,200 workers impacted

785,000+ views of the themed clip of the campaign jingle, with the Arriação Quartet [Instagram, until jan/25]

ESCOLA NOTA 10 ["GRADE 10 SCHOOL"]

EDUCATION AS A FOUNDATION

Combining responsibility, citizenship and education, the Escola Nota 10 project occupies a very special place on the Cuidando de Quem Constrói platform and in the MRV&CO Group's ESG history.

Reflecting the MRV&CO leadership's unwavering vision of education as the greatest and most effective engine of social transformation, the program brings literacy, basic education and training to construction sites and to workers' daily lives, facilitating access to training opportunities and personal and professional development in the workplace itself.

With the ambitious goal of having 100% of our workers literate, Escola Nota 10 is led by the MRV&CO Sustainability area and has institutional and management support from the MRV Institute. **In more than 10 years of existence, it has trained almost 5,000 students throughout Brazil.**

In 2024:

830 students enrolled

279 certified students

61 schools

More than R\$ 1 million investment

81% frequency

94.8 NPS

In September 2024, 11 students from the Escola Nota 10 Program experienced great emotions representing all their classmates. They visited MRV&CO's headquarters in Belo Horizonte and were honored at the MRV Arena, where the Atlético Mineiro team played in uniform shirts whose names and numbers were printed in the handwriting of the newly literate students, in an unforgettable moment.

"Education is a central element of MRV&CO's organizational culture. Projects such as Escola Nota 10, which combats illiteracy on construction sites, demonstrate their transformative impact. After all, by offering quality education to its workers, MRV&CO not only improves their living conditions; it also generates positive effects on families and communities, reaffirming its role as an agent of social transformation."

– RAPHAEL ROCHA LAFETA, EXECUTIVE DIRECTOR,
INSTITUTIONAL RELATIONS AND SUSTAINABILITY

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PEOPLE MANAGEMENT IN EVERYDAY LIFE

GRI 401-3

PARENTAL LEAVE

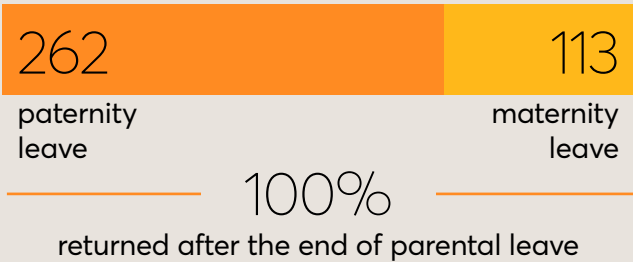
At the MRV&CO Group, all employees are entitled to parental leave. All fathers, including adoptive fathers, have their paternity leave extended to 10 days.

*Data includes MRV, Sensia, Resia (Brazil).
As per GRI guidance, the 2024 report
used parental leave records from 2023 to
identify those who returned to work after
leave and remained employed 12 months
later.*

In 2024:

375

employees took parental leave



After the license:

191

employees remained with the
company for up to 12 months
[46.6% retention]
126 men • 65 women



GRI 401-1

ATTRACTING AND RETAINING TALENT

We recognize the value of a safe, healthy work environment with quality relationships, where there is room for development and where performance goes hand in hand with appropriate remuneration and professional growth.

At the same time, we are aware of the great challenge of identifying and retaining talent at the most diverse levels in a sector where turnover is part of the routine – a challenge that is intensified by the significant geographical capillarity of the MRV&CO Group companies. In addition, this same construction sector is severely affected by the shortage of skilled labor, which we also see as a contemporary systemic risk of great importance.

To address this scenario, we have designed the entire **MRV&CO employee experience** in great detail, with structured pathways and programs for all levels, inclusion and diversity promotion programs, internal engagement and benefits programs, well-structured communication, and a fair, consistent recruitment process aligned with the Group's values.

The recent advances achieved because of the Integrated Production Journey have played an important role in improving this **end-to-end approach, which contributes to strengthening the Group's culture and reputation and to the broad recognition of MRV&CO as a valuable employer brand.**

STIMULATING WORK
EXPERIENCES GENERATE
TRANSFORMATIVE RESULTS.

SELECTION PROCESS

MRV&CO's recruitment process aims to identify professionals who combine real alignment with our culture and the technical and behavioral skills we seek for each opportunity.

For the entry of new employees or for internal changes of position or area, we maintain a process that is both structured and at the same time flexible to suit the profile of the vacancy and local specificities. We have a specific platform that provides traceability and enables precise monitoring of related indicators. We also carry out selection processes for affirmative vacancies (aimed at specific profiles), seeking to align quantitative aspects of diversity and inclusion.

The selection processes take place for all areas and all levels of MRV&CO. The only exception is the possible absorption of operational professionals ("yellow helmets") directly on the construction sites, allowed by the dynamics of the sites themselves.

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EMPLOYEE JOURNEY & EXPERIENCE SURVEYS

After hiring, we closely monitor the employee's journey at MRV&CO. The perception of issues such as the corporate environment, infrastructure, health, well-being, professional development, leadership, among others, has a direct impact on the organizational climate, operational results and, especially, the quality of life of each worker. To accurately monitor indicators that can guide important improvements, we apply the eNPS methodology (a metric of employees' positive behavior towards the company they work for).

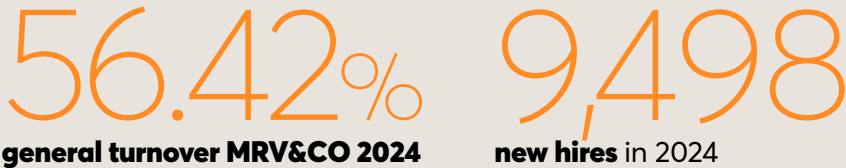
In 2024, 2 Employee Experience Surveys (eNPS) were carried out – Leadership and Feedback and Journey Survey, in addition to the recurring Onboarding and Offboarding surveys.



GRI 401-1

HIRING AND TURNOVER

Turnover management is gradually paying special attention to positions and levels with the highest turnover rates, which are the focus of specific retention programs. A good example is the MRV+ Program, aimed at brokers, which provides additional benefits based not only on the volume of sales, but also on the professional's length of service. Similar initiatives are being developed for the yellow helmets (site operatives), involving practices that encourage professionals to stay and grow on the construction site.



CALCULATION FORMULA:

Turnover rate =
$$\frac{\text{Average of hires and terminations}}{\text{Average headcount for the year}}$$

See detailed data in the Indicator Center • New hires and turnover

GRI 404-1 | 404-2

TRAINING AND PROFESSIONAL DEVELOPMENT

With initiatives aimed at all internal stakeholders, MRV&CO's qualification and training initiatives involve topics ranging from the Group's products and services and corporate culture to technical improvement and career plans. In a dedicated virtual environment, the **administrative professionals** go through structured learning paths and access specific programs for administrative headquarters, stores and construction sites, in journeys suited to each professional profile.

New opportunities and demands from the areas are monitored continuously and serve as a reference for improving existing content and introducing new materials and areas of knowledge. This complements a continuous process of strengthening technical, cultural and behavioral skills that is mandatory for the employee and that takes into account the particularities of each function and each area, in a pipeline that goes all the way up to top management.

See detailed data in the Indicator Center • Training

In 2024:

6,749

employees trained

3,473 men [51.45%]

3,276 women [48.54%]

over 27,000

hours of training

Average training time per employee:

4 hours and 3 minutes

**TRAINING AND CAPACITY BUILDING:
HIGHLIGHTS OF 2024**

GRI 2-18 | 404-3

PERFORMANCE EVALUATION

The development of talent within our teams is structured in a **Performance Management Cycle**.

The Cycle is organized in stages to monitor the professional's performance, giving an objective view of the possibilities for development of the employee in focus and insights for mapping talents, potential successors and the need for internal moves and determination of merits.

Applied continuously for more than 5 years, the Performance Management Cycle has been calibrated and improved to fulfill its strategic role in the Group's People Management.

EVERY EMPLOYEE HAS POTENTIAL – AND THE MRV&CO GROUP STRENGTHENS ITSELF BY DEVELOPING TALENT INTERNALLY.

At the end of each year, leaders and non-leaders (in the works, the "white helmets") are evaluated on their competencies and expected behaviors, with specific criteria for four different levels (Individual Employee, People Leader, Leader of Leaders and Business Leaders).

The process involves self-assessment and evaluation by direct leadership of eligible workers. The criteria include action and delivery in the context of the Group's cultural competencies, with scores that make up an average. The evaluations and averages are then the subject of a meeting between leader and mentee, in a dynamic of exchange and feedback with constructive approaches, which focus on career development at MRV&CO.

CAREER COMMITTEES

An opportunity for leaders to evaluate their teams in depth, the Career Committees are mediated by the Human Development area and apply the Nine Box methodology. The analysis balances aspects of performance and potential, helping to identify outstanding professionals and providing leaders with the tools to create opportunities for growth and to adopt appropriate strategies for retention, preparing successors and supporting professionals with improvement needs and potential.

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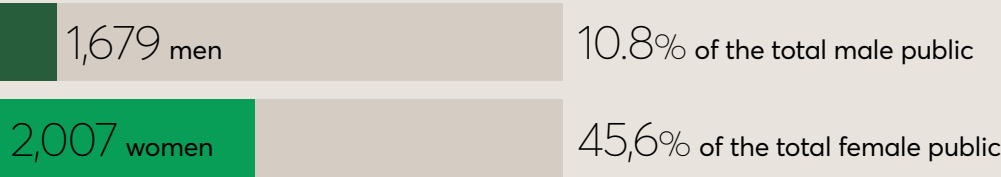
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EMPLOYEES WHO RECEIVED A PERFORMANCE APPRAISAL

In 2024:



FUNCTIONAL CATEGORY*	2023	2024
Coordinator/ Specialist	84.1%	80,06%
Director	55.1%	53,85%
Manager	92.2%	83,1%
Operational	0.1%	0%
Professionals	52.2%	61,09%

* The Presidency, Board, Apprentices and Trainees do not undergo performance appraisals.

GRI 2-18
MRV&CO does not evaluate the performance of the highest governance body in terms of supervising the management of the organization's impacts on the economy, the environment and people.



GRI 403-1 | 403-8

HEALTH & SAFETY

Working in a sector with high and constant safety risks, such as the construction industry, requires a strategic approach and, at the same time, great attention to the physical and psychological integrity of professionals.

Health and safety for MRV&CO are daily achievements of a joint journey – leaders and teams, from all areas, at all levels, in all spaces, all the time. A journey in which we understand our duties and the importance of each of us participating effectively.

A SHARED JOURNEY OF PREVENTION,
PROTECTION AND RESPECT FOR LIFE.

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Planning, dialogue, continuous risk mapping, effective and wide-ranging promotion, participatory processes and awareness-raising actions are some of the tools we apply to not only meet but exceed market requirements and truly value the physical and mental well-being of direct and indirect employees.

Acting transversally and proactively, MRV&CO's HSE area has been increasingly incorporating **sustainability as an element of worker health and safety**. As a direct effect, we have seen consistent progress in aspects such as risk management, HSE management and the programs and measures designed for all MRV&CO teams.

The audits check the System in terms of its suitability, degree of implementation, achievement of results and compliance with the requirements established by the Group and the reference and improvement standards.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

Continuous improvement is one of the most important principles of HSE Management at MRV&CO – a commitment that is an integral part of our Sustainability Policy.

MRV&CO's **Occupational Health and Safety Management System** was developed in accordance with the international standard ISO 45001:2018, by which it is also certified, and materialized through **specific internal regulations** with the support of the **Occupational Health and Safety Golden Rules**.

Under the responsibility of the corporate Health, Safety and Environment (HSE) area, annual internal audits are carried out with the aim of ensuring that 100% of the organization is in due compliance with the health and safety requirements laid down by law and collective bargaining agreements, in parameters that range from risk identification to prevention and control measures.

100% of employees (own and third parties) of MRV&CO are covered by the Health and Safety Management System in administrative spaces and on all construction sites

At the headquarters in Belo Horizonte, administrative and engineering support activities for the works are carried out. At the construction sites, located in the Regional Offices in various states, activities are carried out with a focus on Civil Construction operations.

MRV&CO relies on legal requirements and data management software to control compliance and monitor health and safety requirements that are included in collective bargaining agreements. It also guarantees that internal and external audits are fully complied with, and that monthly evaluations of occupational health and safety standards are carried out.

GRI 403-2 | 403-7

RISK MANAGEMENT AND IDENTIFICATION

Risk management and identification at MRV&CO combines resources, programs and methodologies for the investigation, detection, control and periodic monitoring of occupational and operational risks related to the MRV&CO Group – including activities, facilities and equipment.

TRABALHE COM
SEGURANÇA

Among the responsibilities of the **Occupational Risk Management System (ORM)** are:

- Continuous inspection of installations and equipment
- Issuing technical reports and documents
- PPE management
- Drawing up security projects
- Management of operational procedures
- Identifying risks

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PREVENTIVE ACTION, SHARED RESPONSIBILITY:
THE PATH TO A HEALTHY AND SAFE
ENVIRONMENT AT MRV&CO.

The **identification of hazards and risks** takes place in a defined process flow, considering various factors:

- Whether or not the activities are routine
- Who are the exposed workers?
- Activities of all people (own and third-party workers, neighbors, visitors, self-employed workers) with access to the workplace and 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 working hours, interpersonal relationships, organizational culture, among others
- Identified hazards whose origin is external to the workplace
- Situations near the workplace caused by activities related to MRV&CO
- Infrastructure, equipment, substances, physical conditions and layout of the workplace (including adaptation to the needs and abilities of the workers involved)

- Changes (including temporary ones) in work variables: activities, materials, equipment, technology, etc.
- Possible and historical occurrences of accidents or health problems related to the mapped exposures
- Existing prevention measures and applicable legal obligations

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

SEE MORE
Risk Management Policy

This investigative work is consolidated in Risk and Hazard Inventories (RPI), which are the basis for implementing controls – elimination, replacement, engineering measures, signaling, warnings, administrative measures and measures related to PPE and EPCs – and to assess the need for new training and qualification, as well as being part of the Risk Management Program (PGR).

The Occupational Risk Management system (ORM) is in line with the requirements of ISO 45001 and Regulatory Standard No. 1 (General Provisions and Occupational Risk Management). In compliance with legislation, hazards and risks associated with activities are periodically measured, analyzed and monitored, and procedures, reports and other specific tools are applied to **control and manage occupational risks**.

OCCUPATIONAL
RISK
MANAGEMENT

ORM

Click on the boxes for
more information

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

SAFETY ENGAGEMENT, PREVENTION AND TRAINING

As a shared value at MRV&CO, safety must be a point of convergence among all our professionals. For this to become a reality, we understand that the engagement and active participation of employees in the continuous improvement of HSE is fundamental. In this way, we maintain efficient communication mechanisms and consistent information flows, opening up space for dialog and feedback from the team, so that investments in quality training for everyone, both our own and third parties, take place in the most effective way.

Our goal is for every MRV&CO employee to have the necessary competence and awareness to carry out their tasks safely and with quality – and in compliance with the HSE internal regulations. As a result, all professionals, from the construction sites and the head office, undergo **HSE Orientation and Integration Training**, which covers a wide range of topics that are fundamental to working in the Group's companies:

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

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And more:

- Employees receive **legal introductory and periodic training** in Emergency Brigade, first aid, use of PPE and relevant regulatory standards, such as NR06, NR11, NR12, NR18, NR26, NR33, NR35.
- **Training is offered in Service Execution Procedures (PES)**, which are verified by the site team through on-site uncertainties or by checking the services, or by the Quality and Post-Delivery sector in the Quality Inspection, during uncertainties, by checking the services and interviewing the employees.
- Various **Induction and Training Programs are available**.
- Throughout the year, there are regular **Internal Workplace Accident Prevention Weeks (SIPAT)** and **Health, Safety and Environment Campaigns**.
- We keep the **Corporate HSE area** linked to the Production Department – a structural advance that links responsibilities to site managers, positively impacting on safety rates.
- The Specialized Service in Safety Engineering and Occupational Medicine (SESMT) can evaluate the effectiveness of the dissemination of Work Orders (OS) to workers by means of various mechanisms such as safety inspections, behavioral audits at work fronts, analysis of indicators, monitoring of warnings/disciplinary measures applied, among others.

RISK PERCEPTION CENTERS

REAL VALUE FOR WORKERS

Present all over Brazil, the Risk Perception Centers have evolved over time into real hubs for valuing work and workers on construction sites.

With a focus on reducing accidents by monitoring risks and occurrences on a daily basis, the work carried out at the Centers includes theoretical training, simulations, targeted guidance, among other approaches that consolidate pragmatic work on risks, adapted to the reality of each site. In addition, the CPRs create spaces for recognizing good practices, encouraging workers to join in.

Among the highlights of the CPR's work is the **Zero Fatality Program**, dedicated to reducing serious accidents based on a detailed mapping of the history of occurrences, which makes it possible to identify critical points so that they can be the focus of preventive actions, expanding the scope of risk monitoring actions

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We guarantee our professionals the conditions and official mechanisms to express their perceptions of the reality of their work, making active and conscious decisions about their own safety. This commitment is included in our Sustainability Policy, which provides a series of important inputs, primarily dealt with in the work plan and at monthly CIPA meetings and Governance meetings.

- All employees can use the **Right of Refusal**, guaranteed in the CLT, to interrupt work tasks when they believe they pose a risk to their safety, health or that of others. The Refusal to Work form is available with easy access for everyone. The Sustainability Policy and Code of Conduct protect employees from reprisals for using the tool correctly.
- Own and third-party workers can report deviations and unsafe conditions they observe on construction sites through the **Avisar a Segurança** [Notify Safety], accessible via a QR Code made available on construction sites or via a physical form filled in and deposited in a ballot box. Identification is optional and the complaints received are assessed daily by the Workplace Safety department, which takes the relevant measures.
- Suggestions regarding the optimization and improvement of processes and the creation and revision of documents can be sent directly to the corporate HSE team via the Interface Ágilis channel.
- Employees have a space in the **Dialogues on Health, Safety and the Environment** (DSSMA), held twice a week, to discuss prevention and safety and, in addition, to talk about topics that deal with quality of life in general – mental health, disease prevention, good habits, etc.
- Hosted workers are invited to answer the **Hosted Worker Satisfaction Survey**, with optional identification.
- Reports of legal deviations or violations of MRV&CO's rules and policies (including safety) can be made anonymously through the **Confidential Channel**, which is widely disseminated among employees.

GRI 403-2 | 403-4

ACTIVE EMPLOYEE PARTICIPATION



GRI 403-4

INTERNAL COMMISSION FOR THE PREVENTION OF ACCIDENTS AND HARASSMENT (CIPA)

CIPA plays a very important role in mediating between employees and management when it comes to occupational safety. For the sake of transparency, the decisions and resolutions of meetings are always available to all interested employees on a notice board or electronically.

At both MRV&CO's headquarters and construction sites, the Internal Accident and Harassment Prevention Committees work together with the SESMT:

- Monitoring hazard and risk management
- Checking working environments and conditions
- Maintaining an ongoing dialog with teams about their risk perceptions
- Monitoring investigations and analysis of work-related accidents and illnesses
- Participating in the development and implementation of HSE programs
- Raising awareness of OSH issues

CIPA is also responsible for promoting the **Internal Week for the Prevention of Accidents at Work (SIPAT)** every year with the SESMT and for including topics relating to preventing and combating sexual harassment and other forms of violence in its discussions and practices.

In accordance with NR05 and MRV&CO's internal operating procedure, CIPA meets monthly. Extraordinary meetings can be called in the event of serious or fatal accidents, or at the request of the company or employees. To ensure that its deliberations are representative (communicated directly to governance in routine meetings), the committee is made up of representatives from the organization, employees, contractors and service providers.

INVESTIGATION AND RESPONSE TO ACCIDENTS

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By identifying risks, implementing controls and training employees, we act in a predominantly preventive manner. Even so, accidents at work can happen from time to time, and MRV&CO maintains Internal Regulations for the Analysis and Investigation of Accidents, Near-Accidents and Occupational Illnesses; an Accident Contingency Plan; and an Emergency Response Plan complete with procedures for specific scenarios. In this way, we are adequately prepared to prevent and mitigate the impacts on safety, occupational health and the environment resulting from accidents and incidents.

The process of reporting and investigating accidents is carried out through Obrasoft, a management platform applied nationwide, with support from CIPA in the case of serious and fatal accidents.

Technology is increasingly integrated into this process. In 2024, we invested in simplifying safety checklists and developing more user-friendly interfaces for reporting accidents in operations, with the aim of more complete and real-time reporting of what happens on construction sites, so that mitigation and prevention actions are more assertive.

In 2024:
AMONG EMPLOYEES,
the highest number of recorded incidents was related to the activities of form fitter, servant and bricklayer and took place between 8am and 11am. The main situation causing accidents was the impact suffered by a person from a falling object.

AMONG WORKERS WHO ARE NOT EMPLOYEES, whose work and/or workplace is controlled by the organization, the highest number of recorded incidents was related to the activities of form fitter, servant and bricklayer and took place between 8am and 12pm. The main situation causing accidents was the impact suffered by a person from a falling object.

In 2024, unfortunately, there were three deaths involving outsourced workers working for MRV&CO. We reinforce our commitment to safety and continually strengthen our practices to prevent episodes like these.

See detailed data in the Indicator Center • Accidents at work

With an integrated and inclusive vision of workers' health, we maintain various fronts of services and programs that work in synergy, with a focus on physical and psychological well-being. Our team has specialized teams to provide **occupational care**; through initiatives such as Cuidando de Quem Constrói and Saúde em Dia, we disseminate **up-to-date quality** information so that each employee can make responsible, informed decisions about their health.

We also offer a series of **benefits, programs and partnerships**:

- Special health and dental plan conditions for administrative workers
- Union support, provided for in the collective bargaining agreement, for workers on construction sites
- Partnerships with non-profit civil associations for free consultations with health specialists and, for some locations, discounts at accredited pharmacies and other health services
- Initiatives of the Ser Sangue Verde Program, which include mental health support, monitoring of pregnant women and a partnership with Wellhub, extended to dependents of employees at the offices, stores, administrative offices and construction sites.

At the same time, we maintain the schedule of mandatory examinations for the **Occupational Health Medical Control Program** (PCMSO) and the Hearing Conservation (PCA) and Respiratory Protection (PPR) programs. Preferably, PCMSO exams are carried out in clinics, with the worker being excused from work on the date; if necessary, they can also be offered on site.

The digital medical records are managed by software specialized in occupational medicine, which ensures that access is restricted to the health sector only; the printed medical records are stored in the partner clinics that serve the regional offices or under the responsibility of the medical teams in the offices. This health information is the basis for the monitoring carried out by MRV&CO to identify illnesses among its own workers and third parties (in accordance with NR32).

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

HEALTH: AN INTEGRATED VISION

Employee anamnesis data is accessed exclusively by the Occupational Medicine team. Any alterations identified in occupational examinations or in the company's health promotion programs are treated only as a subsidy to guide professionals in this regard. Actions that impact the employee's routine are only taken when a deviation is identified that could jeopardize their safety at work; in these cases, special care is taken by the team to guarantee medical confidentiality.



In 2024:


**No cases of occupational
disease recorded**

**No deaths resulting from
occupational disease**

Possible cases of professional and occupational illness are investigated by, at least, an occupational doctor or a member of the occupational medicine technical staff; a representative from Occupational Safety; and, if possible, with the participation of the employee who is the patient.

SAÚDE EM DIA [HEALTH ON TIME]: PROMOTING WORKERS' HEALTH:

Through the Saúde em Dia initiative, MRV&CO promotes a variety of actions to encourage self-care and prevention for employees. The program includes one-off campaigns and targeted health initiatives, such as exemption from co-payment for exams and consultations during specific periods for users of the MRV&CO health plan. It also includes guidelines from Occupational Medicine for carrying out consultations and examinations at partner clinics for own employees without the MRV&CO health plan and with a medical recommendation for screening.



WE RECOGNIZE THAT
WE STILL HAVE A WAY
TO GO IN TERMS OF
INTERNAL DIVERSITY
AND PAY EQUITY.

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DIVERSITY IN CONSTRUCTION

For us, diversity is not only a high-value social index, but also an aspect deeply related to our deliveries. With a broad portfolio of housing solutions designed for the most different needs and customer profiles, **a diverse team also becomes a strategic resource** for keeping in tune with our different audiences.

At MRV&CO, we are aware of the **global challenge** that is the inclusion of under-represented groups in the governance and leadership of organizations, especially in the context of Construction – a sector that has historically been predominantly male, especially in the operational sphere.

We remain determined to face this challenging environment with gradual **advances in practices that create a fairer, more balanced and inclusive environment** within MRV&CO, reflecting the social diversity in our workforce.

GRI 405-1

GENDER DIVERSITY

Of the targets set in 2022, when we became part of Ambition 2030 (a global pact between the UN and companies for gender equality), one has already been **achieved by 2024: surpassing the 45% mark for female leaders.**

The other goal – to increase the number of female employees in the organization to 30% – continues to guide different initiatives, endorsed by the People Committee and the Human Development area, both in the offices and on the construction sites.

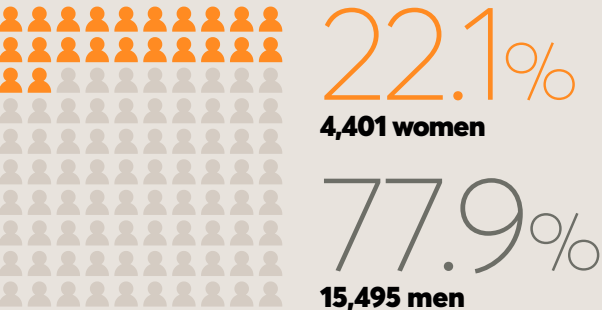
See detailed data in the Indicator Center • Diversity

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

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

IN MRV&CO GROUP

[Total 19,896 collaborators]



LEADERSHIP



ON CONSTRUCTION SITES

[functional category Operational]



ELAS TRANSFORMAM NA CONSTRUÇÃO

[THEY TRANSFORM IN
CONSTRUCTION]

With the aim of increasing the presence of women on construction sites, the initiative trains socially vulnerable women to work in the construction industry.

In 2024, the project received a further R\$1 million in investment and expanded beyond the three initial cities – Campinas, Curitiba and Belo Horizonte – to eight more municipalities: São Paulo, Rio de Janeiro, São Luiz, Fortaleza, Manaus, João Pessoa, Salvador and Uberlândia.

Held in strategic areas to facilitate access for students, the training courses prepare women to work both in MRV&CO itself and in other construction companies. The courses last three months, with theoretical and practical lessons to develop skills such as tiling and painting, among others.

In 2024:
19 classes to train women across Brazil
About 500 women trained
33 hired by MRV&CO

ELAS POR ELAS EXECUTIVAS

[WOMEN FOR WOMEN
EXECUTIVES]

Women’s mentoring program carried out in partnership with the Education and Diversity and Inclusion areas. In 2024, in the third edition, 18 women, including directors and executive managers, mentored and deepened their knowledge with other women on topics such as Emotion Management and Transformational Leadership.

The Elas por Elas Program is an important instrument for promoting the professional development of women and strengthening female protagonism at MRV&CO.

GRI 405-1

DIVERSITY AS CULTURE

Beyond gender equity, we also strive to develop an inclusive professional environment for underrepresented groups across markers such as ethnicity, LGBTQIA+, multiple generations, and Persons with Disabilities.

Among the actions carried out:

- **Awareness campaigns** with teams from construction sites, commercial and corporate areas, with special focus on Trainees and First-time Site Managers
- **Training** for employees with intellectual disabilities
- Launch of the **Affirmative Mentoring Program for Black People**
- **Libras (Brazilian Sign Language) course:** for the first time we held two classes – one of them exclusively for site workers (DAE and SSMA)
- Launch of **Diversity & Inclusion E-learning Program**
- Participation in job fairs, including affirmative action fairs

- Launch of **Program Indica PCD** Refer a PwD
- Engagement with the INSS to support the **reintegration of rehabilitated workers** at MRV&CO
- Training for support teams, DAE and SSMA on **relational skills and welcoming PwD employees and women**
- LGBT Pride Month: partnership with the Customer Relations area for **action involving LGBT customers**
- Inclusion of initiatives aligned with parenthood in the Ser Sangue Verde program, and support for employees who are children of PwD through the Acolher initiative
- **Support for name correction** on trans employees documents
- **Diversity and Inclusion Guide** for suppliers
- **Inclusive signage** for toilets

MRV is listed on B3's Latin American diversity index, Idiversa.

69.8% of all MRV&CO employees are **black or brown**

2.2% are **People with Disabilities**

15.3% are **over 50**

1,314 people completed the **Diversity, Equity and Inclusion distance learning course** available on MRV&CO's development platform.

45 people took part in the **Libras - Brazilian Sign Language course** in the basic module for beginners.

See detailed data in the Indicator Center • Diversity

GRI 406-1

FOR NON-DISCRIMINATION

We know that, despite practical efforts to make employees aware of the importance of respecting differences, cases of discrimination can still occur. The Confidential Channel remains open to complaints which, if confirmed after investigation, may result in appropriate administrative and disciplinary measures for the aggressor, as provided for in the Code of Conduct.

In 2024 there were 22 reports of discrimination at MRV&CO dealt with by the Risks and Internal Audit area, seven of which were confirmed and forwarded for appropriate administrative measures in accordance with MRV&CO's Consequences Policy.

In addition to the application of measures such as formal warning, suspension, dismissal with or without cause, blocking of suppliers, among others, there is also training by the Compliance, Diversity and HR areas.

DIVERSITY AND INCLUSION COMMITTEE

The MRV&CO Diversity and Inclusion Committee is made up of people from different hierarchical levels, positions, regions, cultures, ethnicities, affective-sexual orientations and gender identities, and people with or without disabilities. Its purpose is to promote relevant Diversity and Inclusion issues and disseminate information in the corporate environment, through engagement and awareness-raising actions.

- In Upper Governance:
- 25% of the Board of Directors
 - 11.1% of the Executive Board

DIVERSITY & LEADERSHIP

In terms of senior leadership, the People Committee and the Human Development area work incisively to ensure that the issue of Diversity receives permanent attention.

Racial diversity remains a challenging field for top leadership and is the subject of careful analysis so that the current configuration can be improved.

When it comes to gender in leadership, we have experienced a period of progress - a confluence of the Group's strategy with internal demands: today, there are **46% of leadership positions are held by women**. We maintain concentrated efforts and consistent projects to promote a real crop of new leaders in our ranks - especially for engineering management



COMMUNICATING DIVERSITY

In 2024, we will continue with actions in a variety of formats to keep the Diversity topic in the spotlight among employees.

- Diversity topics in the **Leader Development Program** – such as inclusive leadership, diversity in selection processes and LGBTQIAPN+ literacy.
- **Raising awareness on construction sites** via internal radios
- **Thematic lives**
 - Trans Visibility Month
 - LGBT+ Pride
 - Green September - PCD (people with disabilities)
 - Black Awareness
 - Mother's Day
 - Father's Day
 - Women's Day - Women in the job market: intentionality vs. opportunity
- **Campaigns**
 - Women's Day: "Construction, feminine noun" (construction sites, stores and offices)
 - LGBT+: "LGBT Pride – everyday life is also an achievement"
 - Black Awareness: Conversation round in the Ubuntu group on the subject and Conversation round with the Attraction team on affirmative vacancies
 - Videos/ posts: Autism Day; Down Syndrome Day; Day to Combat Violence Against Women and Girls
 - Mother's Day: "Caring for Those Who Care" (construction sites, stores and offices)
 - Father's Day: "Pai (Father) with a P for Presence" (construction sites, stores and office)

GRI 2-20

REMUNERATION

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A fair remuneration model is **sustainable for the organization and, at the same time, attractive and rewarding for the employee**. What's more, they can mobilize the knowledge and skills necessary for the long-term success of the business.

We maintain a remuneration policy based on well-defined criteria, which adequately represents our efforts to make progress on the issue; we understand our journey towards equity in the remuneration of men and women in equivalent positions as an effective way of promoting inclusion at MRV&CO.

To define employee remuneration, we consider three perspectives:

- **FROM THE EMPLOYER:** promote the knowledge, skills and behaviors necessary for business success
- **FROM THE EMPLOYEE:** remuneration as part of an attractive value proposition
- **FROM COSTS:** sustainable remuneration costs, which do not compromise other investments

FAIR AND BALANCED PAY
VALUES PEOPLE.

For the **top executives**, remuneration is determined according to their roles and responsibilities and in relation to other executives in the real estate construction industry, and in accordance with the collective performance of the executive management team.

The non-operational positions have their remuneration determined by the Mercer methodology, which is widely adopted in the market. In this approach, the internal relative value of the organization's positions is determined on the basis of their functions, units, divisions, geographies and the market remuneration context, ensuring that there is internal and external equity of positions. The process relies on the occasional support of external consultants, who bring in remuneration references for scenario reviews.

GRI 2-19

REMUNERATION POLICIES

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Each element that makes up remuneration at MRV&CO plays a specific role in the short, medium and long term. The notion of a link to results is also extremely important. In this way, we ensure a sustainable remuneration approach that does not jeopardize other investments.

FIXED REMUNERATION

- Directors (pro-labore)
- Statutory and non-statutory directors
- Other employees

Offered to all employees, it aims to recognize and reflect the value of the position internally and externally.

VARIABLE REMUNERATION

- Chairman of the Board of Directors
- Statutory and non-statutory directors

Available in different forms for specific categories, related to targets and according to position and area.

SHORT-TERM INCENTIVES

Profit Sharing Program (PSP), rewarding performance in individual, area and company targets, aligned with the budget, strategic planning and competition. For senior management, the targets include integrity, environmental and social criteria that are a priority for the management cycle, marking the relevance of ESG in the variable remuneration policy for senior leadership.

LONG-TERM INCENTIVES

- Board members
- Statutory and non-statutory directors

Stock option plan with stipulated terms and conditions, boosting employee retention and aligning interests with shareholders in creating sustainable, long-term value for the business.

BENEFITS

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

- Life insurance
- Private pensions
- Medical assistance
- Disability and invalidity aid
- Maternity and paternity leave
- Pension fund and benefit plan
- Food allowance

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

GRI 2-21 | 405-2

PROPORTIONS OF REMUNERATION

$$\frac{\text{TOTAL ANNUAL REMUNERATION
HIGHEST PAID INDIVIDUAL}}{\text{AVERAGE ANNUAL TOTAL REMUNERATION
OF ALL EMPLOYEES
(EXCLUDING THE HIGHEST PAID)}} = 19,613\%$$

$$\frac{\text{PERCENTAGE INCREASE IN THE TOTAL ANNUAL
REMUNERATION - HIGHEST PAID INDIVIDUAL}}{\text{PERCENTAGE INCREASE IN THE AVERAGE
ANNUAL TOTAL REMUNERATION OF ALL
EMPLOYEES (EXCLUDING THE HIGHEST PAID)
*considering monetary remuneration
(base salary + PSP + commissions/awards).*}} = 0\%$$

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

GRI 202-2

BOARD MEMBERS HIRED LOCALLY*

- MRV, Luggo, Sensia and Urba: 100% (Brazil)
- Resia: 15% (USA)

** In the country of operation*

GRI 202-1

LOWER WAGE X LOCAL MINIMUM WAGE

The lowest salary at MRV&CO is for the **position of Assistant** and corresponds to **220% of the minimum wage for women and 174% of the minimum wage for men.**

For comparison purposes, the working hours have been converted to 44 hours a week.

GRI 401-2

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

GRI 402-1

Significant operational changes that could substantially affect workers are communicated at least four weeks before they are implemented.

WOMEN / MEN

FUNCTIONAL CATEGORY	2023	2024
Coordinator / Specialist	92%	94%
Director	92%	98%
Manager	91%	91%
Operational	79%	80%
Professionals	102%	103%



WE OPERATE IN
ONE OF THE MOST
POLLUTING AND
ENVIRONMENTALLY
IMPACTFUL SECTORS.

ENVIRONMENTAL RESPONSIBILITY

Constructing with sustainability in mind is as challenging as it is inspiring. And every step ahead of a large organization like MRV&CO is very significant and relevant.

That's why we work tirelessly, strategically, and across all areas to mitigate negative impacts - and enhance positive ones – with the support of an **Integrated**

Management System (IMS). In accordance with the internal regulations, the IMS is responsible for identifying, classifying, and monitoring the strategic environmental risks and opportunities for MRV&CO and, based on this knowledge, setting goals and objectives for the continuous improvement of our interactions with the environment, among other duties.

The requirements, needs, stakeholder expectations and other relevant factors are defined in the Requirements Matrix - Context and Stakeholders. The data is part of the Organizational Context of the Integrated Management Manual; based on a SWOT analysis, strategic risks and opportunities are defined, classified according to their impact levels and probable occurrence, according to the criteria in a Process Risk Matrix.

DISCIPLINE, COMMITMENT, AWARENESS,
AND SMART CHOICES TO ADDRESS
ENVIRONMENTAL RISKS AND OPPORTUNITIES.



As part of a synergistic effort between the Quality, Certification, and Corporate HSE teams, priority areas for continuous improvement are defined based on the commitments made to public authorities and other stakeholders; relevant complaints received through official channels; consultations with non-managerial employees; and the risks and opportunities identified by the IMS.

As a practical result of this structure, we maintain **specialized environmental control efforts** and adopt **sustainable construction practices**, committed to lower greenhouse gas (GHG) emissions, greater efficiency in water and energy use, and the conservation and management of biodiversity.

The concept of quality housing is not complete without a true integration of our solutions with the environment.

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We are **signatories of the UN Global Compact and ambassadors for SDG 11** – Sustainable Cities and Communities. This implies a proactive, fearless, and consistent attitude so that we continue to evolve. Climate justice and the reduction of negative impacts are part of our vision, supported by specific strategies, engaged leadership across all levels at MRV&CO, value chain involvement, product development efforts, and certified practices.

- Since 2016, we have consistently maintained **internally audited certifications**, based on our own sustainability criteria for processes and products. The rigorous requirements go beyond legislation and standard norms, focused on standardizing and monitoring the execution of actions in projects and construction sites, resulting in more sustainable practices and greater customer satisfaction.
 - **MRV + Verde:** product sustainability, certification strategies, securing environmental benefits in the use and occupancy of buildings.
 - **Selo Obra Verde:** sustainability in construction sites and construction management processes to reduce environmental impact.

- **Environmental Impact Assessment** with guidelines set based on relevant consumption criteria and the Environmental Aspects and Impacts Survey (LAIA), a tool for diagnosing the environmental situation and supporting Life Cycle Analysis (LCA) and the actions of environmental managers to mitigate impacts. The LAIA criteria are applied to all developments, taking into account the specific aspects of each territory.

- **Selo Casa Azul + CAIXA**, from Caixa Econômica Federal, whose scope includes a series of environmental criteria. Several MRV&CO projects voluntarily adhere to the requirements of Selo Casa Azul, which applies to housing projects.

In 2024, we had certified housing units in 23 developments, meeting criteria such as thermal and lighting comfort, energy-saving devices, individualized gas metering, solar orientation, and efficient elevators, among others. The sustainability initiatives recognized by Selo Casa Azul Seal contributed to an increase of R\$ 109.5 million in property value.

PARTNERSHIP WITH ICLEI FOR SUSTAINABLE DEVELOPMENT

Established in 2022, the partnership (a pioneer among private institutions) with ICLEI - Local Governments for Sustainability, the world's leading association of local and sub-national governments dedicated to sustainable development, provides MRV&CO with advisory support to expand the sustainability possibilities of the developments and support in strategic projects with Nature-Based Solutions (NBS) to integrate our products into the urban context and the environment.

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AN ENGAGED SUPPLY CHAIN

Engaging the supply chain is a key factor in the success of our environmental responsibility approach, enabling our actions to unfold and connecting the various stages of our value chain to the SDGs.

Our consolidated **Supplier Management Program** provides support resources to enhance the **control of environmental impacts**. In addition, possible **environmental risks from suppliers' activities** - mainly those related to climate change, water management and forest management - are mapped by different areas and form part of the scope of the Risk Matrix. The analyses are connected to the processes of requiring documentation regarding risk mitigation via the supplier evaluation platform.

The approval of suppliers is conditional on the completion of various registration stages, submission of specific documents and evidence for the services or materials provided, completion of Compliance and Socio-environmental questionnaires, and the signing the Agreement to Adhere to the Supplier Code of Conduct.

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

CLIMATE CHANGE AND EMISSIONS

Given the intrinsic link between construction and the production of cement, concrete and steel, we recognize that our value chain has significant impacts on emissions and, consequently, on global climate change. The issue is therefore a priority in MRV&CO's Sustainability Strategy, addressed through specific targets, public commitments, and strategic instruments such as:

- MRV&CO's **Climate Change Policy**, with guidelines for employees, partners, suppliers and other stakeholders;
- The **Vision 2030** MRV;
- **Carbon Management Plan**;
- The conduct of **Climate Vulnerability Studies** in MRV&CO's developments, mapping current and future climate risks related to events such as rising sea levels, floods, and landslides. Based on this data, solutions and alternatives are proposed to mitigate these risks;
- The application of **Life Cycle Assessment** (LCA), in line with ISO 14040, to accurately measure and visualize

environmental impacts based on criteria such as resource reduction, carbon footprint, and water and energy consumption in processes;

- Application of the **Carbon Footprint Assessment**, in line with ISO 14067, to guide product decisions aimed at reducing GHG emissions and achieving MRV&CO's decarbonization targets;
- **Compensation of carbon emissions** related to scopes 1 and 2, via the purchase of carbon credits from accredited projects, such as CDM and VCS, since 2015.

We believe in **strategic partnerships** as a way of improving our indicators and sharing knowledge on the subject. Since 2021, we have had 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 compliance with the Paris Agreement. We also support Instituto Ekos' Commitment to the Climate program, offering discounts to MRV&CO suppliers who also want to offset their emissions by purchasing carbon credits.

Our coordinated efforts have been repeatedly recognized and endorsed by independent bodies and qualifiers:

- Gold Seal in the Brazilian GHG Protocol Program (the first Brazilian construction company to obtain the qualification)
- B performance in the CDP climate change booklet
- ISO14001 certification

See detailed data in the Indicator Center • Emissions

CLIMATE CHANGE AND EMISSIONS: 2024 HIGHLIGHTS

GRI 303-1

WATER AND EFFLUENTS

MRV&CO works with sustainable water management at all stages of its processes, from the planning of construction sites to the delivery of products to customers, always assessing the scope of the **water risks associated with operations and the supply chain**, bearing in mind the ongoing goal of reducing water consumption by at least 0.5% each year:

- Integrated management with monitoring of indicators, supported by an ESG information management system and tools to monitor and optimize the consumer relationship.
- The Environmental Aspects and Impacts Assessment (LAIA) forecasts possible impacts related water catchment, consumption, and disposal in development projects. This assessment considers various factors, such as the reduction of water availability and changes in water quality and soil condition.

- During construction, **practices are applied to reduce the use of drinking water and encourage reuse**:
 - Directing rainwater collected from the roof of construction site offices to wash equipment, clean areas and irrigate gardens
 - Decanting and filtering of cleaning water from concrete mixers for reuse in cleaning
 - Reuse of water from changing room sinks to flush urinals, meeting the requirements of Regulatory Standards 18 and 24.
In 2024, the reuse initiatives at the construction sites resulted in a reuse volume of 1,098.73 m³ of water
- Procedure POP.023 Obra Verde, which covers mandatory items related to water reuse on construction sites.
- Annual World Water Day campaign, disseminating information on reducing consumption and possible ways of reusing water.

Water efficiency is also part of our products: properties are delivered with features such as intelligent flushing systems, flow reducers in taps, architectural planning for infiltration retention and rainwater management, and individualized consumption metering.

MRV&CO also maintains **periodic monitoring and awareness-raising initiatives** on the use of water resources, such as periodic campaigns for employees, related procedures (for example, for drilling tube wells, collecting water and discharging effluents) and supplier qualification processes with specific requirements on the subject.

See detailed data in the Indicator Center • Water and Effluents

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

WATER CATCHMENT AND CONSUMPTION

In general, MRV&CO construction sites use water made available for human consumption through public utility supply networks. When this is not possible, water can be purchased from third parties, supplied by water trucks and external support from a licensed Water Treatment Plant (WTP).

In 2024:
4,344.61 megaliters of fresh water collected from third parties
1,718.52 megaliters captured in water-stressed areas*

868.93 megaliters of fresh water consumed (catchment - disposal)
**According to the Aqueduct Water Risk Atlas*

GRI 303-2 | 303-4

WATER DISPOSAL

Due to its high level of criticality, the water disposal stage receives special attention from MRV&CO: we have diversified effluent control and treatment systems to support construction sites in all contexts, especially in locations not served by the basic sanitation network. In these cases, sewage can be directed to cesspools, filters, Effluent Treatment Plants (ETPs), settling tanks, among others - always in compliance with applicable local legislation and regulatory standards.

Monitoring procedures are specific to each type of disposal, always based on official standards and resolutions and aimed at mitigating environmental impacts:

- **Liquid effluents discharged into the public sewage collection network** follow the minimum standards stipulated in conditions or by the local concessionaire. In the absence of these standards and applicable legislation, we have adopted the standards established by ABNT NBR 9800/1987;
- **Liquid effluents discharged into the watercourse, rainwater channel or infiltrated into the ground** are monitored in accordance with the parameters established by the state/municipal legislation in force or by the conditions of the environmental license. In the absence of these, we have adopted Conama Resolution 430 of 13/05/2011, Section II, art. 16;
- **Liquid effluents originating in a sanitary sewage treatment system not discharged into the public collection network** are monitored by the parameters stipulated in Section III, art. 21 of Conama Resolution 430 of 13/05/2011, if there is no applicable legislation or conditioning standards;
- **Effluents treated by a pit - filter - drain system** are monitored in accordance with Section III, art. 21 of Conama Resolution 430 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 in accordance with the standards stipulated in environmental constraints. In the absence of these, we adopt the most restrictive applicable legislation.

MRV&CO does not discharge effluents directly into bodies of water in the vast majority of its operations. If this situation arises, the nature and characteristics of the body of water will be taken into account, as well as current legislation and regulatory resolutions.

Em 2024:
3475.68 megaliters of water discarded
80% return rate (proportion of discards in relation to collection)

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

ENERGY EFFICIENCY

Rationalizing the use of energy resources is strategic for MRVCO. In view of this, we maintain initiatives from end to end – in the construction process, in the development of projects, at the head office, in stores and offices.

By choosing materials with lower aggregate energy costs, optimizing daily processes and improving the logistics involved, we have integrated energy efficiency into our operations and deliveries as a value, a differentiator and an everyday objective.

In 2024:

149,914.13 GJ consumed within the organization, being:

57,730.72 GJ fuel consumption costs

92,183.41 GJ of electricity purchased

Reduction of 13% in energy consumption added to the inputs purchased by MRV&CO

See detailed data in the Indicator Center - Energy Efficiency



WASTE AND CIRCULARITY

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The **disposal of materials originating in the construction process** (a factor inherent to MRV&CO's operations) is our most significant impact in terms of waste generation, as it can lead to soil and water contamination if not properly controlled.

In the quest to deliver more using less and mitigate these risks, and within a logic of adopting and improving circularity practices, we work on several fronts - taking into account factors related to materials, such as transportation and storage, and adopting control measures where appropriate:

- Change in the construction process (from masonry to concrete walls, material reused on construction sites)
- Use of construction timber for purposes such as building safe paths, waste disposal bays, identification signs and fertilization (after milling), especially in urban developments.
- Eliminating the use of disposable cups at headquarters
- Issuance of the Waste Transportation Manifest (MTR), via state systems or the National Solid Waste Management Information System (SINIR)
- Waste Control and Disposal Forms with detailed data
- Waste segregation
- Proper storage and disposal of collected waste, taking into account legislation and up-to-date studies

To comply with the requirements of the Obra Verde Seal, all MRV&CO projects must opt for three of the four items of efficient use of resources and cleaner production set out in the Seal's Operational Procedure:

- Reduction in the use of materials and/or generation of solid waste
- Reuse of materials/waste
- Reverse logistics and recycling
- Use of recycled materials

We have also established a Construction Waste Management Plan (PGRCC), developed in accordance with the guidelines of Operational Procedure 021 - Solid Waste Management, for each construction site and managed by MRV&CO itself. The PGRCC determines the indicators for the various classes of waste, the treatment for each one and the monitoring of the entire disposal process up to the environmentally appropriate final destination.

In 2024:
334,287.78 m³ of waste generated
9,129.99 m³ destined for reuse, donation and sale
325,157.79 m³ destined for landfill

See detailed data on the Indicator Center - Waste and Circularity

GRI 304-1 | 304-2 | 304-3

BIODIVERSITY

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Due to the geographically comprehensive nature of MRV&CO's activities, with operations spread throughout the country, the management of biodiversity issues absorbs the specificities of each region where we are present.

We work in a way that is always suited to local needs and requirements, establishing partnerships with entities and other companies to develop more efficient solutions and investing in recovery and conservation programs for areas of greater environmental vulnerability.

- **We map land and neighborhoods** to identify possible impacts on environmental preservation and conservation areas.
- **We tailor actions** to regional legal demands
- **We invest in conservation/recovery programs** for areas with the highest levels of environmental vulnerability.
- **We make environmental commitments** with organizations and companies to develop solutions to environmental challenges.


The **major impacts associated with our operations** are related to the suppression of vegetation, especially tree species, for the construction of projects - an operation that is always carried out in accordance with environmental licenses and conditions - and, consequently, the conversion of habitats in urban areas.

When building projects in or near areas of environmental protection, we consider it essential to strictly comply with all legal requirements and to take all necessary measures to rationalize the environmental impact of the work, always within the parameters defined by the competent legislation and in line with our commitment to the environment.

The **impact assessment** is based on the monitoring of significant direct and indirect impacts of MRV&CO's activities, products and services on biodiversity. Among other initiatives, we plant trees – prioritizing native species – in models defined with the support of specialists in the development of the landscaping of our projects, as well as in environmental planning. The new trees can either be part of the landscaping of developments, making up living and leisure areas, or they can be used as a compensatory measure to restore areas that may have been degraded. We are also working beyond actions that are conditional on local government counterparts, proposing initiatives to protect, conserve and mitigate environmental impacts, as well as preventive and corrective measures.

In 2024:
586 individuals suppressed as a result of MRV&CO's activities;
314,717 trees were planted in 2024 as part of compensation efforts (MRV)

See detailed data in the Indicator Center - Biodiversity



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

SUSTAINABILITY AT
MRV&CO

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RESPONSIBILITY & TRANSFORMATION

WE HAVE ALREADY
TRANSFORMED THE
LIVES OF ALMOST
THREE MILLION
PEOPLE – AND
WE’RE GOING TO
DO A LOT MORE.

Transformation is at the heart of our purpose, and we have traveled important paths to fulfill it.
The path of quality affordable housing as a central offer.
The path of virtuous relationships with people, with the value chain, with organizations.
The road to continuous innovation.
The path to environmentally conscious choices.

And, of course, the path of social responsibility. We have matured our vision of it in the same way that the subject has matured over time. In more than four decades, thinking and doing have been perfected – in the MRV&CO Group and around the world. New names, new looks, new ambitions.

While participating in these welcome changes, we remained certain: **the greatest transformative power lies in education.** That’s why education remains the matrix of our ESG “S”. And although the challenge is great, we know that the positive results and the legacy of value are also great.

In addition to the families who live in an MRV&CO property, we impact the lives of many people. We continue to work to deliver not only housing, but also quality of life – for customers, for the community around us, for the cities where we are located and for the planet. Thus, we seek to act strategically to mitigate possible negative impacts and always generate positive transformations.

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MRV INSTITUTE

Strategic for the generation of value and the implementation of MRV&CO’s sustainability strategy, the MRV Institute has been our main social responsibility sector since 2014. It is structured as a non-profit organization, autonomous and maintained exclusively with the Group’s resources – every year, its funding plan is validated by the Executive Board and the Board of Directors.

WE ARE DRIVEN BY THE DREAMS OF OUR FUTURE MAKERS.

Volunteers
MRV&CO employees and their children
Children and young people from
partner institutions
Educators

Driven by the dreams of children and young people, the MRV Institute brings together a large and varied scope of initiatives that reach different audiences and converge in the aim of boosting social progress and creating opportunities for these future generations.

The fronts and actions are organized into four pillars. In common, education as an inspiration and mechanism for transforming the lives of more than 2.9 million people so far, and the true commitment of our team.

MRV Volunteers
Educar para Transformar
Seu Filho, Nosso Futuro
iungo Institute

Operating with high levels of compliance, the MRV Institute has its financial statements audited and improves its internal controls year after year. Transparency is a priority so that initiatives are always conducted with integrity. In addition, the MRV Institute has a team specialized in social responsibility to develop projects that carry the essence and identity of MRV&CO and reflect the Group's procedural intelligence, consolidating a core of expertise that combines technical vision and social impact.

Celebrating its 10th anniversary in 2024, the MRV Institute is preparing for new flights. From 2025 it will be called the MRV&CO Institute and will continue to shape the synergy between sustainability, purpose and strategy at MRV&CO.

The Institute plays a strategic role in the implementation of the employee literacy program Escola Nota 10, being co-responsible for its management and contributing its expertise in structuring social responsibility initiatives.

SEE MORE
MRV Institute

"2024 was a challenging year, but also one in which we learned a lot. The biggest message continues to be about the transformative power of the MRV Institute: a lot can change when you invest in education. MRV&CO chose to direct its social investment towards education because the impact is reflected in all areas of society. And when we give something of value back to society, the results are long-lasting and have the potential to build a better world for everyone."

– BLENDALVES COSTA,
MRV INSTITUTE MANAGER

In its 10 years of operation, the MRV Institute has stood out for its commitment to social transformation and recognizes the importance of solidarity and philanthropy. We direct resources and efforts to support organizations that promote relevant impacts in their communities and carry out serious work with a social impact. These include:

- Cidade dos Meninos São Vicente de Paulo
- Embaixadores da Educação [Ambassadors for Education]
- Leonardo Franco Institute
- O Grito Institute
- Brazil Foundation
- Todos pela Educação
- SuperAção Institute

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MRV INSTITUTE: HISTORICAL NUMBERS

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

+ than
972 K **people**
impacted
directly

+ than
R\$ 48.3 million **invested**

2024 HIGHLIGHTS
+ than
176 K **people**
impacted
directly and
indirectly
+ than
58.5 K **direct**
impacts
of the initiatives
+ than
R\$ 3.6 million **invested**

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

MRV VOLUNTEERS

We invite our employees to make a difference by dedicating their time and knowledge to volunteering activities focused on education in projects run by the MRV Institute. Each volunteer works 44 hours a year.

The volunteer program provides the means for MRV&CO employees to contribute to actions that promote education for our future leaders. What's more, our purpose is to make a lasting impact on the lives of the people served by our projects – either directly or indirectly. This differentiated and high-quality approach was recognized in 2024, for the third consecutive year, by the VOL Awards, in the "Best Volunteering Practice in Companies" category.

In 2024:

2,089 people directly impacted
6,267 people reached directly and indirectly*
Almost 2,400 volunteer hours dedicated
R\$ 86,330,00 invested during the year
13 projects developed

Listen to [Lá Vem História](#), a podcast featuring children's stories made with the support of volunteers.

EDUCAR PARA TRANSFORMAR [EDUCATING TO TRANSFORM]

The program invests in educational projects run by Civil Society Organizations (CSOs) throughout Brazil. Each selected project receives investment to implement its actions, with the support of the MRV Institute – an active partnership that monitors the use of resources, supports management, offers mentoring, carries out technical visits and encourages rigorous accountability. The amount received and the length of the partnership vary according to the call for proposals.

In 2024:

10 initiatives selected for the 9th edition
8,695 people impactadas de forma direta
26,085 people reached directly and indirectly*
R\$ 1 million invested

Registration takes place based on a public call for tenders, which are widely publicized. The selection process also reinforces the commitment to transparency and social involvement. After technical analysis, the projects are submitted to a popular vote, so that the final choice is aligned with the demands of the community - a premise that has guided the program since its inception. Volunteers play a key role at all stages, contributing with their expertise and strengthening the bond between the institutions, the communities, and the MRV Institute. In 2024, the ninth edition of Educar para Transformar was carried out and finalized and each project received R\$100,000 to carry out activities in the current year.

SEU FILHO,
NOSSO FUTURO
[YOUR CHILD, OUR FUTURE]

This is our look at home: we share our investment in the education of MRV&CO employees' children and stepchildren, from early childhood to the age of 24, with actions such as school material kits and professional development opportunities for young people with the FuturaMente initiative.

In 2024:
3,520 people directly impacted
10,560 people impacted impacted directly and indirectly*
+ than R\$ 780 thousand invested

IUNGO INSTITUTE

Created in 2020, iungo values educators and school managers as central agents for quality education. Connecting education professionals – teachers, managers, research centers and education specialists – iungo enables educators to exchange experiences and offers a variety of training courses for teachers from all over the country. At the same time, it establishes partnerships with state education networks and leading universities to produce qualified reference materials for teachers.

In 2024:
32,197 people directly impacted
96,591 people impacted directly and indirectly*
10 State Education Departments partners
1 Municipal Department of Education partner
R\$ 1 million in investments

PROGRAMA EVOLUIR [EVOLVE PROGRAM]

Developed in partnership between the MRV Institute and Hub Social and supported by the LCN Institute, Evoluir aims to offer free entrepreneurship training to CSOs, boosting their longevity and financial sustainability. In 2024, 48 organizations from all over Brazil were selected for a process divided into two phases of online immersion, as well as mentoring and meetings with the creators. Participation in the second stage is directly linked to the results delivered in the first. As a final recognition, up to five organizations will receive financial support of R\$60,000 each for operating expenses, materials and human resources.

RELATIONSHIP WITH THE COMMUNITY

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NEIGHBORHOOD IS ABOUT
DIALOGUE, COEXISTENCE
AND BUILDING TOGETHER.

We make a difference in the places where we operate. And this impact requires special care to ensure a harmonious and respectful relationship with the surroundings of our developments.

We treat this issue as a priority, working to maintain an open and constant dialog focused on the needs and concerns of communities. We encourage the active participation of people in the projects that arise from this relationship, in a productive interaction that strengthens coexistence and favors positive impacts – not only for the future residents of MRV&CO developments, but for the entire region that receives them.

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MOST SIGNIFICANT ACTUAL AND POTENTIAL IMPACTS

POSITIVE IMPACTS

- Increased flow of people in the region and its consequences
- Generation of direct and indirect jobs
- Boosting the local economy
- Addition of green spaces, living spaces and the like
- Structural improvements
- Implementation/revitalization of urban facilities (public roads, water supply networks, sewage disposal, rainwater collection/drainage, solid waste disposal and treatment, electricity, telephone network and public transport)
- Improving public services and facilities (education, health, culture, social assistance, sports, leisure, public safety and supplies)
- Dissemination of the UN 2030 Agenda
- Promoting the socio-environmental development of communities, with lectures, workshops, professional training and support for various local projects and institutions

In 2024:

+ than
R\$ 2 million

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

NEGATIVE IMPACTS

- Damage to homes
- Damage to the public highway
- Effluent
- Air quality
- Burning and waste
- Off-hours noise

These impacts trigger **specific measures to minimize, correct or, whenever possible, prevent their occurrence.**

GRI 411-1

INDIGENOUS COMMUNITIES

Among the potential neighbors of MRV&CO's projects are indigenous and traditional communities, whose legal specificities are considered in the relationship process.

In 2024, we did not receive any reports of violations of indigenous peoples' rights.

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ESTUDOS DE IMPACTO DA
VIZINHANÇA (EIV)
[NEIGHBORHOOD IMPACT STUDIES]

A mandatory item according to various municipal laws, the EIV maps the impacts generated by the proposed MRV&CO project, assessing the need to adopt mitigating solutions to be carried out by the Group or by the government. The aim is to anticipate the urban infrastructure demands, within the legal requirements, that will have an impact on the urban environment.

In 2023, due to its features that make it possible to select territories with a greater vocation, the EIV was incorporated into the Vizinho do Bem program - since it monitors aspects of human rights, health and safety, the transformation of urban space and the profile of the population around our developments.

DIÁLOGO COM VOCÊ

Complaints about nuisances and negative impacts related to construction sites can be communicated to MRV&CO through Diálogo com Você (Dialogue with You), a monitoring and service channel available to receive and deal with requests, seeking to reduce possible disturbances, even in regions that do not have the Vizinho do Bem Program.
E-mail: dialogocomvoce@mrvc.com.br
Phone: (31) 4005-1313

GRI 2-25
VIZINHO DO BEM
PROGRAM

Since 2016, we have been developing localized actions to engage and mitigate the potential negative impacts of MRV developments through the Vizinho do Bem Program, promoting structured assistance to communities and organizations neighboring the developments, in different spheres - from the creation of sustainable landscaping to the implementation of living and leisure spaces such as courts, playgrounds and community centers; from training local labor, valuing the region's economy, to monitoring counterparts agreed with the government and promoting sustainable development through workshops, lectures and engagement actions in line with the UN's 2030 Agenda and the Guiding Principles on Business and Human Rights.

The agenda of actions to be carried out considers their local impact, the profile of the neighborhood, the degree of proximity of the region's residents and the analyses of the Neighborhood Impact Studies - so that Vizinho do Bem is also a way of broadening the proposals coming from the EIVs

In 2024:
11 active territories
more than 100 projects benefited
over 28,000 housing units
19,000 people impacted by
communications (Vizinho do Bem channels)
+ de 20,000 people benefited
from engagement actions

In areas where there is a Vizinho do Bem Program (and the analogous Meu Vizinho Sensia Program), a specific communication channel is available for the nearby neighborhood to send complaints and suggestions for improvement.

In 2024, 365 complaints were received, on topics such as the conduct of site workers, dust, waste, noise outside of business hours, the activation of site alarms, among others.

FUTURE VISION

FUTURE
VISION

A CONVICTION THAT CONNECTS WITH OUR VISION OF THE FUTURE:

WE ARE PROUD OF
OUR HISTORY AND
REMAIN FOCUSED
ON OUR ABILITY TO
TRANSFORM.



IN CHALLENGING TIMES, GROWTH IS CONSTRUCTION.

Our business is one of the most important foundations for a future of better communities and cities for all. Quality housing solutions that are smart, affordable and connected to people's needs and dreams change the world. And they change with the world, too.

Transformation has been our common thread throughout our four and a half decades of history – and the way we do this is a continuous (re)discovery.

New contexts, new behaviors, the unexpected – everything requires this attentive movement of constant renewal of the ability to transform. We have made progress over these 45 years, aware that this is our focus, our essence. Our way of being.

The ability to transform always needs to evolve – and evolving is almost never simple. It's like that with people. So, it is with companies

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Evolving is a collection of lessons learned; it's pride in what we have done and how we have improved over time. It's the understanding of who we are and where we want to go.

That's why the truths that represent us are not just words or ideas. They are our history and our future. They reflect the way we build legacy, day after day. They are what sustain our vision of what's to come.

In challenging times,
we set out once again
to renew our capacity to transform.

Rationalizing choices with sensitivity, in a realistic and humanized vision.

Maintaining the deep alignment between governance and strategy to promote sustainable development.

Strengthening our reputation on a consistent basis.

Leading with the responsibility of raising the level of ambition.

Mobilizing the sector and the market around discussions and actions that make a difference.

Improving our view of the topics that guide us on this path.

Adopting the transversality of what moves us is the most intelligent and effective approach.

Bringing our ESG initiatives closer and closer together, whenever possible, with our core business, in **a synergy that stimulates everything.**

TRANSVERSALITY THAT MULTIPLIES POSSIBILITIES

The future we believe in requires a structure that reverberates innovation, integrity and sustainability. A structure that enables dialog between areas and teams, between knowledge and skills, breaking down the notion of silos that prevent things from happening and reinventing boundaries. Combining responsibility and cooperation in a conjunctural compromise.

Transversality expands ESG practices, while at the same time boosting critical and pragmatic reading of them; the creation of new ways of thinking and producing in Construction; the capacity for reflection.

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In this enriched reflection are born the good choices that will lead us to our best moment as companies, as a Group and as agents of transformation – with long-term action built daily on actions with a traceable, measurable and relevant impact.

This enriched reflection consolidates a responsible strategy for business and for continuing the “real-world ESG” that has guided us. Among the lessons we have learned are the certainty that the **engagement and effectiveness** of each of our initiatives are intrinsically linked to their tangible effects; the awareness that **there is a lot to be addressed** quickly, immediately, and assertiveness is a must here; the understanding that **what we achieve tomorrow is the sum of what we do day by day and always**.

Actions may be short-term, but their effects are not.

SUSTAINABILITIES

In this sense, we are proposing an ESG movement that combines assertiveness and dynamism, based on valuing people, all people – a premise that is so striking at MRV&CO.

A movement that, we believe, revitalizes the ESG conversation on a contemporary, bold basis, which balances the “multiple sustainability” of which the real success of a business is made – social and environmental responsibility; sound governance; operational and financial results; active participation in building a better world.

It’s a movement of inward and outward actions, which connect to what we know so well – **transformation**, whether through decent and affordable housing as a catalyst for a better life, or through people who are better prepared to be agents of transformation in their own realities.

A cross-cutting movement, which concerns many, everyone – employees, customers, the supply chain, investors, society.

A movement as big as our reach and our market leadership – to impact, involve, inspire; to mobilize people and organizations around what matters most.

A movement that relies on truth, clarity of intent, transparency of achievements and incessant learning; it also relies on the conviction that embraces our truths – **we are proud of our history and remain focused on our ability to transform**.

It is therefore a movement based on pragmatism, intelligence and assertiveness. In the real and the possible as the faithful of this scale that weighs our choices, directs us towards this focus and dictates the pace.

AFTER ALL, THERE IS NO BETTER TIME
THAN NOW TO TAKE BIG STEPS INTO THE
FUTURE AS THE BEST MRV&CO IN HISTORY.
TO BUILD GROWTH IN EVERY SENSE,
DOING WHAT WE DO BEST AND EVERY DAY.



INDICATOR CENTER

INDICATOR
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GRI 2-7
EMPLOYEES

There are two executives who work in the governance structure of both MRV and Urba. Therefore, for the calculation of MRV&CO employees, both were considered in the total number of employees of the two companies.

PER COMPANY

COMPANY	2022	2023	2024
MRV	18,682	18,369	19,425
Luggo	131	161	190
Sensia	16	30	37
Resia	18	22	15
Urba	606	293	229
TOTAL MRV&CO	19,453	18,875	19,896

BY REGION

REGION	2022	2023	2024
North	632	1,015	750
Northeast	3,335	3,535	4,576
Midwest	969	982	1,161
Southeast	11,639	10,355	10,646
South	2,878	2,988	2,763
TOTAL MRV&CO	19,453	18,875	19,896

BY TYPE OF CONTRACT

	2022	2023	2024
Temporary***	1,155	981	1,051
Permanent	18,298	17,894	18,845
TOTAL MRV&CO	19,453	18,876	19,896

* Data extracted from the SAP HCM system in Excel. Information on the asset base as of December 31, 2024. Calculation using a base segregated by state, compiled by region of the country.

** Data for 2022 and 2023 adjusted for greater accuracy of the historical series.

*** Apprentices and trainees are considered in the analysis as temporary and part-time registrations; other assets have been classified as temporary workers with full-time registration and permanent workers with full-time registration.

BY GENDER AND COMPANY

COMPANY	2022**				2023				2024			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
MRV	3,991	21.4%	14,691	78.6%	3,918	21.3%	14,451	78.7%	4,161	21.4%	15,264	78.6%
Luggo	75	57.3%	56	42.7%	97	60.2%	64	39.8%	119	62.6%	71	37.4%
Sensia	12	75.5%	4	25%	12	40%	18	60%	22	59.5%	15	40.5%
Resia	10	55.6%	8	44.4%	14	63.6%	8	36.4%	10	66.7%	5	33.3%
Urba	178	29.4%	428	70.6%	129	44%	164	56%	89	38.9%	140	61.1%
TOTAL MRV&CO	4,266	21.9%	15,187	78.1%	4,170	22.1%	14,705	77.9%	4,401	22.1%	15,495	77.9%

BY GENDER AND REGION

REGION	2022**				2023				2024			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
North	94	14.9%	538	85.1%	160	15.8%	855	84.2%	175	23.3%	575	76.7%
Northeast	494	14.8%	2,841	85.2%	512	14.5%	3,023	85.5%	589	12.9%	3,987	87.1%
Midwest	291	30%	678	70%	288	29.3%	694	70.7%	325	28%	836	72%
Southeast	2,877	24.7%	8,762	75.3%	2,692	26%	7,663	74%	2,766	26%	7,880	74%
South	510	17.7%	2,368	82.3%	518	17.3%	2,470	82.7%	546	19.8%	2,217	80.2%
TOTAL MRV&CO	4,266	21.9%	15,187	78.1%	4,170	22.1%	14,705	77.9%	4,401	22.1%	15,495	77.9%

PERMANENT EMPLOYEES BY GENDER AND REGION

REGION	2022**				2023				2024			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
North	81	13.3%	526	86.7%	139	14.3%	834	85.7%	152	21.1%	569	78.9%
Northeast	453	13.9%	2,814	86.1%	475	13.7%	3,003	86.3%	558	12.4%	3,948	87.6%
Midwest	260	28.4%	642	71.6%	265	28.1%	677	71.9%	300	26.9%	817	73.1%
Southeast	2,420	22.4%	8,378	77.6%	2,345	24.2%	7,338	75.8%	2,390	24.2%	7,500	75.8%
South	438	16.2%	2,274	83.8%	442	15.7%	2,376	84.3%	461	17.7%	2,150	82.3%
TOTAL MRV&CO	3,652	20%	14,646	80%	3,666	20.5%	14,228	79.5%	3,861	20.5%	14,984	79.5%

TEMPORARY EMPLOYEES*** BY GENDER AND REGION

REGION	2022**				2023				2024			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
North	13	52%	12	48%	21	50%	21	50%	23	79.3%	6	20.7%
Northeast	41	60.3%	27	39.7%	37	64.9%	20	35.1%	31	44.3%	39	55.7%
Midwest	31	56.4%	24	43.6%	23	57.5%	17	42.5%	25	56.8%	19	43.2%
Southeast	457	54.3%	384	45.7%	347	51.6%	325	48.4%	376	49.7%	380	50.3%
South	72	43.4%	94	56.6%	76	44.7%	94	55.3%	85	55.9%	67	44.1%
TOTAL MRV&CO	614	53.2%	541	46.8%	504	51.4%	477	48.6%	540	51.4%	511	48.6%

* Data extracted from the SAP HCM system in Excel. Information on the asset base as of December 31, 2024. Calculation using a base segregated by state, compiled by region of the country.

** Data for 2022 and 2023 adjusted for greater accuracy of the historical series.

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GRI 2-8

WORKERS WHO ARE
NOT EMPLOYEES

	2022	2023	2024
With long-term contracts (contracting and subcontracting activities)	6,435	6,085	6,549
With short-term contracts (specific demands)	2,653	2,772	3,208
TOTAL	9,088	8,857	9,757

GRI 301-1
MATERIALS USED
BY WEIGHT OR
VOLUME

MATERIALS USED	2022		2023		2024	
	QUANTITY	UNIT	QUANTITY	UNIT	QUANTITY	UNIT
Steel wire mesh*	n/a	n/a	n/a	n/a	17,194,652.46	kg
Rebar steel	6,077,678.81	kg	2,437,585	kg	11,613,918.46	kg
Aggregates**	230,146.15	-	284,188	m³	624,689.86	m³
Mortar, grout, lime	18,716,745.96	kg	18,281,362	kg	38,848,696.36	kg
Concrete block	2,087,004.28	unit	2,951,853	unit	6,682,289.93	unit
Cement	66,413.214	bag	52,842.08	bag	303,460.15	bag
Concrete	542,464.803	m³	8,548,561	m³	875,011.10	m³
Aluminum and PVC frames	244,858.48	unit	33,361	unit	229,397.11	unit
Wires and cables	8,166,919.76	meter	9,023,334	meter	32,065,040.44	meter
Windows	30,938	unit	-	-	-	-
Sanitary ware	14,606.26	unit	14,313	unit	130,183	unit
Laminate floor panels	1,557,188.25	meter	1,381,052	m²	1,265,033.89	m²
Fiber cement tiles	86,202.43	unit	77,468.67	unit	194,448	unit
Texture	2,557,286.49	kg	3,059,878	kg	7,948,554.01	kg

* The quantity of material in the steel wire mesh category could not be included for the years 2022 and 2023, as monitoring of this category only began in 2024.

** Includes volumes of sand and crushed stone.

GRI 302-1
ENERGY
CONSUMPTION
WITHIN THE
ORGANIZATION

** Although traditionally considered non-renewable fuels, diesel and gasoline contain added renewable fuels such as ethanol and biodiesel.*

GRI 302-2
ENERGY
CONSUMPTION
OUTSIDE OF THE
ORGANIZATION

** The energy consumption of the reported materials was calculated using a conversion factor recognized by the GHG Protocol and converted for MRV &CO using the Climas software.*

GRI 302-3
ENERGY
INTENSITY

**Considers only energy consumption within the organization.*

ENERGY CONSUMPTION WITHIN MRV&CO (GJ)		2022	2023	2024
Non-renewable fuels	Diesel/Brazil*	12,390.10	24,136.59	40,694.72
	Gasoline/Brazil*	3,663.70	2,824.42	2,712.16
	Liquefied petroleum gas (LPG)	499.96	356.26	405.70
	Aviation kerosene/Brazil	20,109.57	11,007.41	12,726.74
	TOTAL	36,663.33	38,324.68	56,539.32
Renewable fuels	Hydrous ethanol	1,281.10	1,062.05	1,191.40
Electricity purchased	Electricity	99,543.85	87,352.26	92,183.41
TOTAL ENERGY CONSUMED WITHIN THE ORGANIZATION		137,488.28	126,738.99	149,914.13

This panel considers energy consumption from sources categorized under Scope 1 and 2, renewable and non-renewable. It includes diesel (used for mobile and stationary combustion), aviation kerosene (related to air travel), LPG, ethanol, and gasoline used by vehicle fleets.

CONSTRUCTION INPUTS AND AGGREGATE ENERGY CONSUMPTION* (GJ)	2022	2023	2024
Steel purchased	324,656.17	323,866.12	483,003.12
CP II cement	31,384.12	31,369.02	34,345.01
CP III cement	17,393.09	17,393.09	18,348.32
CP IV cement	2,741.91	2,741.91	1,668.22
CP V cement	9,952.22	9,952.22	6,707.68
White cement	378.96	378.96	428.00
Concrete	1,000,920.14	1,000,503.83	673,900.95

EMISSIONS INTENSITY • MRV, LUGGO, SENSIA GJ PER UNIT PRODUCED

2022		2023		2024	
UNITS PRODUCED	INTENSITY	UNITS PRODUCED	INTENSITY	UNITS PRODUCED	INTENSITY
34,008	4.9	31,456	4.03	35,609	4.21

Emissions Intensity is calculated as the value in tCO₂eq emitted in the period divided by the number of units produced in the same period.

GRI 303-3
WATER
WITHDRAWAL

GRI 303-4
WATER
DISCHARGE

GRI 303-5
WATER
CONSUMPTION

TOTAL COLLECTION • MRV, SENSIA, LUGGO
MEGALITERS (ML)*

	2022	2023	2024
Third-party freshwater (total)	2,477.01	3,217.77	3,246.33
Third-party freshwater in water-stressed areas**	1,244.78	2,065.22	1,778.78

* Information from public utilities and third parties was obtained through the Climas system, based on water bills recorded in the SAP system.

** The Northeast and Southeast regions are considered water stress areas by the Aqueduct Water Risk Atlas map. The cities of Campinas, Nova Odessa, Paulínia and Ribeirão Preto, where Urba operates, are considered water-stressed areas by WRI Brasil.

TOTAL DISPOSAL • MRV, SENSIA, LUGGO**
MEGALITERS (ML)*

	2022	2023	2024
Third-party freshwater (total)	1,981.61	2,574.22	2,597.07
Return coefficient***	80%	80%	80%

* Information from public utilities and third parties was obtained through the Climas system, based on water bills recorded in the SAP system.

** Urba does not dispose of the collected water.

*** Considers the provisions of NBR 9649 (ABNT, 1986), which indicates a return coefficient (estimate of sewage generation by the amount of water supplied) at an average level of 80%.

TOTAL CONSUMPTION • MRV, SENSIA, LUGGO
MEGALITERS (ML)*

	2022	2023	2024
Third-party freshwater (total)	495.4	643.55	649.26

* Calculated by the difference between total collection and total disposal.

GRI 304-2
SIGNIFICANT IMPACTS OF ACTIVITIES,
PRODUCTS AND SERVICES ON
BIODIVERSITY

VEGETATION CLEARANCE BY BIOME • MRV, LUGGO, SENSIA*

BIOME	2023			2024		
	AREA (HA)	VOLUME OF FIREWOOD GENERATED**	SUPPRESSED INDIVIDUALS (UNIT)	ÁREA (HA)	VOLUME OF FIREWOOD GENERATED**	SUPPRESSED INDIVIDUALS (UNIT)
Mata Atlântica	0.57	36.08	621	3.76	671.79	561
Cerrado	2.87	0	115	0	0	25
Caatinga	0	0	29	0	0	0
Amazônico	2.88	0	0	2.12	18.19	0

* Monitoring is conducted in three different ways – by area, volume of firewood generated, or number of individuals – depending on the location. These methods produce distinct, non-convertible, and complementary indicators.

** As for the Volume of Firewood Generated data: for the Atlantic Forest biome, the unit m3was used; for the Amazon biome, the unit ST was used.

Due to the internal restructuring that took place at Urba over the course of 2024, the data on replanted individuals and replanted area were not monitored according to GRI standards and will not be reported for the last year.

TREE PLANTING • MRV, LUGGO, SENSIA

STATE	2023		2024	
	TREES PLANTED	INVESTMENT	TREES PLANTED	INVESTMENT
AL	399	R\$ 118,800.00	1,866	R\$ 208,193.00
AM	1,987	R\$ 214,698.04	54,347	R\$ 886,695.02
BA	4,994	R\$ 452,858.23	4,923	R\$ 389,140.00
CE	3,704	R\$ 398,821.23	7,420	R\$ 445,786.65
DF	44	R\$ 14,140.00	497	R\$ 56,793.00
ES	3,172	R\$ 144,790.20	339	R\$ 83,589.00
GO	6,064	R\$ 258,291.60	80,289	R\$ 450,197.46
MA	1,314	R\$ 270,467.60	1,490	R\$ 109,101.61
MG	2,595	R\$ 335,790.67	14,442	R\$ 1,095,245.97
MS	2,624	R\$ 181,370.00	550	R\$ 101,630.00
MT	6,530	R\$ 400,826.00	2,103	R\$ 320,125.88
PB	3,041	R\$ 138,844.65	5,516	R\$ 383,476.78
PE	178	R\$ 86,695.00	1,131	R\$ 189,458.00
PI	2,560	R\$ 227,208.00	409	R\$ 141,735.00
PR	5,396	R\$ 319,292.03	11,884	R\$ 665,268.31
RJ	5,828	R\$ 355,494.40	7,044	R\$ 772,554.80
RN	1,726	R\$ 213,146.00	906	R\$ 110,167.00
RS	2,766	R\$ 320,972.60	2,034	R\$ 143,395.00
SC	2,567	R\$ 134,135.57	2,319	R\$ 159,224.50
SE	354	R\$ 36,960.00	500	R\$ 33,632.00
SP	46,892	R\$ 1,982,903.48	114,708	R\$ 4,802,415.46
TO	5	R\$ 375.00	-	-
TOTAL	104,740	R\$ 6,606,880.30	314,717	R\$ 11,547,824.44

In 2022, the sum of investments also considered Urba.

GRI 305-1
DIRECT (SCOPE 1) GHG EMISSIONS
[GREENHOUSE GASES]

SCOPE 1 EMISSIONS
IN METRIC TONS OF CO₂ EQUIVALENT (TCO₂ EQ*)**

2022	2023	2024
4,448.78	6,402.11	10,118.00

SCOPE 1 EMISSIONS BY TYPE OF GAS

	2023		2024	
	GWP	TCO ₂ EQ*	GWP	TCO ₂ EQ*
CH ₄	28	5.39	28	7.19
CO ₂	1	6,285.96	1	9,994.21
HFC-32	677	0	677	0
HFC-124	3,170	0	3,170	0
N ₂ O	265	110.76	265	116.61

GRI 305-2
ENERGY INDIRECT (SCOPE 2)
GHG EMISSIONS FROM
ENERGY PURCHASES

SCOPE 2 EMISSIONS
IN METRIC TONS OF CO₂ EQUIVALENT (TCO₂ EQ*)**

2022	2023	2024
1,264.88	943.01	1,373.50

* Consolidation carried out through operational control, following the verification specifications of the Brazilian GHG Protocol Program. Base year 2024.
** Gases included in the calculation: includes Kyoto GHG emissions in intCO2 and CO₂, CH₄, N₂O, SF₆, HFCs and PFCs.

GRI 305-3
OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

SCOPE 3 EMISSIONS IN METRIC TONS OF CO₂ EQUIVALENT (TCO₂ EQ*)**

2022	2023	2024
182,917.26	136,184.47	100,854.33

GRI 305-4
GHG EMISSIONS INTENSITY

**EMISSIONS INTENSITY • MRV, SENSIA, LUGGO
TCO₂ EQ*** PER UNIT PRODUCED**

2022		2023		2024	
UNITS PRODUCED	INTENSITY	UNITS PRODUCED	INTENSITY	UNITS PRODUCED	INTENSITY
32,021	5.89	31,456	4.56	35,609	3.17

*** Considering the total of scopes 1, 2, and 3

GRI 305-5
REDUCTION OF GHG EMISSIONS*

REDUCTION OF EMISSIONS	Δ 2022/2021	Δ 2023/2022	Δ 2024/2023
Reductions in Scope 1	-31.87%	49.91%	53.09%
Reductions in Scope 2	-53.46%	-25.45%	48.02%
Reductions in Scope 3	-26.62%	-25.55%	-25.09%

REDUCTIONS FROM COMPENSATION

2021	Δ 2022/2021	2022	Δ 2023/2022	2023	Δ 2024/2023	2024
9,248.22	-38.22%	5,713.66	28.55%	7,345.12	37.77%	10,118

SUSTAINABILITY AT
MRV&CO

- 10 TRUTHS ABOUT
MRV&CO:
- 01 BUSINESS AND SOLUTIONS
 - 02 STRATEGY AND INNOVATION
 - 03 GOVERNANCE
 - 04 INTEGRITY
 - 05 PRODUCTION CHAIN
 - 06 LABOR RELATIONS
 - 07 VALUING THE TEAM
 - 08 DIVERSITY
 - 09 ENVIRONMENTAL IMPACT
 - 10 TRANSFORMATION

FUTURE VISION

INDICATOR CENTER

GRI SUMMARY & ANNEXES

GRI 306-3
WASTE GENERATED

WASTE GENERATED • MRV, SENSIA, LUGGO (m³)			
	2022	2023	2024
Class A	159,634.10	137,331.05	163,172.50
Class ABC	-	43,095.23	68,684.81
Class B**	71,135.52	41,934.38	67,374.21
Class C	67,308.63*	14,520.62	8,962.92
Class D - Hazardous	34,815.10	27,465.39	26,093.34
TOTAL	332,893.35	264,346.68	334,287.78

*In 2022, class C and class ABC waste were reported together.

**Class B waste includes waste that goes to landfill and scrap wood, metal, paper and cardboard that is sold or donated.

GRI 306-4
WASTE DIVERTED FROM DISPOSAL*

WASTE NOT DESTINED FOR FINAL DISPOSAL MRV, SENSIA, LUGGO (m³)			
	2022	2023	2024
Reuse (within the organization)	10,169.45	2,304.89	1,510.86
Donation (outside the organization)	14,810.98	25,928.30	7,519.37
Selling (outside the organization)	1,191.27	1,415.52	99.76
Reverse logistics	20.00	0	0
TOTAL	26,191.70	29,648.71	9,129.99

* All waste destined for reuse, donation, or sale is classified as non-hazardous.

GRI 306-5
WASTE DIRECTED TO DISPOSAL

WASTE DESTINED TO FINAL DISPOSAL MRV, SENSIA, LUGGO (m³)			
	2022	2023	2024
Landfilling** (outside the organization)	298,275.66	234,697.97	325,157.79*
TOTAL	298,275.66	234,697.97	325,157.79

* Of the total waste landfilled in 2024, 26,093.34 m³ were Class D (hazardous) waste.

** In internal monitoring, outputs of Class B waste for recycling and landfilling are counted in the same indicator, which is reported only here to avoid data duplication between indicators 306-4 and 306-5.

GRI 401-1

NEW EMPLOYEE HIRES AND
EMPLOYEE TURNOVER

HIRING AND TURNOVER BY COMPANY WITHIN MRV&CO GROUP

2022	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
MRV	19,798	8,132	15,293	59.2%
Luggo	102	63	44	52.2%
Sensia	13	5	3	30.2%
Resia	18	1	14	40.7%
Urba	510	405	489	87.7%
TOTAL	20,442	8,606	15,843	59.8%
2023	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
MRV	18,513	8,382	12,348	56%
Luggo	153	55	51	34.7%
Sensia	24	15	10	53%
Resia	21	9	6	35.4%
Urba	333	62	276	50.8%
TOTAL	19,043	8,523	12,691	55.7%
2024	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
MRV	19,083.75	9,320	12,307	56.66%
Luggo	170.42	77	76	44.89%
Sensia	35.67	13	17	42.06%
Resia	19.92	1	5	15.06%
Urba	250.33	87	168	50.93%
TOTAL	19,560.08	9,498	12,573	56.42%

Turnover Rate = $\frac{\text{Average of hires and terminations}}{\text{Average headcount for the year}}$

HIRING AND TURNOVER BY COMPANY WITHIN MRV&CO GROUP
EXCLUDING APPRENTICES, TRAINEES AND YELLOW HELMETS

2022	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
MRV	6,028	1,392	2,595	33.1%
Luggo	99	60	38	49.5%
Sensia	13	5	3	30.2%
Resia	16	0	14	43.5%
Urba	267	151	88	44.7%
TOTAL	6,424	1,608	2,738	33.8%
2023	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
MRV	5,749	1,354	1,793	27.4%
Luggo	150	54	48	34.1%
Sensia	23	14	10	52%
Resia	19	8	3	29.2%
Urba	234	38	137	37.3%
TOTAL	6,175	1,468	1,991	28%
2024	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	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%

GRI 401-1

NEW EMPLOYEE HIRES AND
EMPLOYEE TURNOVER BY AGE GROUP

Turnover Rate = $\frac{\text{Average of hires and terminations}}{\text{Average headcount for the year}}$

HIRING AND TURNOVER BY OVERALL AGE GROUP

2022	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Up to 30 yr.	7,034	3,779	6,068	70%
30 to 50 yr.	10,739	4,004	8,212	56.9%
Over 50 yr.	2,669	823	1,563	44.7%
TOTAL	20,442	8,606	15,843	59.8%
2023	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Up to 30 yr.	6,222	3,469	4,658	65.3%
30 to 50 yr.	10,107	4,218	6,647	53.8%
Over 50 yr.	2,714	836	1,386	40.9%
TOTAL	19,043	8,523	12,691	55.7%
2024	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Up to 30 yr.	6,119.25	3,701	4,579	67.66%
30 to 50 yr.	10,449.08	4,676	6,601	53.96%
Over 50 yr.	2,991.75	1,121	1,393	42.02%
TOTAL	19,560.08	9,498	12,573	56.42%

HIRING AND TURNOVER BY AGE GROUP
EXCLUDING APPRENTICES, TRAINEES AND YELLOW HELMETS

2022	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Up to 30 yr.	2,677	935	1,129	38.5%
30 to 50 yr.	3,397	616	1,458	30.5%
Over 50 yr.	349	57	151	29.8%
TOTAL	6,424	1,608	2,738	33.8%
2023	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Up to 30 yr.	2,534	860	819	33.1%
30 to 50 yr.	3,284	562	1,064	24.8%
Over 50 yr.	357	46	108	21.6%
TOTAL	6,175	1,468	1,991	28%
2024	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Up to 30 yr.	2,504.17	983	886	37.32%
30 to 50 yr.	3,358.42	687	1,011	25.28%
Over 50 yr.	393.25	76	97	22%
TOTAL	6,255.83	1,746	1,994	29.89%

GRI 401-1

NEW EMPLOYEE HIRES AND
EMPLOYEE TURNOVER BY GENDER

Turnover Rate = $\frac{\text{Average of hires and terminations}}{\text{Average headcount for the year}}$

HIRING AND TURNOVER BY GENDER OVERALL

2022	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Female	4,420	1,534	2,495	45.6%
Male	16,022	7,072	13,348	63.7%
TOTAL	20,442	8,606	15,843	59.8%
2023	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Female	4,192	1,450	1,935	40.4%
Male	14,851	7,073	10,756	60%
TOTAL	19,043	8,523	12,691	55.7%
2024	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	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%

HIRING AND TURNOVER BY GENDER
EXCLUDING APPRENTICES, TRAINEES AND YELLOW HELMETS

2022	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Female	2,940	711	1,048	29.9%
Male	3,484	897	1,690	37.1%
TOTAL	6,424	1,608	2,738	33.8%
2023	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Female	2,864	645	821	25.6%
Male	3,310	823	1,170	30.1%
TOTAL	6,175	1,468	1,991	28%
2024	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Female	2,859.00	804	838	28.72%
Male	3,398.83	942	1,156	30.88%
TOTAL	6,255.83	1,746	1,994	29.89%

GRI 401-1

NEW EMPLOYEE HIRES AND
EMPLOYEE TURNOVER BY REGION

HIRING AND TURNOVER BY REGION OVERALL

2022	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Midwest	1,013	398	753	56.8%
Northeast	2,986	1,468	2,078	59.4%
North	801	475	723	74.8%
Southeast	12,726	4,842	9,864	57.8%
South	2,917	1,423	2,425	66%
TOTAL	20,442	8,606	15,843	59.8%
2023	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Midwest	987	421	670	55.3%
Northeast	3,251	1,542	2,045	55.2%
North	1,162	893	968	80.1%
Southeast	10,704	4,164	6,805	51.2%
South	2,938	1,503	2,203	63.1%
TOTAL	19,043	8,523	12,691	55.7%
2024	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	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%

Turnover Rate = $\frac{\text{Average of hires and terminations}}{\text{Average headcount for the year}}$

HIRING AND TURNOVER BY REGION
EXCLUDING APPRENTICES, TRAINEES AND YELLOW HELMETS

2022	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Midwest	461	120	191	33.7%
Northeast	763	180	317	32.6%
North	186	89	90	48.1%
Southeast	4,236	1,024	1,727	32.5%
South	777	195	413	39.1%
TOTAL	6,424	1,608	2,738	33.8%
2023	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	TURNOVER RATE
Midwest	447	100	139	26.7%
Northeast	760	187	217	26.6%
North	232	95	87	39.3%
Southeast	4,003	880	1,253	26.6%
South	734	206	295	34.2%
TOTAL	6,175	1,468	1,991	28%
2024	AVERAGE HEADCOUNT [YEAR]	HIRES	TERMINATIONS	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%

GRI 401-3
PARENTAL LEAVE

Specifically for this indicator, all employees eligible for parental leave at MRV&CO are considered, rather than the consolidated workforce as of December 31, 2024. The figures for 2022 and 2023 have been updated to reflect the new methodology.

As instructed by the GRI, the 2024 report used the 2023 parental leave records in order to identify those who returned to work after leave and remained employed 12 months later.

PARENTAL LEAVE BY GENDER • MRV&CO [EXCLUDING URBA]

	2022			2023			2024		
	FEM	MALE	TOTAL	FEM	MALE	TOTAL	FEM	MALE	TOTAL
Eligible public	4,088	14,759	18,847	4,041	14,541	18,582	4,311	15,353	19,664
Leave taken	186	364	550	129	282	411	113	262	375
Leave taken (%)	4.5%	2.5%	2.9%	3.2%	1.9%	2.2%	2.6%	1.7%	1.9%
Returned after leave in the reporting year	186	363	549	128	282	410	113	262	375
Rate of return (%)	100%	99.7%	99.8%	99.2%	100%	99.8%	100%	100%	100%
Returned from leave the previous year	132	281	413	186	363	549	128	282	410
Retention of 12 months or more	21	104	125	8	24	32	65	126	191
Retention rate of 12 months or more	15.9%	37%	30.3%	4.3%	6.6%	5.8%	50.8%	44.7%	46.6%

PARENTAL LEAVE BY GENDER • URBA

	2022			2023			2024		
	FEM	MALE	TOTAL	FEM	MALE	TOTAL	FEM	MALE	TOTAL
Eligible public	178	428	606	129	164	293	89	140	229
Leave taken	7	1	8	6	2	8	3	2	5
Leave taken (%)	3.9%	0.2%	1.3%	4.7%	1.2%	2.7%	3.4%	1.4%	2.2%
Returned after leave in the reporting year	7	1	8	6	2	8	3	2	5
Rate of return (%)	100%	100%	100%	100%	100%	100%	100%	100%	100%
Returned from leave the previous year	1	0	1	7	1	8	6	0	6
Retention of 12 months or more	1	0	1	0	0	0	1	0	1
Retention rate of 12 months or more	100%	0%	100%	0%	0%	0%	16.7%	0%	16.7%

GRI 403-9

WORK-RELATED INJURIES

** Rates calculated on the basis of 1,000,000 hours worked.*

*** Accident rates are calculated on the basis of the Brazilian Association of Technical Standards standard NBR 14280:2001 - Occupational Accident Register - Procedure and classification, which establishes criteria for recording, reporting, statistics, investigation and analysis of occupational accidents (including illnesses), their causes and consequences, and applies to all work activities.*

**** Urba indicators are reported separately due to MRV&CO's differentiated shareholding in the organization.*

SUSTAINABILITY AT
MRV&CO

- 10 TRUTHS ABOUT MRV&CO:
- 01 BUSINESS AND SOLUTIONS
- 02 STRATEGY AND INNOVATION
- 03 GOVERNANCE
- 04 INTEGRITY
- 05 PRODUCTION CHAIN
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- 07 VALUING THE TEAM
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FUTURE VISION

INDICATOR CENTER

GRI SUMMARY & ANNEXES

NUMBER AND RATE* OF WORK-RELATED INJURIES** • MRV, SENSIA, LUGGO

	2022				2023				2024			
	EMPLOYEES		NON-EMPLOYEES		EMPLOYEES		NON-EMPLOYEES		EMPLOYEES		NON-EMPLOYEES	
	#	RATE	#	RATE	#	RATE	#	RATE	#	RATE	#	RATE
Death due to work-related injury	1	0.019	1	0.04	1	0.025	0	0	0	0	3	0.116
Work-related injuries with serious consequences (except fatalities)	2	0.038	1	0.04	1	0.025	1	0.047	1	0.024	2	0.077
Work-related injuries that must be reported	693	13.21	173	7.35	636	16.09	151	7.01	593	14.225	158	6.105
Total hours worked	52,443,761		23,519,554		39,525,706		21,282,072		41,688,118		25,880,360	

NUMBER AND RATE* OF WORK-RELATED INJURIES** • URBA***

	2023				2024			
	EMPLOYEES		NON-EMPLOYEES		EMPLOYEES		NON-EMPLOYEES	
	#	RATE	#	RATE	#	RATE	#	RATE
Death due to work-related injury	0	0	0	0	0	0	0	0
Work-related injuries with serious consequences (except fatalities)	0	0	0	0	0	0	0	0
Work-related injuries that must be reported	7	-	0	0	6	9.41	2	-
Total hours worked	-		-		637,458		-	

GRI 404-1

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

The data provided does not include yellow helmet employees, as they receive training in person.

In 2022, we had 7,741 employees trained, with an average of 4 hours of training for each one. In 2023, we had 7,533 employees trained, with an average of 4h28m of training for each one.

As the information was not monitored according to the GRI Standard, information such as average training hours by gender or by category was not reported for those years.

BY JOB CATEGORY • MRV, SENSIA, LUGGO

	2024		
	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON
Administrative	2,305	11,201:33:36	4:51:35
Administrative/ Const. site	3,020	8,726:36:00	2:53:23
Higher education (trainee)	558	4,320:58:12	07:44:37
Coordinator	211	336:23:24	01:35:39
Apprentice	285	2,116:37:12	07:25:36
Manager	240	191:20:24	00:47:50
Executive manager	29	165:43:12	05:42:52
Construction site	22	26:51:00	01:13:14
Chief Executive Officer	3	00:00:00	00:00:00
Officer	39	100:00:36	02:33:52
Statutory director	9	17:00:00	01:53:20
Employee	16	179:45:00	11:14:04
Board member	12	00:00:00	00:00:00
TOTAL	6,749	27,382:48:36	04:03:26

BY GENDER • MRV, SENSIA, LUGGO

	2024		
	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON
Female	3,276	15,379:56:24	3:27:22
Male	3,473	12,002:52:12	4:41:41
TOTAL	6,749	27,382:48:36	4:03:26

BY JOB CATEGORY • URBA

	2024		
	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON
Administrative	102	391:02:24	3:50:01
Administrative/ Const. site	8	5:01:48	0:37:44
Higher education (trainee)	6	75:03:36	12:30:36
Coordinator	35	88:30:00	2:31:43
Apprentice	1	4:28:12	4:28:12
Manager	14	16:16:12	1:09:44
Executive manager	2	24:54:36	12:27:18
Construction site	2	0:00:00	0:00:00
Chief Executive Officer	0	0:00:00	0:00:00
Officer	2	3:40:12	1:50:06
Statutory director	2	0:00:00	0:00:00
Employee	0	0:00:00	0:00:00
Board member	0	0:00:00	0:00:00
TOTAL	177	609:57:00	3:26:46

BY GENDER • URBA

	2024		
	#	TOTAL TRAINING TIME	AVERAGE TIME PER PERSON
Female	86	331:57:00	3:51:36
Male	91	278:00:00	3:03:18
TOTAL	177	609:57:00	3:26:46

GRI 404-3

PERCENTAGE OF EMPLOYEES
RECEIVING REGULAR
PERFORMANCE AND CAREER
DEVELOPMENT REVIEWS

No MRV&CO yellow helmet employees were counted.
Data from Urba collaborators has not been taken into account.

BY GENDER

	2022	2023	2024
Female	54.3%	53%	45.6%
Male	45.7%	47%	10.84%

POR JOB CATEGORY

	2022	2023	2024
Apprentice/ Trainee	0%	0%	0%
Board	0%	0%	0%
Coordinator/ Specialist	87%	84.1%	80.06%
Officer	56%	55.1%	53.85%
Manager	93%	92.2%	83.1%
Operational	45%	0.1%	0%
Presidency	0%	0%	0%
Professionals	73%	52.2%	61.09%

GRI 405-1

DIVERSITY OF GOVERNANCE
BODIES AND EMPLOYEES

* Companies whose shareholding control is fully concentrated in the MRV&CO Group.
Data does not include Urba.

GENDER IN THE GOVERNANCE • MRV, SENSIA, LUGGO*

	2022		2023		2024	
	% MALE	% FEM	% MALE	% FEM	% MALE	% FEM
Board of Directors	71.4%	28.6%	71.4%	28.6%	75%	25%
Executive Board	88.9%	11.1%	88.9%	11.1%	88.89%	11.11%
Governance, Risks, Compliance and Privacy Committee	40%	60%	50%	50%	50%	50%
People Committee	57.1%	42.9%	60%	40%	40%	60%
Operations Committee	100%	0%	100%	0%	100%	0%
Legal Committee	80%	20%	100%	0%	80%	20%
Audit Committee	100%	0%	80%	20%	100%	0%
Ethics Committee	60%	40%	75%	25%	66.67%	33.33
Finance Committee	100%	0%	100%	0%	100%	0%

GRI 405-1

DIVERSITY OF GOVERNANCE
BODIES AND EMPLOYEES

** Companies whose shareholding control is fully concentrated in the
MRV&CO Group. Data does not include Urba.*

AGE GROUP IN THE GOVERNANCE • MRV, SENSIA, LUGGO*

	2022		2023		2024	
	30-50	50+	30-50	50+	30-50	50+
Board of Directors	28.6%	71.4%	28.6%	71.4%	25%	75%
Executive Board	50%	50%	55.6%	44.4%	55.56%	44.44%
Governance, Risks, Compliance and Privacy Committee	50%	50%	75%	25%	33.33%	66.67%
People Committee	33.3%	66.7%	40%	60%	40%	60%
Operations Committee	0%	100%	33.3%	66.7%	25%	75%
Legal Committee	50%	50%	60%	40%	40%	60%
Audit Committee	0%	100%	33.3%	66.7%	0%	100%
Ethics Committee	50%	50%	75%	25%	50%	50%
Finance Committee	0%	100%	40%	60%	28.57%	71.43%

ETHNICITY IN THE GOVERNANCE • MRV, SENSIA, LUGGO*

	2022		2023		2024	
	WHITE	BROWN	WHITE	BROWN	WHITE	BROWN
Board of Directors	100%	0%	100%	0%	100%	0%
Executive Board	87.5%	12.5%	88.9%	11.1%	88.89%	11.11%
Governance, Risks, 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%	100%	0%	83.33%	16.67%
Finance Committee	100%	0%	80%	20%	85.71%	14.29%

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

BY GENDER • MRV&CO [MRV, SENSIA, RESIA, LUGGO AND URBA]*

	2022				2023				2024			
	FEMALE		MALE		FEMALE		MALE		FEMALE		MALE	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice/ Trainee	606	53.2%	534	46.8%	502	51.2%	479	48.8%	539	51.33%	511	48.67%
Coordinator/ Specialist	484	45.5%	579	54.5%	505	48.9%	527	51.1%	530	50.33%	523	49.67%
Officer	6	12.5%	42	87.5%	7	13.2%	45	86.8%	6	11.54%	46	88.46%
Manager	93	34.8%	174	65.2%	101	37%	172	63%	105	36.97%	179	63.03%
Operational	754	6.2%	11,387	93.8%	782	6.3%	11,567	93.7%	957	7.24%	12,265	92.76%
Presidency	0	0%	3	100%	1	25%	3	75%	0	0%	3	100%
Professionals	2,143	51.3%	2,032	48.7%	2,215	53.1%	1,955	46.9%	2,262	53.64%	1,955	46.36%
MRV Board of Directors	2	33.3%	4	66.7%	2	33.3%	4	66.7%	2	28.57%	5	71.43%
Supervisory Board	0	0%	2	100%	0	0	3	100%	0	0%	3	100%
Board (Audit Committee)	0	0%	3	100%	0	0%	2	100%	0	0%	2	100%
Urba Board	3	37.5%	5	62.5%	0	0%	3	100%	0	0%	3	100%
TOTAL	4,088	21.7%	14,760	78.3%	4,115	21.8%	14,757	78.2%	4,401	22.10%	15,495	77.90%

* Urba data was not considered for the MRV Board of Directors category.

SUSTAINABILITY AT
MRV&CO

10 TRUTHS ABOUT
MRV&CO:
01 BUSINESS AND SOLUTIONS
02 STRATEGY AND INNOVATION
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FUTURE VISION

INDICATOR CENTER

GRI SUMMARY & ANNEXES

GRI 405-1
DIVERSITY OF GOVERNANCE
BODIES AND EMPLOYEES

EMPLOYEES BY FUNCTIONAL CATEGORY AND AGE GROUP

2022	UP TO 30 YR.		30 TO 50 YR.		OVER 50 YR.	
	#	%	#	%	#	%
Apprentice/ Trainee	1,117	98%	23	2%	0	0%
Board	0	0%	4	40%	6	60%
Coordinator/ Specialist	334	31.4%	706	66.4%	23	2.2%
Officer	0	0%	33	68.8%	15	31.3%
Manager	17	6.4%	233	87.3%	17	6.4%
Operational	2,936	24.2%	6,978	57.5%	2,227	18.3%
Presidency	0	0%	2	66.7%	1	33.3%
Professionals	2,261	54.2%	1,761	3.7%	153	3.7%
TOTAL	6,665	35.4%	9,740	51.7%	2,442	13%
2023	UP TO 30 YR.		30 TO 50 YR.		OVER 50 YR.	
	#	%	#	%	#	%
Apprentice/ Trainee	950	96.8%	31	3.2%	0	0%
Board	0	0%	5	35.7%	9	64.3%
Coordinator/ Specialist	288	27.9%	714	69.2%	30	2.9%
Officer	0	0%	36	67.9%	17	32.1%
Manager	13	4.8%	240	87.9%	20	7.3%
Operational	2,815	22.8%	7,134	57.8%	2,400	19.4%
Presidency	0	0%	2	50%	2	50%
Professionals	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	UP TO 30 YR.		30 TO 50 YR.		OVER 50 YR.	
	#	%	#	%	#	%
Apprentice/ Trainee	1,011	96.3%	39	3.7%	0	0%
Board	0	0%	1	33.3%	2	66.7%
Coordinator/ Specialist	288	27.4%	731	69.4%	34	3.2%
Officer	0	0%	35	67.3%	17	32.7%
Manager	17	6%	243	85.6%	24	8.5%
Operational	2,786	21.1%	7,638	57.8%	2,798	21.2%
Presidency	0	0%	1	33.3%	2	66.7%
Professionals	2,251	53.4%	1,813	43%	153	3.6%
Adm Council	0	0%	2	28.6%	5	71.4%
Supervisory Board	0	0%	1	33.3%	2	66.7%
Board (Audit Committee)	0	0%	0	0%	2	100%
TOTAL	10,504	31.9%	10,504	52.8%	3,039	15.3%

GRI 405-1

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

EMPLOYEES BY FUNCTIONAL CATEGORY, AND ETHNICITY

2023	ASIAN		WHITE		INDIGENOUS		NOT INFORMED		BROWN		BLACK	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice/ Trainee	2	0.2%	351	35.8%	0	0%	223	22.7%	338	34.5%	67	6.8%
Board	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%
Officer	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%
Operational	71	0.6%	1,958	15.9%	15	0.1%	2,734	22.1%	6,401	51.8%	1,170	9.5%
Presidency	1	25%	3	75%	0	0%	0	0%	0	0%	0	0%
Professionals	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 INFORMED		BROWN		BLACK	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice/ Trainee	6	0.6%	409	39%	0	0%	5	0.5%	531	50.6%	99	9.4%
Board	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%
Officer	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%
Operational	142	1.1%	2,318	17.5%	49	0.4%	34	0.3%	8,707	65.9%	1,972	14.9%
Presidency	0	0%	3	100%	0	0%	0	0%	0	0%	0	0%
Professionals	52	1.2%	1,739	41.2%	6	0.1%	289	6.9%	1,682	39.9%	449	10.6%
Adm Council	0	0%	7	100%	0	0%	0	0%	0	0%	0	0%
Supervisory Board	0	0%	2	66.7%	0	0%	0	0%	1	33.3%	0	0%
Board (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 FUNCTIONAL CATEGORY AND PwD CATEGORY

2023	HEARING IMPAIRMENT		PHYSICAL DISABILITY		INTELLECTUAL DISABILITY		MENTAL DISABILITY		VISUAL IMPAIRMENT		REHABILITATED	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice/ Trainee	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Board	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%
Officer	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%
Operational	50	0.4%	228	1.8%	10	0.1%	15	0.1%	104	0.8%	15	0.1%
Presidency	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Professionals	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 IMPAIRMENT		PHYSICAL DISABILITY		INTELLECTUAL DISABILITY		MENTAL DISABILITY		VISUAL IMPAIRMENT		REHABILITATED	
	#	%	#	%	#	%	#	%	#	%	#	%
Apprentice/ Trainee	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Board	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%
Officer	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%
Operational	51	0.4%	219	1.7%	11	0.1%	14	0.1%	99	0.75%	18	0.1%
Presidency	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Professionals	19	0.5%	86	2%	10	0.2%	5	0.1%	51	1.24%	3	0.1%
Adm Council	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Supervisory Board	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Board (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 SUMMARY

GRI SUMMARY

GENERAL DISCLOSURES

GRI STANDARDS	CONTENTS	PAGES	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
THE ORGANIZATION AND ITS REPORTING PRACTICES				
GRI 2: General Disclosures 2021	2-1 Organizational details	32, 77		The address of the headquarters is Av. Professor Mário Werneck, 621 - Estoril, Belo Horizonte - MG.
	2-2 Entities included in the organization's sustainability reporting	8, 34, 36		
	2-3 Reporting period, frequency and contact point	7		The reporting period is aligned with the financial statement reporting period: 01/01/2024 a 31/12/2024.
	2-4 Restatements of information			Data correction instances are flagged throughout the report.
	2-5 External assurance	7, 8, 215		
ACTIVITIES AND WORKERS				
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	34, 35, 104		
	2-7 Employees	34, 120, 181		
	2-8 Workers who are not employees	34, 120, 182		
GOVERNANCE				
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	22, 72, 73, 74, 75		
	2-10 Nomination and selection of the highest governance body	72, 73, 74, 75		
	2-11 Chair of the highest governance body	72, 73, 74		
	2-12 Role of the highest governance body in overseeing the management of impacts	20		

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	20, 22		
	2-14 Role of the highest governance body in sustainability reporting	20, 22		
	2-15 Conflicts of interest	82, 91		
	2-16 Communicating critical concerns	84, 95		
	2-17 Collective knowledge of the highest governance body	23		At Urba, collective knowledge is built through annual reports from the Compliance and Internal Audit departments, as well as the External Audit, submitted to the Board of Directors; and through quarterly reports on economic and financial matters. Additional complementary measures are yet to be implemented.
	2-18 Evaluation of the performance of the highest governance body	75, 129, 130		Urba has not conducted an evaluation of its highest governance body.
	2-19 Remuneration policies	150		At Urba, directors' remuneration includes a fixed monthly pro-labore payment and stock options, which may be exercised within the periods and under the conditions set forth in the Stock Option Plan.
	2-20 Processes to determine remuneration	149		
	2-21 Annual total compensation ratio	151		
	2-22 Statement on sustainable development strategy	9		
	2-23 Policy commitments	83, 85, 89, 91, 92, 93, 94, 98, 104		

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	82, 83, 85, 89, 91, 92, 93, 94, 98, 104		
	2-25 Processes to remediate negative impacts	85, 95, 97, 153, 170, 172		
	2-26 Mechanisms for seeking advice and raising concerns	95, 96, 101		
	2-27 Compliance with laws and regulations	82, 93		
	2-28 Membership associations	49		
STAKEHOLDER ENGAGEMENT				
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	49, 92, 93, 94, 104, 170		
	2-30 Collective bargaining agreements	115		

MATERIAL TOPICS

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
DETERMINING MATERIAL TOPICS				
GRI 3: Material topics 2021	3-1 Process to determine material topic	15		
	3-2 List of material topics	16		

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
SUSTAINABLE BUILDINGS, SUSTAINABLE CITIES: RESEARCH, DEVELOPMENT, INNOVATION, PRODUCTS				
GRI 3: Material Topics 2021	3-3 Management of material topics	17, 58		
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	58, 60		
	203-2 Significant indirect economic impacts	43, 58		
GOVERNANCE: ETHICS AND INTEGRITY				
GRI 3: Material Topics 2021	3-3 Management of material topics	17, 71		
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	89		
	205-2 Communication and training about anti-corruption policies and procedures	85, 86, 89		
	205-3 Confirmed incidents of corruption and actions taken	89, 90		
GRI 415: Public Policy	415-1 Political contributions	93		
PRIVACY AND DATA SECURITY				
GRI 3: Material Topics 2021	3-3 Management of material topics	98		
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	98, 99		
SYNERGY AND ENGAGEMENT WITH THE VALUE CHAIN AND DEVELOPMENT IN THE SUPPLY CHAIN				
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 100		
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	108		

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	108, 110		
	308-2 Negative environmental impacts in the supply chain and actions taken	110		
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	115, 116		
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	117		
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	115, 116		
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	117		
GRI 412: Human rights assessment	412-1 Total number and percentage of operations subjected to human rights reviews or assessments of human rights impacts	115, 116		
	412-2 Total hours of training provided to employees on human rights policies or procedures relevant to the organization's operations, along with the percentage of employees who received such training.	86, 87		
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	108		
	414-2 Negative social impacts in the supply chain and actions taken	110, 111		

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
PEOPLE MANAGEMENT AND RELATIONSHIPS: EMPLOYEES, CUSTOMERS, COMMUNITIES, SOCIETY				
GRI 3: Material Topics 2021	3-3 Management of material topics	19, 142		
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender, compared to local minimum wage	151		
	202-2 Proportion of senior management hired from the local community at significant locations of operation	151		
GRI 401: Employment	401-1 New employee hires and employee turnover	126, 127, 189, 190, 191, 192		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation of the organization	122, 151		
	401-3 Parental leave	125, 193		
GRI 402: Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	151		
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	131		
	403-2 Hazard identification, risk assessment, and incident investigation	133		
	403-3 Occupational health services	140		
	403-4 Worker participation, consultation, and communication on occupational health and safety	135, 137, 138		
	403-5 Worker training on occupational health and safety	135		

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
GRI 403: Occupational Health and Safety	403-6 Promoting of worker health	140		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	133		
	403-8 Workers covered by an occupational health and safety management system	131		
	403-9 Work-related injuries	139, 194		
	403-10 Work-related ill health	140, 141		
GRI 404: Training and Education	404-1 Average hours of training per year per employee	128, 184		
	404-2 Programs for upgrading employee skills and transition assistance programs	128		
	404-3 Percentage of employees receiving regular performance and career development reviews	129, 130		
GRI 405: Diversity and Equal Opportunities	405-1 Diversity of governance bodies and employees	144, 146, 196		
	405-2 Ratio of basic salary and remuneration of women to men	151		
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	147		
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	171		

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	170, 171		
	413-2 Operations with significant actual and potential negative impacts on local communities	170, 171		
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	56		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	56		
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	55		
	417-2 Incidents of non-compliance concerning product and service information and labeling	55		
	417-3 Incidents of non-compliance concerning marketing communication	55		
CLIMATE JUSTICE, CONSERVATION, AND BIODIVERSITY				
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 152		
GRI 301: Materials	301-1 Materials used by weight or volume	183		
	301-2 Recycled input materials used		Not applicable to the company's business.	
	301-3 Reclaimed products and their packaging materials		Not applicable to the company's business.	

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
GRI 302: Energy	302-1 Energy consumption within the organization	160, 184		
	302-2 Energy consumption outside of the organization	160, 184		
	302-3 Energy intensity	160, 184		
	302-4 Reduction of energy consumption			Due to the higher number of units produced, there was no reduction in energy consumption in 2024.
	302-5 Reductions in energy requirements related to products and services			There were no reductions in 2024.
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	158, 159		
	303-2 Management of water discharge-related impacts	159		
	303-3 Water withdrawal	159, 185		Urba underwent a restructuring in 2024 and, as a result, the monitoring of water collection data was not carried out in accordance with the criteria of the GRI Standard. Reporting will be normalized from 2025.
	303-4 Water discharge	159, 185		
	303-5 Water consumption	159, 185		Urba underwent a restructuring in 2024 and, as a result, the monitoring of water collection data was not carried out in accordance with the criteria of the GRI Standard. Reporting will be normalized from 2025.
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		The Company does not have traceability for information monitoring information units.	
	304-2 Significant impacts of activities, products and services on biodiversity	162, 186		

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
GRI 304: Biodiversity	304-3 Habitats protected or restored	162		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		MRV&CO does not have these species tabulated, nor does it carry out this control.	
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	157, 187		
	305-2 Energy indirect (Scope 2) GHG emissions	157, 187		
	305-3 Other indirect (Scope 3) GHG emissions	157, 187		
	305-4 GHG emissions intensity	157, 187		
	305-5 Reduction of GHG emissions	157, 187		
	305-6 Emissions of ozone-depleting substances (ODS)		Not applicable to the company's business.	
	305-7 Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions		Not applicable to the company's business.	
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	161		
	306-2 Management of significant waste-related impacts	161		
	306-3 Waste generated	161, 188		Urba underwent a restructuring in 2024 and, as a result, the monitoring of waste management data was not carried out in accordance with the criteria of the GRI Standard. Reporting will be normalized from 2025.

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
GRI 306: Waste	306-4 Waste diverted from disposal	161, 188		Urba underwent a restructuring in 2024 and, as a result, the monitoring of waste management data was not carried out in accordance with the criteria of the GRI Standard. Reporting will be normalized from 2025.
	306-5 Waste directed to disposal	161, 188		Urba underwent a restructuring in 2024 and, as a result, the monitoring of waste management data was not carried out in accordance with the criteria of the GRI Standard. Reporting will be normalized from 2025.

INDICATORS NOT INCLUDED IN THE MATERIALITY

but which MRV&CO decided to report in order to maintain the historical series and comparability.

GRI STANDARDS	CONTENTS	CONTENTS	INFORMATION ON THE OMISSION	ADDITIONAL COMMENTS
ECONOMIC PERFORMANCE				
GRI 201: Desempenho econômico	201-1 Direct economic value generated and distributed	40, 41		Urba's financial statements can be consulted on the company's website
	201-2 Financial implications and other risks and opportunities due to climate change	26, 40, 42		
	201-3 Defined benefit plan obligations and other retirement plans	43		
	201-4 Financial assistance received from government	43		

ANNEXES

ANNEXES

GRI 2-5

INDEPENDENT ASSURANCE STATEMENT



INDEPENDENT ASSURANCE STATEMENT

INTRODUCTION

Bureau Veritas Certification Brasil (Bureau Veritas) was hired by Grupo MRV&CO (MRV&CO) to conduct an independent assurance of its 2024 Annual Sustainability Report (hereinafter referred to as the Report).
The information published in the report is the sole responsibility of MRV&CO management. Our responsibility is defined according to the scope below.

SCOPE OF WORK

The scope of this verification covered the Global Reporting Initiative™ Standards and Principles¹ for Sustainability Reporting and refers to the financial reporting for the period from January 01, 2024 to December 31, 2024.

RESPONSIBILITIES OF MRV&CO AND BUREAU VERITAS

The preparation, presentation and content of the Report are the sole responsibility of MRV&CO management. Bureau Veritas is responsible for providing an independent opinion to the Stakeholders, in accordance with the scope of work defined in this statement.

METHODOLOGY

The assurance included the following activities:

1. Interviews with those responsible for the material issues and the content of the Report;
2. Remote verification of corporate and operational processes (verification of GRI, SASB material indicators and information sampling);
3. Analysis of documentary evidence provided by MRV&CO for the period covered by the Report (2024);
4. Analysis of stakeholder engagement activities developed by MRV&CO;
5. Assessment of the system used to determine the material aspects included in the Report, considering the context of sustainability and scope of the information published;

The verification level adopted was Limited in accordance with the requirements of the ISAE 3000² standard, incorporated into Bureau Veritas' internal verification protocols.

1. Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness and Verifiability.
2. International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information.

LIMITATIONS AND EXCLUSIONS

It was excluded of this verification any assessment of information related to:

- Activities not included in the reported period;

SUSTAINABILITY AT
MRV&CO

- 10 TRUTHS ABOUT
MRV&CO:
- 01 BUSINESS AND SOLUTIONS
- 02 STRATEGY AND INNOVATION
- 03 GOVERNANCE
- 04 INTEGRITY
- 05 PRODUCTION CHAIN
- 06 LABOR RELATIONS
- 07 VALUING THE TEAM
- 08 DIVERSITY
- 09 ENVIRONMENTAL IMPACT
- 10 TRANSFORMATION

FUTURE VISION

INDICATOR CENTER

GRI SUMMARY & ANNEXES



- Positioning statements (expressions of opinion, belief, objectives or future intentions) by MRV&CO;
- Accuracy of economic and financial data contained in this Report, extracted from financial statements, verified by independent auditors;
- Inventory of Greenhouse Gas (GHG) emissions, including energy data (verified in a separate process);
- Data and information from affiliated companies or outsourced employees, over which MRV&CO has no operational control.

The following limitations were applied to this verification:

- The principles of Accuracy and Reliability of data were verified on a sample basis, exclusively in light of the information and data related to the material topics presented in the Report;
- The economic information presented in the Report was specifically verified against the GRI Balance and Completeness principles.

OPINION ON THE REPORT AND THE ASSURANCE PROCESS

- In 2024, MRV&CO adopted the Dual Materiality methodology, considering both the financial and socio-environmental impacts of ESG topics, in addition to an assessment of risks and opportunities and diverse perspectives. Between 2023 and 2024, through a multidisciplinary internal forum, the material topics were concentrated into six macro-themes, which facilitate the communication and dissemination process and provide greater clarity and direction for choices and actions. This more integrated and dynamic approach consolidates the alignment between strategic materiality and the company's commitments in the MRV&CO Group's sustainability schedule, as well as alignment with the Sustainable Development Goals (SDGs);
- The Annual Sustainability Report refers to the MRV&CO Group. The companies that comprise it – MRV, Luggo, Sensia, Resia and Urba – have autonomy. Thus, not all the information presented refers to all the companies. When referring to the MRV&CO Group, the information is common to the brands and/or companies of the Group or aspects that involve the Group as a whole. When specifically mentioning one of the brands, the information is exclusively related to it and its particularities. Most of the content of the report is related to MRV, which has more advanced management maturity. Information, data and indicators that specifically concern other brands or companies of the Group are identified;
- Regarding the GRI 306-3, GRI 306-4 and GRI 306-5 waste indicators, when requesting waste controls from the projects Provinces of Portugal, Gran Plaza and Viva la Serra projects, the organization reported that it did not have traceability of this information due to the departure of the employee who organized these data. In this sense, it is recommended that the company implement a waste management verification system for the projects and keep the evidence stored;
- Regarding GRI indicator 401-3, which refers to maternity/paternity leave, it is important to ensure that the requested information is fully understood. Regarding the materials indicator, guidance is recommended when registering materials to correctly account for the unit of measurement. It is recommended that the data to be reported be reviewed before the assurance meeting in order to align the information to be disclosed and to assess the need to present all necessary evidence;
- In our understanding, the MRV&CO Sustainability Report presents the impacts of the company's activities in a balanced way;
- MRV&CO demonstrated an appropriate data collection and compilation method in relation to the GRI Reliability Principle;
- The inconsistencies found in the Report were adjusted during the process and were satisfactorily corrected.



CONCLUSION

As a result of our verification process, nothing has come to our attention that would indicate that:

- The information provided in the Report is not balanced, consistent and reliable;
- MRV&CO has not established appropriate systems for collecting, compiling and analyzing quantitative and qualitative data used in the Report;
- The Report does not adhere to the Principles for defining content and quality of the GRI Standards for sustainability reports;

DECLARATION OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Certification is an independent professional services company specializing in Quality, Health, Safety, Social and Environmental management with over 195 years of experience in independent assessment services.

Bureau Veritas has implemented and applies a Code of Ethics throughout its business to ensure that its employees maintain the highest standards in their daily activities. We are particularly attentive to preventing conflicts of interest. The verification team has no other connection with MRV&CO, other than the independent verification of the Sustainability Report. We understand that there is no conflict between other services performed by Bureau Veritas and this verification carried out by our team.

The team that conducted this verification for MRV&CO has extensive knowledge in verifying information and systems involving environmental, social, health, safety and ethics issues, which, combined with experience in these areas, allows us to have a clear understanding of the presentation and verification of good corporate responsibility practices.

CONTACT

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São Paulo, May 2025.

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