



Sustainability  
Report  
2024



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Sustainability  
Report 2024



PRESENTATION

MESSAGE FROM  
THE LEADERS

EZTEC

FINANCIAL  
AND OPERATING  
PERFORMANCE

ESG  
STRATEGY

CORPORATE  
GOVERNANCE

SOCIAL  
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# Presentation

## About the report (GRI 2-3)

Upon completing 45 years of existence, Eztec presents in this edition of the Sustainability Report the main results achieved between January 1st and December 31st, 2024. This reporting period highlights advances and opportunities for improving organizational management involving environmental, social, financial and operational topics, defined as central in internal guidelines such as the Materiality Matrix and the ESG Strategy. Likewise, the best Corporate Governance practices guided by ethical principles and other values that have guided Eztec and its subsidiaries EZ INC, Tec Vendas and Fit Casa on a path of solidity and transparency are presented. By the standards of the Global Reporting Initiative (GRI) and incorporating indicators from its Standard version, the publication aims to disseminate information widely,

strengthening, for this purpose, the relationship with stakeholders. From the Company's perspective, business sustainability is the result of commitments expressed in policies and associated with successful strategies for managing risks and impacts of its activities. The next edition of the Sustainability Report in this format may be published biannually, however governance and socio-environmental information will continue to be published in compliance with legal and market requirements. Comments, suggestions, questions or contributions can be sent to [ri@eztec.com.br](mailto:ri@eztec.com.br).

Have an excellent reading.







# Message from the Leaders (GRI 2-22)

The year 2024 was considered exceptional and marked by countless achievements and transformations for Eztec. The celebration of 45 years of history represents a significant milestone for a Company that has become a reference in the real estate sector due to the financial solidity and quality of its projects, as well as its results-oriented corporate management. This was also a period of important adjustments, reflecting a process of continuous evolution that has guaranteed business longevity and promoted the consolidation of strategic actions with significant developments in recent years.

Even in the face of a challenging Brazilian economic scenario, we recorded considerable results in terms of both the Potential Sales Value (PSV) of launches, reaching R\$ 1.611 billion, as well as net revenue of R\$ 1.56 billion and gross profit of R\$ 533 million, ex-

ceeding expectations at a time when high interest rates still have a significant impact on the real estate sector. This positive result is largely due to clients' confidence in the Company's solidity and the perception of real estate investors that it continues to represent one of the safest ways to preserve assets in the long term. In this context, the launch strategy was resumed with nine development developments announced.

The brand modernization was another major event of the year. Through this important strategic change, the Company reinforces its identity and positions itself in a way that is more aligned with the digital market. In this sense, its main symbol of visual communication expresses values that span more than four decades of existence, thus combining tradition and modernity.

## Internal Management and Structuring

Internally, 2024 was a year of consolidation of a strategic review that began with the systematization of our culture, represented by the pillars of Eztec Culture, in 2022, and the strengthening of Corporate Governance. The Company also recognizes that it took the right step in implementing a new structure in Engineering, bringing Chief Technical Engineering Officer Silvio Gava into the leadership, promoting a more analytical management model and oriented towards the high-

est performance, mainly through the Management and Excellence Program (PGE). With this restructuring, it has been possible to achieve greater rigor in monitoring budgets and targets, in addition to greater predictability and operational efficiency, both in construction and in other activities.

The achievements obtained also reflect investments in process automation, especially in the areas of Client Relations, Receivables,



Transfer and Maintenance. The implementation of new internal systems allows for more accurate monitoring of client satisfaction, making service more agile and efficient. Adjustments began in 2024 and the Company's

## Commitment to sustainability

The sustainability vision remains a strategic pillar of Eztec's business and practices. The Company is advancing in strengthening its organizational culture based on the perspective of the present and the future and with the strengthening of the ESG Strategy. One example is EZ Parque da Cidade, one of our outstanding developments that received the 2024 Master Real Estate Award, recognizing its excellence and commitment to energy efficiency and reducing environmental impacts.

The Company's positioning has also been recognized internationally. Eztec was ranked among the top 500 global companies in the ESG ranking of the Time magazine, being the second best positioned construction company in Brazil. This achievement demonstrates that all efforts guided by sustainability prac-

## Perspectives for a promising future

The Company looks to the future with optimism and responsibility. Although the economic scenario requires caution, Eztec remains prepared to grow consistently. For 2025, challenging growth targets have already been established, with expansion and launch plans aligned with market conditions. The business strategy, however, may be adjusted according to the behavior of the Brazilian

next relevant milestone is scheduled for 2025, when the data collected will begin to directly impact corporate results and consumer experience.

tices and strategies are already generating positive impacts and increasing visibility in the market. It is also worth considering the positioning as the second most remembered brand in the sector in Veja São Paulo magazine's ranking and our recognition among Estadão's Marcas Mais, among the three main construction companies.

Everyone who is part of the Company is aware that there is still a lot to evolve, always prioritizing client demands and the main trends in the sector, seeking a balance between innovation and economic viability. The commitment to a sustainable growth process, attentive to the financial solidity that has always set Eztec apart in the market, continues to be a fundamental strategic guideline in conducting business.

economy and the real estate sector, thus ensuring that we can move forward while maintaining our tradition of careful planning and precise execution.

Getting this far with solidity demonstrates, to internal and external stakeholders, that each decision taken over the years was thought out to guarantee the longevity of Eztec. As part of

our commitments for the future, we intend to continue acting with the same seriousness, discipline and focus on results that have always guided us, maintaining our essence while necessary developments are incorporated into the organizational culture to remain competitive and relevant in the market.

To everyone who is part of this journey – clients, investors, partners and employees – a special thank you with the commitment to continue building a strong Eztec, which inspires confidence and is prepared for the challenges of the future.

**Eztec Leadership**  
**Flávio, Silvio, and**  
**Marcelo Ernesto Zarzur**



From left to right at the bottom: Antônio Emílio Clemente Fugazza, Silvio Hidemi Iamamura, Roberto Mounir Maalouli, Marcelo Ernesto Zarzur, Cristiane Giansante, Silvio Luiz Gava. In front: Mauro Alberto, Flávio Ernesto Zarzur, Silvio Ernesto Zarzur





# Eztec

## Institutional Profile (GRI 2-1, 2-6)

With 45 years of existence, Eztec has established itself as one of the main construction and real estate development companies in the city of São Paulo and the Metropolitan Region. It is recognized in the market for attributes such as financial solidity and to honor commitments made. Along this trajectory, its legacy is represented by more than 5.5 million square meters built and 184 launches of high-quality commercial and residential developments. Brazilian and international awards are merits achieved through the excellence and innovation of its projects.

The Company's history began in 1979 as Eztec Engenharia, in the hands of father and sons, respectively, Ernesto Zarzur (*in memoriam*), Flávio Ernesto Zarzur (Chairman of the Board of Directors and Vice President) and Silvio Ernesto Zarzur (Chief Executive Officer and effective member of the Board of Directors).

Along the way, some important milestones changed the Company's direction. The first was in 2006, when already strengthened business led to corporate reorganization, establishing Eztec Empreendimentos e Participações S.A., with the expansion of its operations to the construction, real estate development and engineering sectors. The listing of Eztec shares on the BM&FBovespa New Market in 2007 marked

a new cycle of evolution, with continuous advances in management culture, the results of which are reflected in this Sustainability Report.

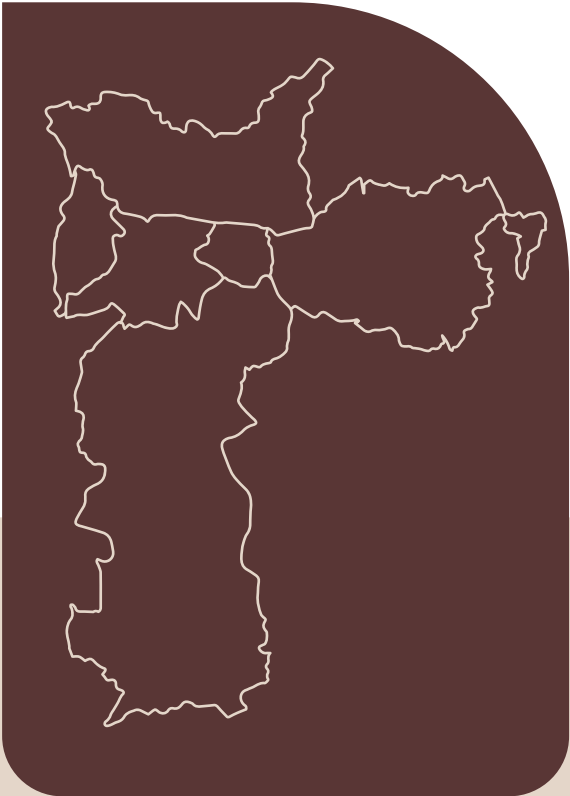
The legacy of a family management model that has continually incorporated modernization strategies into management practices has led the Zarzur brothers to actively participate in Eztec's Corporate Governance. With this perspective, in addition to executives Flávio and Silvio Ernesto Zarzur, the senior leadership includes Marcelo Ernesto Zarzur, as Vice President, and Marcos Ernesto Zarzur, as Effective Member of the Company's Board of Directors.

The Executive Management, formed by excellent professionals with a long history in the roles they perform, contributes to ensuring that the legacy of the founders of the Eztec Group moves towards the longevity of the business, combining tradition and modernity. The team is made up of Mauro Alberto (Chief Administrative Officer), Roberto Maalouli, (Chief Legal Officer), Silvio Hidemi Iamamura (Chief Real Estate Operations, Development and New Business Officer), Antônio Emílio Clemente Fugazza (Chief Financial and Investor Relations Officer), Silvio Luiz Gava (Chief Technical Engineering Officer) e Cristiane Giansante (Chief Human Resources and Communications Officer).



### Action map

As a striking feature of its management strategies, Eztec has prioritized the city of São Paulo and its Metropolitan Region as its focus of action. In 2024, this objective was maintained, considering that the efficiency in the logistical coordination process of the Company’s operations is benefited by competitive advantages such as geographical proximity to land, construction sites and launches.



PROJECTS  
UNDER  
CONSTRUCTION  
IN 2024:

20  
PROJECTS

PROJECTS  
DELIVERED  
IN 2024:

7 PROJECTS

Fit Casa Estação José Bonifácio;  
Fit Casa Estação Oratório;  
Signature;  
In Design Ipiranga;  
ID Paraíso;  
Pin Osasco - 1st Phase;  
Villa Nova Fazendinha.

PSV (%EZ)

R\$ 468mi

Values of projects delivered



MISSION

Continuously seek the satisfaction of our clients, to further strengthen the brand’s solid reputation in the real estate market and the return to our investors and promote the continued development of its employees.



VISION

Be recognized as the best company in the real estate market, focusing on quality, punctuality and profitability.



VALUES

Ethics and transparency;  
Respect for life and well-being;  
Quality and punctuality;  
Respect for society and the environment;  
Profitability and solidity.





# Pillars of Eztec Culture

## Eztec Culture

In 2024, Eztec Culture was consolidated in the organizational culture, as a result of numerous practices that have been undertaken since 2022, when three pillars were defined as guiding the behavior of the organization's employees: Excellence, People and Results.

This entire process, built under the leadership of the Human Resources and Communications Executive Board, with support from other areas and external consultancy, aimed to improve communication and the exchange of experiences between the Company's departments, strengthening what we do well and improving skills that are fundamental for the future.

*This has made it possible to internalize ethics, discipline and collaboration, among other humanistic values expressed in the pillars of Eztec Culture, disseminated to employees through numerous ongoing actions.*

### EXCELLENCE

RESPONSIBILITY OF ALL

- Consider client needs in all our actions and decisions
- Commit to quality and punctuality
- Practice the culture and execute the strategy

- Point out the problem without providing a solution
- Accept unnecessary bureaucracy
- Be slow in making decisions and implementations

This is what we do

This is what we do **NOT** do

### PEOPLE

PRIDE IN BELONGING

- Develop the best people
- Act in a committed, integrated and collaborative manner
- Ensure meritocracy and value long-term relationships

- Ignore responsibilities and act with complacency
- Avoid difficult conversations
- Give up on clear and objective communication

### RESULTS

PERPETUITY AND LEGACY

- Grow profitably and efficiently
- Dare and manage risks responsibly
- Innovate and improve to generate value

- Obtain results at any cost
- Admit the individual interest greater than the collective interest
- Put our solidity and reputation at risk



# Timeline

**1979**

**FOUNDATION** Mrs. Ernesto Zarzur, Flávio Ernesto Zarzur and Silvio Ernesto Zarzur start Eztec Engenharia Ltda., in the city of São Paulo.

**2000**

**PROGRESS IN OPERATIONS** With just over two decades of existence, the company had launched 3,258 units in 19 developments.

**2005**

**TOWARDS THE STOCK EXCHANGE** With corporate reorganization, Eztec Empreendimentos e Participações S.A.

**2006**

**TEC VENDAS** Creation of its own real estate agency, focused on boosting sales, which would become one of the largest in the capital of São Paulo.

**2007**

**IPO** With an initial offering of R\$ 542 million, Eztec becomes part of the New Market of the Stock Exchange. Its shares are traded under the code EZTC3.

**2008**

**COMMERCIAL DEBUT** With the launch of Mundeio, in Moema, Eztec begins to build commercial developments.

**2010**

**DEVELOPER OF THE YEAR** Eztec receives award from PINI Group for its economic and financial performance and behavior towards employees, suppliers and the environment. The same thing happened in 2011.

**2012**

**EZ TOWERS** Start of construction work on one of the Company's most audacious commercial developments, in Chácara Santo Antônio, and a future architectural and development landmark for São Paulo.

**2013**

**MEGA-CONDOMINIUMS** With the launches of Cidade Maia (Guarulhos) and Jardins do Brasil (Osasco), Eztec now offers large-sized residential developments.

**2024**

**45 YEARS** In its 45th anniversary year, Eztec modernized its visual identity, achieved record sales and resumed its launch strategy with nine projects.

**2023**

**ESG AGENDA** The Company is beginning to implement strategies and positions related to ESG (Environmental, Social and Governance).

**2022**

**MATURATION** Consolidation and dissemination of the EZTEC Culture project; structuring the Client EZperience program; advances in the organization of the ESG Strategy; creation of the ESG, Ethics and Conduct and Audit Committees; and creation of the Ethics Channel.

**2021**

**FEDERAL PROGRAM** The delivery of Fit Casa Brás, Eztec's first development through the Minha Casa, Minha Vida program.

**2019**

**EZ PARQUE DA CIDADE** Launch of another architectural icon in São Paulo: the residential project, with AQUA-HQE certification, located in the Parque da Cidade Complex, in Chácara Santo Antônio.

**FOLLOW-ON** With a new share offering, the Company obtains R\$ 978.75 million for the acquisition of land for a new cycle of launches.

**2018**

**FIT CASA** Eztec's brand for low-cost developments is created, and Fit Casa Brás, in downtown São Paulo, is its first launch.

**PRIX D'EXCELLENCE**

The commercial project EZ Towers has received international recognition from FIABCI as Silver Winner in the Office category.

**2017**

**NO LOSSES** Following the sale of Tower B of EZ Towers to Brookfield, the Company distributed an interim dividend of R\$ 2.62 per share and passed through the economic crisis without reporting a loss.



PRESENTATION

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## 2024 Highlights

(GRI 2-1, 2-6)

**675**  
EMPLOYEES

**20**  
PROJECTS UNDER  
CONSTRUCTION

**1,897**  
BILLION  
RECORD  
SALES

**R\$ 1.56** BILLION  
IN NET REVENUE

**R\$ 533** MILLION  
GROSS INCOME

**R\$ 1,611** BILLION  
OF PSV OF LAUNCHES  
(Potential Sales Value)

**2,434**  
SOLD UNITS

**9** Launches **7** Delivered projects

**1,857**  
of medium/  
high standard  
/smart living

**545**  
of economic  
standard

**32** of commercial  
units

**25.0%**  
of reduction in  
the intensity  
of water  
consumption

**96.9%** of recycled  
waste in  
14 projects

**19.6%**  
of reduction  
in energy  
intensity

## New visual identity expresses tradition and modernity

As an important milestone in the celebration of its 45 years of history, Eztec launched, in 2024, a new visual identity. The reformulation reflects both the evolution of a legacy of credibility achieved, having consolidated itself as one of the most solid and profitable publicly traded companies in the real estate development and construction sector in Brazil, and the Company's alignment with the present time, characterized by a society increasingly inserted in the digital culture.

The new brand reflects the balance between tradition and modernity, signaling the organization's ability to face future challenges without giving up its essence, marked by innovation and excellence. With a visual identity in cherry and cocoa colors, the new brand was developed to ensure versatility and impact in different media. The campaign included investments in online and offline channels, including TV, print and internal marketing actions aimed at brokers, strengthening the connection with consumers.

## Awards and Recognitions

**ESG RANKING FROM TIME MAGAZINE**  
Second best positioned construction company in Brazil, among the top 500 global companies.

**RANKING OF VEJA MAGAZINE IN SAO PAULO**  
Second most remembered brand in the sector

**MARCAS MAIS OF ESTADÃO**  
Recognized among the three main construction companies

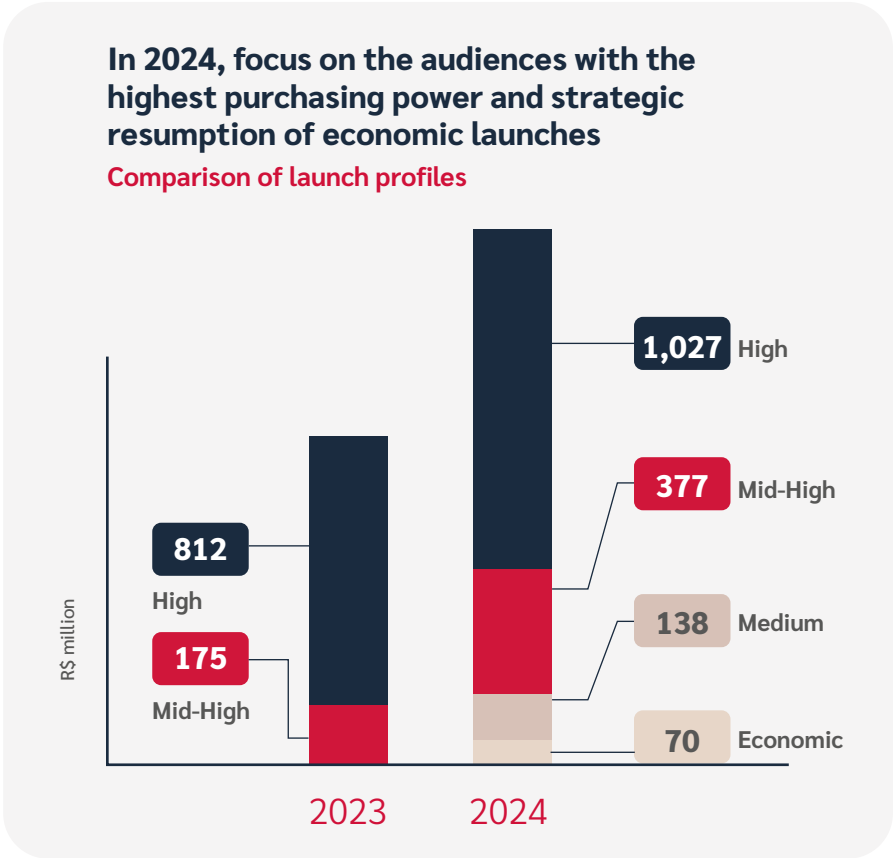
**MASTER REAL ESTATE AWARD 2024**  
For the EZ Parque da Cidade project



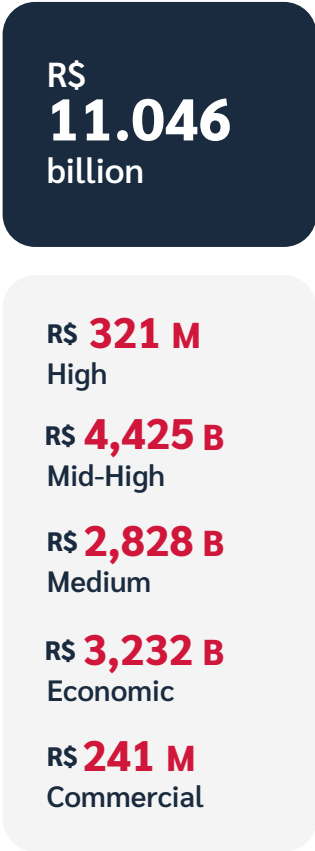


## Business strategy

### Annual evolution of the PSV of launches %EZ



### Total PSV (%EZ) Landbank



### Comparison of launch profiles



In 2024, Eztec resumed its launch strategy, with nine projects announced. The complexity of this scenario required the Company to make more conservative decisions, aligned with its sense of responsibility, internal capacity to control exposure to potential risks and long-term vision in conducting business.

## Eztec’s work fronts

Eztec’s main competitive advantage is its own financing of properties for its clients. Its expertise involves everything from land prospecting efforts to the design of designed projects, the definition of which is based on factors such as profitability and client demands.

The engineering and construction front operates based on the pillars of sustainability, following cost and deadline targets defined by the Management and Excellence Program (PGE), supported by the ESG (Environmental, Social and Governance) Strategy.

IN FIVE WORK FRONTS, EZTEC DEMONSTRATES STRATEGIC VISION AND COMMITMENT TO ITS CORPORATE VALUES.

**Acquisition of land**

- Acquisitions paid for mainly in cash, avoiding swaps.
- Search for strategic projects and attentive to those outside of obvious regions.
- Cycle forecasting and the ability to deal with awkward and contaminated terrain.

**The process involves:**

- ✓ Land search.
- ✓ Analysis of possible projects.
- ✓ Acquisition of land.
- ✓ Land decontamination (when necessary).

**Project development**

- Projects with demand and suitability previously analyzed.
- Goals: anticipate trends and maximize profit.
- Compliance with the requirements and profile of each region to maintain the reputation of Eztec brands.

**The process involves:**

- ✓ Architectural and Engineering projects in several specialized disciplines.
- ✓ Interior Architectural design of common areas





### Trading and sales

- Large team of experienced brokers, Tec Vendas partners.

- Use of various tools, such as applications, Mega Stores and model apartments.

#### The process involves:

- ✓ Prospecting for current and potential clients

- ✓ Marketing campaigns and sales promotion.

- ✓ Installation of points of sales.

- ✓ Monitoring the signing of sales contracts.

- ✓ Client financing.



### Construction

- Excellence in planning and physical control of the construction sites.

- Planning and management of production costs.

- Supply management.

- Quality, safety and environment management.

- Punctuality in delivery.

- High product quality.

#### The process involves:

- ✓ Planning.

- ✓ Construction.

- ✓ Management.

- ✓ Quality, Safety and Environment Management.

- ✓ Delivery of units.

- ✓ Technical assistance and management of the finished units.



### Post-keys and financing

- Offering an alternative financing line for clients supported by a robust balance sheet with high liquidity.

#### Secondary activities

**A secondary field of activity for Eztec is the management and leasing of real estate, land subdivision, construction of condominiums, as well as the provision of complete civil engineering services, including projects, supervision and execution of construction sites.**

## Competitive advantages



### Value Chain

Eztec manages to maximize returns in its value chain, acting on fronts ranging from land acquisition and development of projects to the client's own financing.



### Operational versatility

The Company offers a range of products, including different standards of projects, aimed at the residential and commercial segments, ensuring excellence in quality at all times.



### Operational liquidity

Eztec is able to exploit opportunities in its area of operation, having as competitive advantages a strong cash position and low debt levels, characteristics that companies in the sector are not always able to maintain.



### Resilient partnerships

Eztec's experience has strengthened its reputation and contributed to consolidating a solid network of local suppliers, marked by long-lasting relationships, dialogue and trust, driven by the regional focus of the Company's operations.



### Regional focus

The Eztec's regional focus offers competitive advantages such as in-depth knowledge of urban issues, expertise in land assessment and proximity to suppliers, construction sites and clients.





## Markets of activity

# Residential



01.

### Residential

The total value of the unit (ticket) and the price per square meter are factors that define Eztec's residential projects. As shown below.

#### High standard and EZCAL (High-End standard)

Unit with *ticket* above R\$ 1.2 million and square meter above R\$ 20 thousand;

#### Mid-high standard

Unit with *ticket* between R\$ 700 thousand and R\$ 1.2 million and square meters from R\$ 9 thousand;

#### Medium standard

Unit with *ticket* between R\$ 350 thousand and R\$ 700 thousand and square meter of up to R\$ 9 thousand.

#### Economic

These units involve ticket of up to R\$ 350 thousand and square meter of up to R\$ 9 thousand, which can be included in the Minha Casa, Minha Vida (MCMV) program.

#### Smart living

These are units with a sales price per square meter starting at R\$ 9 thousand and ticket of up to R\$ 700 thousand.

## Operating subsidiaries

### Home segment

In this segment, Eztec operates in the sale of properties, rentals and other services involving construction. This last area of activity refers to tasks such as supervision, studies, projects and execution of any civil engineering construction sites and services. An exclusive subsidiary, Fit Casa, operates in the economy standard.

### Fit Casa

In 2018, this subsidiary was established, focused on the low-cost units, included in Band 3 of the Minha Casa, Minha Vida program (in urban areas for those earning between R\$ 4,400.01 and R\$ 8,000.00 per month). Fit Casa (Low Cost) projects have ticket of R\$ 264 thousand and

As for the medium to high-standard segments, also considering Smart living, Special Purpose Entities (SPEs) controlled and affiliated directly by Eztec can be used.

*In the high and very high standard segments, the Company relies on the performance of EZCAL, a partnership established with Construtora Adolpho Lindenberg, in 2022.*

square meters with a value of up to R\$ 9 thousand, being demanded by clients who want to stop living in rented properties and are looking for attractive cost-benefit solutions. As an advantage, these projects generate higher profit margins than those of the real estate market.

# Commercial



02.

### Commercial

The projects are divided as follows: between large corporate offices (AAA corporate towers and single-user towers) and commercial office projects. These are projects that are more likely to be negotiated as construction approaches or is completed.



Neo Offices



Lindenberg Brooklyn

### High standard and EZCAL (GRI 2-6)

This joint venture was established between Eztec and high-income construction company Adolpho Lindenberg, active in the high-income segment, in 2022. The partnership strengthens investment opportunities, enabling business to be carried out that benefits from its synergies and complementarities. The High Standard and EZCAL (Very High Standard) involves ticket above R\$ 1.2 million and has a square meter of more than R\$ 20 thousand.

*In 2024, projects made in partnership with Lindenberg represented 64% of the total launched in 2024. EZCAL generated R\$ 18.3 billion in results in the equivalence line.*



### Medium and high standard

Eztec has prioritized the middle and upper middle income markets in its operating strategies since 2007. These segments include medium-standard Smart living projects, also known as studios in the São Paulo market, whose ticket

varies between R\$ 64,000 and R\$ 700,000 and the square meter costs up to R\$ 9,000.

**In 2024, these segments represented 32% of Eztec’s launches.**

### Commercial segment

#### Corporate buildings

Eztec operates in this segment through its subsidiary EZ INC and the SPEs controlled by it or jointly. In this context, they range from commercial office projects to Triple-A large corporate offices and single-user towers. Examples of projects with high quality and safety standards

include EZ Towers and Esther Towers (under construction).

In 2024, no projects were launched in this commercial segment.



Esther Towers

### EZ INC

Dedicated exclusively to commercial projects, this subsidiary aims to become a leader in Triple-A corporate towers in São Paulo. Its business model prioritizes long-cycle commercial developments, those that involve development, sale and lease management. In this context, all capital obtained in the acquisition of new land is reinvested, which tends to contribute to the sustainability of the Eztec Group’s business.

### Real Estate agency - Tec Vendas

Tec Vendas, Eztec’s real estate agency founded in 2005, has a strategic focus on marketing projects, regardless of third-party launches. The subsidiary brings together more than 800 independent associate brokers and a strong presence with real estate agencies and partner brokers, highly qualified professionals with in-depth knowledge of the profile of Eztec clients. This team operates with the support of CRM called SIVEZ, an exclusive sales system developed internally, which guarantees efficiency and excellence throughout the sales process, equipped with artificial intelligence among other resources.



### Direct Financing with the Construction Company

As a relevant competitive advantage, Eztec’s verticalized business model ensures clients the direct financing option, with terms of up to 20 years, strengthening access to housing even in challenging macroeconomic contexts, such as periods of rising interest rates. Such flexibility is recognized in the sector for expanding opportunities and facilitating the acquisition of properties.

In 2024, the Company recorded R\$ 496 million in the portfolio corresponding to Eztec’s stake registered in Chattel Mortgage (R\$ 529 million considering 100%), from financing granted by Eztec itself. In total, 1,321 clients have already benefited from this type of credit, highlighting its relevance in the portfolio of solutions offered by the company.





# Business model

01

Inflows



**FINANCIAL**

- Revenues
- Financing
- Active investments
- Third party capital



**NATURAL**

- Water
- Energy
- Organic (wood) and inorganic inputs (iron, limestone, clay, sand, gravel, oil)
- Land



**SOCIAL AND RELATIONSHIP**

- Clients
- Suppliers
- Brokers
- Shareholders and investors
- Government
- Community



**MANUFACTURED**

- Offices
- On-site sales office
- Buildings



**HUMAN**

- Employees
- Partners



**INTELLECTUAL**

- Digital transformation
- Employee competence
- Construction methods
- Value added to the brand

Activities 02



MISSION, VISION and PUPORSE

### ESG STRATEGIC PILLARS

**Environmental:** sustainable projects, eco-efficiency, waste management

**Social:** supplier management, employee and client relationship, health and safety

**Governance:** governance and ESG integration, ethics and transparency, socioeconomic development.

### PRODUCTS AND SERVICES

Real estate development, construction of buildings (residential, commercial, non-residential), real estate marketing (sale, rental), real estate financing.

03

Results



**FINANCIAL**

- Distribution of dividends
- Value in taxes, fees, contributions and urban operations
- Own and third party remuneration
- Employee and partner remuneration
- Operation subject to economic cycles
- Low financial leverage



**NATURAL**

- Environmental management
- Rehabilitation of land
- Environmental compensation
- Waste generation and management
- Use of natural resources



**SOCIAL AND RELATIONSHIP**

- Transformation and modernization of the urban environment
- Relationship with the communities of the surroundings
- Labor-intensive activity, inputs and services
- Improvement of the surroundings infrastructure (Cepacs and balancing actions)
- Customer Service and digital channels
- Client experience
- Population density



**MANUFACTURED**

- Efficient, modern and sustainable residential buildings
- Efficient, modern and sustainable corporate towers



**HUMAN**

- Culture practiced
- Well-being awareness
- Continuous training
- Generation of Employment
- Accident risk mitigation



**INTELLECTUAL**

- Use and development of rationalized construction methods
- Hiring and partnerships with startups
- Organizational Knowledge
- Technological development



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# Financial and operating performance

(GRI 201-1)

In 2024, Eztec achieved remarkable financial and operational performance, with several records registered, such as net income of R\$ 404.6 million. Net revenue of R\$ 1.56 billion also stood out, with growth of 44.1% compared to 2023, which represented an increase of 39.2% compared to the previous highest level, recorded in 2022. Another milestone was the gross profit achieved, which totaled R\$ 533 million, the highest for a year free of one-off effects.

The Potential Sales Value (PSV) in 2024 grew 63.3% compared to 2023, reaching R\$ 1.6 billion. The acceleration in sales speed was also considered a milestone, with 51.7% of the units launched and sold in the same year, representing an advance compared to the 44.4% in 2023 and the 48.3% in 2022. In this sense, this was the best year in the Company's history, with R\$ 1.9 billion in gross sales.

As part of the strategies adopted by the Company that contributed to its 2024 performance, the optimization of asset turnover stands out, through planning to expand launches and the sale of finished stock. In total, nine projects were launched in different residential segments, from low to high standards.

The projects made in partnership with Lindenberg represented 64% of the total launches in 2024, reinforcing Eztec's focus on the mid-high and high-standard segments, which corresponded to 87% of the launched PSV. In general terms, this strategy proved to be correct given the increase in real estate financing rates, which made access to credit more difficult for other segments.

At the same time, Eztec resumed operations in the economic segment, focused on the Minha Casa, Minha Vida (MCMV) program, after almost two years without launches in this market niche. The Connect João Dias project, launched in the fourth quarter, marked this recovery process, in addition to reinforcing the Company's strategy of operating through specialized partnerships in the segment.

Given the operational and financial improvements achieved in 2024, the Company sees numerous opportunities for 2025, maintaining its focus on continuing the growth process with profitability, solidity and quality.



Direct economic value generated (R\$ thousand)\*  
GRI 201-1

	2022	2023	2024
Revenues	1,421,447	1,364,568	1,866,194

\*To calculate the direct economic value generated and distributed (EVG&D), the regime adopted is the accrual basis.

Distributed economic value (R\$ thousand)  
GRI 201-1

	2022		2023		2024	
	Value (R\$)	Percentage	Value (R\$)	Percentage	Value (R\$)	Percentage
Operating costs	842,235	59.3%	875,435	64.2%	1,188,272	63.7%
Employee salaries and benefits (employees)	106,451	7.5%	110,740	8.1%	104,097	5.6%
Payments to capital providers	131,525	9.3%	114,138	8.4%	165,098	8.8%
Payments to government (by country)	93,557	6.6%	81,662	6.0%	100,217	5.4%
Investments in the community	0	0.0%	0	0.0%	0	0.0%
TOTAL	1,173,858	82.6%	1,181,975	86.6%	1,557,684	83.5%

Building value beyond the business

(GRI 203, 203-1, 203-2)

Eztec recognizes that effective environmental practices generate significant operational and social benefits, especially in the construction sector, where the responsible use of natural resources is essential. Among the positive indirect economic impacts, the most notable are efficiency in the use of water and energy, the adoption of renewable sources, the reduction of greenhouse gas emissions and the promotion of the circular economy. On the other hand, waste of resources, non-compliance with environmental standards and the costs arising from these failures represent negative indirect economic impacts. These effects are shaped by public standards and policies, and the Company responds to these challenges with eco-efficiency strategies, detailed throughout the report.

Economic value retained (R\$ thousand)  
GRI 201-1

	2022	2023	2024
	247,589	182,593	308,510

Financial assistance received from the government

(GRI 201-4)

Eztec adopts the Special Taxation Regime (RET), with a rate of 4%, for the collection of taxes on its revenues. In 2024, on a tax basis of R\$ 1,473,232,830.85, the Company paid R\$ 54,731,414.06 in unified taxes via Special Tax Regime (RET) and R\$ 7,062,965.36 in direct taxes under the Estimated Profit regime, totaling R\$ 61,794,379.42 in direct taxes paid in the period.

If all taxation were carried out under the Estimated Profit regime, whose rate would be 6.73%, the total amount to be paid would have been R\$ 99,148,569.52. The choice of RET, therefore, generated direct savings of R\$ 37,354,190.10 for the Company in 2024.

Despite presenting tax savings due to the special taxation regime allowed for real estate developments, the company incurs expenses to obtain and maintain said regime, such as costs with allocations, separation in corporate structure of real estate projects, tax monitoring of benefit requests, increase in corporate structure due to the creation of branches and subsidiaries, accounting separation of projects, need

for separate financial accounts for the projects, sending separate statements and daily ledgers and other needs to maintain the benefits, not being possible to measure these costs to maintain the regime within the standards and rules issued.

Risk Management, Corporate Priority

Eztec has a Risk Management Policy, approved at a Board of Directors meeting in 2023. Its main objective involves establishing principles, guidelines and responsibilities to be met on this topic, to enable the identification, assessment, treatment and monitoring of risks to which the Company is exposed and which may affect the achievement of its objectives and the conduct of its business.

The risk management process involves all areas of Eztec, being integrated with the business’s strategic targets and objectives. This topic requires the active participation of administrators and employees, and its dissemination across all levels of the Company is essential.

BY ADOPTING A RISK MANAGEMENT PROCESS, THE MAIN BENEFITS EXPECTED BY EZTEC ARE:

- ✓ Improved results and perpetuity of the business;
- ✓ Greater transparency and clarity regarding the risks to which the Company is subject, in addition to strengthening mitigation strategies;
- ✓ Diffusion of risk management culture at all levels and integration of this theme as part of the activities of the business areas;
- ✓ Raising the Company’s risk management maturity level; More consistent business decision-making;
- ✓ Contribution to the pursuit of excellence in business management.





## Risk exposure mapping

(GRI-201-2)

As part of the deepening of the topic in organizational culture, Eztec has already mapped the main risks to which its business is exposed, described below, for which it has already defined management strategies and tools.

### OPERATING RISKS

They involve failures in processes, systems or controls with potential for losses and damage to the image.

### FINANCIAL RISKS

They are due to unexpected effects in the economic, political scenario and market trends.

### COMPLIANCE AND REGULATORY RISKS

They are caused by the failure in compliance with legal or internal standards with financial and reputational impacts.

### MARKET RISKS

They are external risks that occur regardless of how the Company is organized.

### BUSINESS CONTINUITY RISKS

They may be due to factors that may compromise the operation, such as land shortages or shutdowns.

### CYBER RISKS

They can be caused by data leakage or theft and improper access to systems.

### COMPETITIVE RISKS

They are those that put the right to free competition and business integrity at risk.

### LEGAL RISKS

Proceedings and litigation with potential for financial losses and contractual risks.

### SUSTAINABILITY RISKS

They involve environmental issues and Eztec seeks to mitigate these risks through strategic decisions that consider social and environmental responsibility.

## Financial implications and other risks and opportunities arising from climate change (GRI-201-2)

Climate change represents one of the main challenges facing global society and is one of the Company's material topics. Its financial implications, as well as the associated risks and opportunities, have already been mapped internally. The management strategies adopted to prevent or mitigate these impacts are presented below.





# 01 RISK



## Acute physical

Climate change may cause harm to the Company's business and the operations of its subsidiaries. In this context, the increase in the intensity and frequency of storms can result, for example, in falling trees, landslides, floods, strong winds, lightning and hailstorms. They are factors that can cause increased costs and waste to be disposed of, loss of services and materials, as well as greater consumption of natural resources.

Climate change can directly impact Eztec's operations, requiring adaptation measures to avoid interruptions in construction sites and ensure the continuity of activities in a sustainable manner. To mitigate these risks, the Company implemented the Environmental Emergency Response Plan (PAEA), which establishes guidelines for responding to adverse environmental conditions.

The PAEA has six specific scenarios, covering everything from Engineering techniques to prevent erosion by defining evacuation routes in affected areas, ensuring safety and resilience both on construction sites and in administrative areas.

The growing demand for low-carbon materials, driven by environmental targets and the search for alternative energy sources, may generate a shortage of these inputs. This scenario puts pressure on the supply chain, which could make it difficult to obtain suitable materials, affect construction costs, generate delays and compromise Eztec's operational efficiency and competitiveness.

Increased prices and logistics costs may also impact accessibility to these materials, reducing profit margins and affecting the Company's reputation, as well as the trust of clients and partners. Furthermore, the unavailability of sustainable materials can make it difficult to meet regulatory targets, generating penalties.

In response, Eztec invests in supplier diversification, development of new materials, improvement of inventory management, team training and contingency plans, promoting resilience and alignment with environmental targets.



# 02 RISK

## Technological



# 03 RISK



## Operating

The increase in energy costs, caused by market changes or energy policies, represents a significant risk for Eztec, with a direct impact on the budget, project profitability and greenhouse gas (GHG) emissions, requiring environmental compensation.

High energy consumption in finished construction site sand projects — with the use of machinery, heating, cooling and irrigation — increases operating costs. The inefficiency of systems worsens this scenario, which can compromise efficiency and generate financial pressure, making investment in innovation difficult.

Furthermore, increased costs can affect pricing strategy and client relationships, compromising competitiveness. Although not yet quantified financially, the risk is significant.

To mitigate this, Eztec adopts energy efficiency technologies, continuous monitoring, sustainable practices, more advantageous contracts and team training actions.

Additionally, on the topic in question, the Company is considering the adoption of new technologies, the restructuring of internal teams, the optimization of processes and the development of strategic partnerships require variable investments, aligned with the needs and priorities defined for each risk.



Learn more about the Risk Management Policy



# ESG Strategy

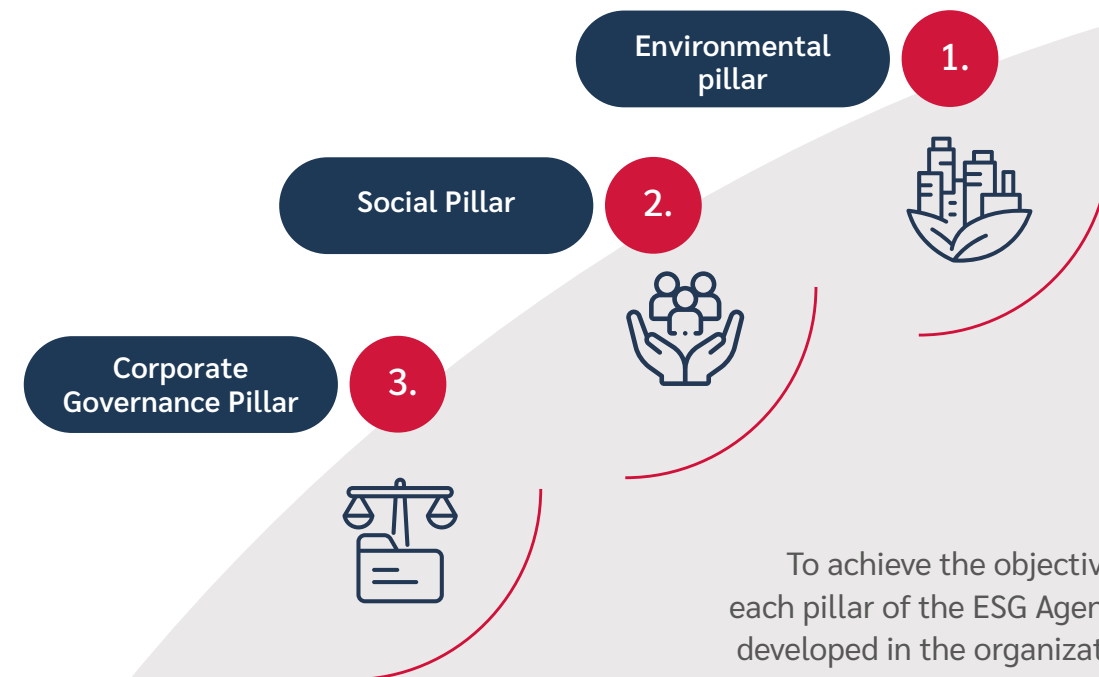
At Eztec, sustainability represents a central focus on the sustainability of the business, and this perspective is strongly aligned with the Company's ethical values and best Corporate Governance practices.

Based on this inspiration and internal guidelines to strengthen the dissemination of the main interfaces related to this topic in the organizational culture, Eztec's ESG Agenda was adopted in 2023. To this end, 11 strategic

topics were defined, distributed across the Environmental, Social and Corporate Governance Pillars.

In 2024, Eztec consolidated its ESG Agenda, reaffirming its commitment to responsible, transparent management guided by the balance between economic growth, positive social impact and environmental responsibility.

## ESG Agenda



## Strategic actions

To achieve the objectives established in each pillar of the ESG Agenda, actions to be developed in the organization in 2024 were defined, strategically distributed across each of the 3 pillars.



# ESG Agenda



01

## Environmental pillar

- 1. Sustainable projects;
- 2. Eco-efficiency;
- 3. Waste Management;
- 4. Climate change.



GOAL

ESTABLISH ROLES AND RESPONSIBILITIES REGARDING MANAGEMENT AND ENVIRONMENTAL RISKS.

Learn more about actions developed in 2024, related to this pillar in the Environmental Performance chapter

### ESG COMMITTEE

Acts to strengthen sustainability in the organizational culture as a central value for the Company, with the perspective of reducing environmental, social and climate risks of its activities. It is composed of representatives from the Board of Directors and the Executive Management. Learn more about the ESG Committee's responsibilities in the Corporate Governance Chapter and access its [Internal Regulations here](#).



02

## Social Pillar

- 1. Supplier management;
- 2. Relationship with employees and culture;
- 3. Client relationship;
- 4. Health and Safety.



GOAL

ESTABLISH ROLES AND RESPONSIBILITIES REGARDING THE MANAGEMENT OF SOCIAL RISKS.

Learn more about actions developed in 2024, related to this pillar in the Environmental Performance chapter



03

## Corporate Governance Pillar

- 1. ESG governance and integration;
- 2. Ethics and transparency;
- 3. Social and economic development.



GOAL

ESTABLISH ROLES AND RESPONSIBILITIES TO CORPORATE GOVERNANCE AND REPORT ESG INFORMATION TO INTERNAL AND EXTERNAL STAKEHOLDERS.

Learn more about actions developed in 2024, related to this pillar in the Corporate Governance chapter





## Materiality Matrix (GRI 3-1, 3-2, 3-3)

The dual materiality methodology was adopted at Eztec, which considers, from the perspective of stakeholders, both financial and operational impacts as well as social and environmental impacts in business management. The review process of the Company’s Materiality Matrix was adopted in 2023 and is biennial.

The Board of Directors was responsible for monitoring, evaluating and approving material topics and recommendations. The criteria for prioritizing material topics and their impacts were likelihood and severity (intensity, extent and reversibility), likelihood and magnitude, as well as relevance to consulted stakeholders.

The updates were made possible by the inclusion of topics such as Climate Change; Innovation and technology, Attraction, development and retention of employees; Human rights and labor relations; Data privacy and security; Client transparency and relationships; Energy efficiency; and Supply chain management.

The thirteen prioritized topics in the process are the following (GRI 3-2):

1. Climate change;
2. Innovation and technology;
3. Health, well-being and safety;
4. Attraction, development and retention of employees;
5. Human rights and labor relations;
6. Data privacy and security;
7. Client transparency and relationships;
8. Waste and tailings management;
9. Local development and relationship with communities;
10. Product design and life cycle;
11. Ethics, Integrity and Compliance;
12. Energy efficiency;
13. Supply Chain Management

## Engagement and dialogue with stakeholders (GRI 2-29) (GRI 3-1, 3-2, 3-3)

Eztec believes that management for sustainability represents a vector for growth and innovation, capable of driving new construction solutions and a more efficient and lasting business model. For this, the interface with its stakeholders is fundamental. These stakeholders include clients, business partners, civil society organizations, employees, government agencies, shareholders, investors, financial institutions, suppliers, local communities, sector entities, among other social groups.

The Company’s stakeholder engagement is promoted through transparent communication, which includes the annual publication of a Sustainability Report, the dissemination of information on social media and the website, in addition to holding events, training activities and other opportunities to exchange ideas so that stakeholders have an increasingly broader view of business management processes.

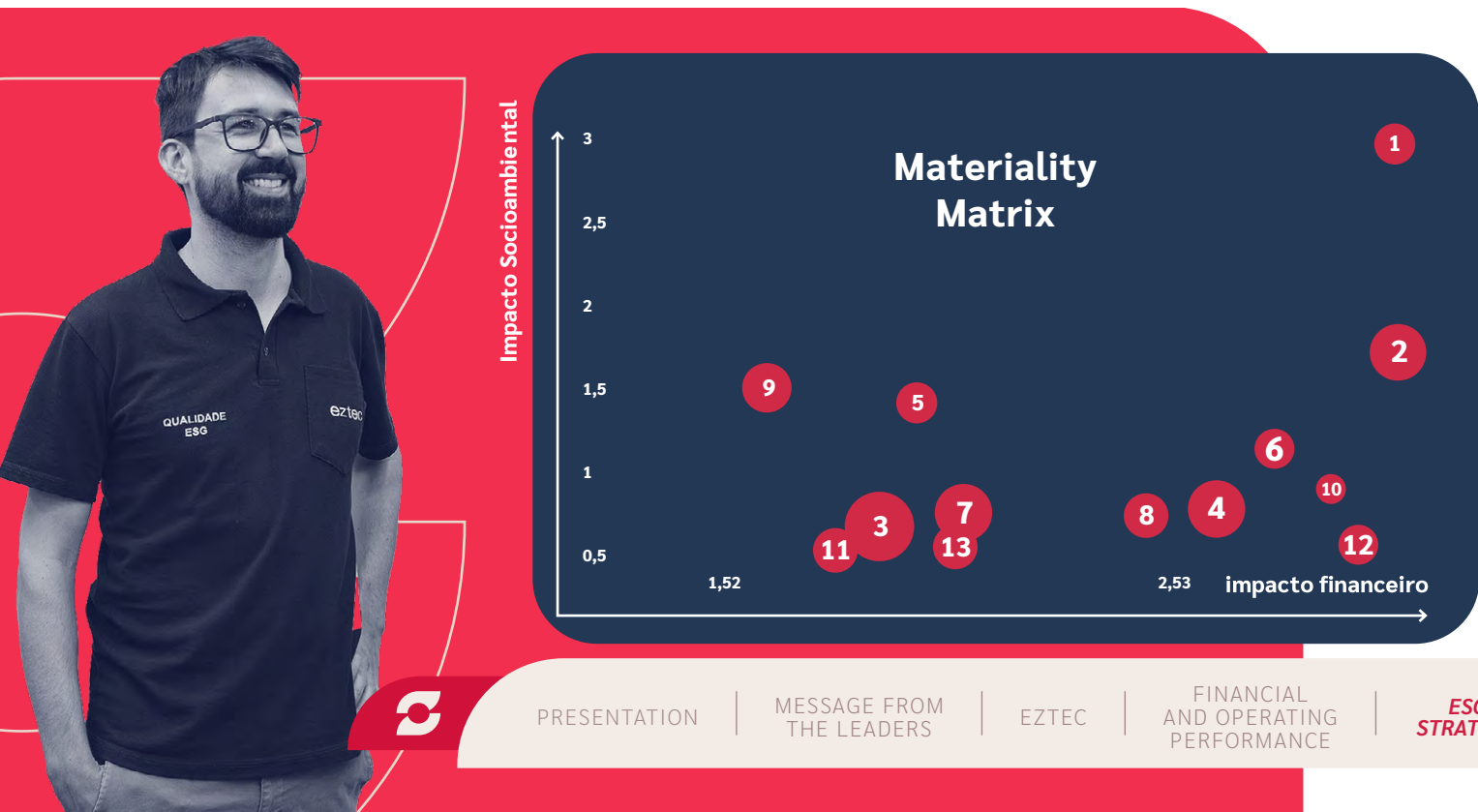
From this perspective, the Company has identified real and potential impacts of its activities, in addition to strengths of its organizational culture towards society, understanding the needs and expectations of its stakeholders. In addition to complying with regulatory requirements, these and other opportunities for interface and reflection have contributed to improve decision-making processes, managing risks, strengthening brand reputation and image, meeting investor demands and building lasting relationships with all stakeholders.

## Alignment with SDGs (GRI 2-24, 3-1, 3-2, 3-3)

Eztec’s commitments to sustainability are reflected in concrete initiatives aimed, for example, at efficient use of natural resources, reduction of carbon emissions, responsible management of water and waste, in addition to the adoption of practices that promote innovation and well-being in the communities surrounding its projects.

In this sense, in addition to continually strengthening the sector’s best sustainability practices in its organizational culture, through initiatives such as the ESG Strategy, the Company seeks to meet regulatory requirements and generate value for clients, investors, employees and society as a whole.

With this direction, the Company is also aligned with global efforts aimed at this agenda, including the Sustainable Development Goals (SDGs) of the United Nations (UN), with 11 of the 17 SDGs are defined as priorities in the management of its operations, the main actions involved in which are presented below.










SDG - Sustainable Development Goals

SDG	ACTION
	<p><b>3 - Health and well-being</b></p> <ul style="list-style-type: none"><li>• Presence of safety technicians on construction sites;</li><li>• Mapping of risk factors in the different phases of the construction process to avoid occupational accidents and diseases;</li><li>• Medical services;</li><li>• Information, exams and guidance documents disseminated by Human Resources (HR) and Occupational Safety;</li><li>• Health promotion programs that address the prevention and treatment of chemical dependency and sexually transmitted diseases.</li></ul>
	<p><b>4 - Quality education</b></p> <ul style="list-style-type: none"><li>• Training employees on safety rules;</li><li>• Periodic holding of Weekly Safety Dialogues (DSS);</li><li>• In-person and online training for employees;</li><li>• Training and career development for technical and administrative teams to stimulate engagements and retain talent.</li></ul>
	<p><b>5 - Gender equality</b></p> <ul style="list-style-type: none"><li>• Appreciation of women in leadership, who occupy positions of Supervision, Coordination, Management, Superintendence and Executive Board;</li><li>• Strong female presence in the Company.</li></ul>
	<p><b>6 - Drinking water and sanitation</b></p> <ul style="list-style-type: none"><li>• Target for drinking water consumption (accumulated) in its operations;</li><li>• Measures for consumption on construction sites, including reuse systems, capturing and using rainwater, reusing water from hand wash basins for urinals, etc.;</li><li>• Development and construction of projects with devices to reduce consumption of water;</li><li>• Signage in construction sites and offices for rational use of water.</li></ul>
	<p><b>7 - Clean and affordable energy</b></p> <ul style="list-style-type: none"><li>• Preventative maintenance of equipment and attention to the replacement of parts and components for more efficiency;</li><li>• Use of critical equipment - such as cranes, mini cranes and racks - with ENCE label or PROCEL and CONPET seals, which attest to adequate energy consumption;</li><li>• Signage in construction sites and offices for rational use of energy.</li></ul>
	<p><b>8 - Decent work and economic growth</b></p> <ul style="list-style-type: none"><li>• Cultural mapping to improve people management;</li><li>• Valuing teamwork and interaction between areas;</li><li>• Benefits;</li><li>• Profit sharing (PLR).</li></ul>

SDG - Sustainable Development Goals

SDG	ACTION
	<p><b>11 - Sustainable cities and communities</b></p> <ul style="list-style-type: none"><li>• Compliance with legislation applicable to contaminated areas;</li><li>• Establishment of Guidelines for the Management of contaminated areas within the scope of environmental licensing;</li><li>• Intervention Plan with measures necessary for the safe use of the area of interest, in accordance with future occupation, accompanied by Cetesb.</li></ul>
	<p><b>12 - Responsible consumption and production</b></p> <ul style="list-style-type: none"><li>• Complete management of materials and waste at all stages: generation, segregation, packaging, identification, collection, transportation, storage, treatment and final disposal;</li><li>• Prioritization of recycling or processing of materials and waste;</li><li>• Destination of materials and waste to recycling plants or sorting and transshipment areas for appropriate processing.</li></ul>
	<p><b>13 - Action against global climate change</b></p> <ul style="list-style-type: none"><li>• Accounting for greenhouse gas (GHG) emissions, scopes 1, 2 and 3, based on the main methodologies used in corporate inventories (GHG Protocol, ISO 14064, Intergovernmental Panel on Climate Change and World Resources Institute/World Business Council for Sustainable Development).</li></ul>
	<p><b>14 - Life in the water</b></p> <ul style="list-style-type: none"><li>• Water collection through the public network and, when necessary, in construction sites, by water truck;</li><li>• Disposal via public sewage system.</li></ul>
	<p><b>16 - Peace, justice and effective institutions</b></p> <ul style="list-style-type: none"><li>• Risk monitoring and management by the Legal department.</li></ul>





# Corporate governance (GRI 2-9)

## Solidity and transparency (GRI 2-9)

Guided by solid commitments such as ethics and transparency and by management practices consolidated in the Eztec Culture, the Company's governance structure is formed by the following decision-making bodies: Board of

Directors, Fiscal Council, ESG (Environmental, Social and Governance) Committee, Ethics and Conduct Committee, Audit Committee, in addition to the Executive Management.

## The Board of Directors' role

(GRI 2-9, 2-10, 2-11, 2-12, 2-14, 2-18, 2-24, 2-27)

Playing a fundamental role in the success of Eztec's management process and in strengthening the Company's sustainability strategies, the Board of Directors is composed of at least five and at most nine effective members. With a unified two-year mandate, with re-election permitted, everyone can be elected and removed from office at the General Meeting.

As part of the duties of this collegiate body, the approval of corporate policies and strategies stands out, among which are those directed at sustainability agendas, in addition to risk monitoring, updating guidelines and supervision of other priority management topics. Its mission also involves protecting and enhancing the Company's assets, and should contribute with guidelines that enable its continuity. To this end, it must establish the general direction of the business, including determining targets to be achieved, ensuring successful execution.

According to an internally defined process for appointing its directors, the selection criteria include professional skills and experience, independence, alignment and commitment to the Company's values, personal integrity and an unblemished reputation, as well as freedom from conflicts of interest with the organization. One of the items, presented in the Board of Directors' Internal Regulations, addresses specific issues regarding the performance assessment of this high governance body.

The rules established by B3's New Market state that at least 20% of the Board of Directors must be made up of independent directors. Nelson de Sampaio Bastos, Anis Chacur Neto and Juliana Salvador Ferreira de Mello serves as independent members of the Eztec's Board of Directors.





In periodic meetings, Management analyzes and deliberates on the Company's economic, environmental and human impacts, with this process being carried out by the highest governance leadership, supported by the Committees and the Executive Board.

For Deputy Chairman and Coordinator of the ESG Committee, a position held by Flávio Ernesto Zarzur, the profile and experience necessary to perform the functions were considered, given that the executive had already worked in management and on the Board of Directors for a long time, actively participating in the Company's main strategic decisions. In this sense, reputation in the market, relationships with

other shareholders, as well as alignment with the organization's vision and mission were also considered strengths.

The combination of the role of coordinator of the ESG Committee is because this Committee was created more recently by Eztec, as part of its commitment to best practices in sustainability and social responsibility. This accumulation does not represent a violation of the legal or regulatory standards applicable to the Company.

Elected in April 2023, the current Eztec's Board of Directors has a term of office until the 2025 Annual General Meeting (AGM).

[Access the Policy for Nominating Members of the Board of Directors, Committees and Executive Board here](#)

[Access the Board of Directors' Internal Regulations here](#)

## Eztec's Executive Management in 2024



**SILVIO** ERNESTO  
ZARZUR  
Chief Executive Officer



**FLÁVIO** ERNESTO  
ZARZUR  
Vice President Director



**MARCELO** ERNESTO  
ZARZUR  
Vice President Director and Commercial Director



**MAURO**  
ALBERTO  
Chief Administrative Officer



**ROBERTO** MOUNIR  
MAALOULI  
Legal Officer



**SILVIO** HIDEMI  
IAMAMURA  
Chief Real Estate Operations, Development and New Business Officer



**ANTÔNIO EMÍLIO**  
CLEMENTE FUGAZZA  
Chief Financial and Investor Relations Officer



**SILVIO** LUIZ  
GAVA  
Chief Technical Engineering Officer



**CRISTIANE**  
GIANANTE  
Chief People and Communications Officer



## Competences and composition of the Committees

(GRI 2-9, 2-13, 2-25, 2-27)

With well-defined objectives, described below, the three Committees that are part of the highest Corporate Governance bodies are responsible for decision-making processes and for supervising the management of Eztec’s economic, environmental and human impacts.



### Audit Committee

As part of its powers, the Committee may supervise independent audit activities; discuss the external auditor’s annual work plan and submit it to the Board of Directors for consideration. Likewise, it can evaluate, monitor and express an opinion on the quality and integrity of quarterly information, interim and financial statements; in addition to monitoring the internal audit and internal controls area of Eztec (Compliance Department). Its members, elected by the Board of Directors, will have unified two-year terms and may be reelected.

The Committee is also responsible for assessing and monitoring the Company’s risk exposures, promoting their management in accordance with the Risk Management Policy; recommend to the Management the correction or improvement of internal policies, including the Related Party Transactions Policy. Furthermore, this committee can receive and process information related to non-compliance with both legal provisions applicable to the organization and internal codes.

### ESG Committee

This independent Committee aims to support the Board of Directors in decision-making with a focus on best Corporate Governance practices; supporting management in establishing an organizational culture and implementing sustainability as a fundamental value for the Company and its shareholders. Its members, elected by the Board of Directors, have unified two-year terms and may be reelected.

Its work also aims to integrate economic, environmental, social and governance aspects into the business model, guiding investment decisions in both products and services, as well as in commercial and competitive relations. It also works to help the Company mitigate risks in its activities through strategic management.

### Audit Committee Structure in 2024

#### MEMBERS

- Nelson de Sampaio Bastos
- Anis Chacur Neto
- Antonio Carlos dos Santos Arantes

Access Internal Regulations of the Audit Committee

### ESG Committee Structure in 2024

#### MEMBERS

- Flávio Ernesto Zarzur
- Silvio Hidemi Iamamura
- Anis Chacur Neto
- Silvio Luiz Gava

Access Internal Regulations of the ESG Committee

### Ethics and Conduct Committee Structure in 2024

#### MEMBERS

- Cristiane Calegari Rodrigues (Coordinator)
- Carlos Alberto da Costa Cordeiro (Vice-Coordinator)
- Vanessa Silva Borin (Member)

Access Internal Regulation of Ethics and Conduct Committee

### Code of Ethics and Conduct

Acts as guardian of compliance with the Company’s Code of Ethics & Business Conduct. When called upon, it clarifies doubts about its content and carries out the investigation and processing of communications sent to the Ethics Channel, together with the Compliance Coordinator. Its members may serve for three years, with re-election permitted.

Among other responsibilities, this Committee consolidates Eztec’s integrity risk assessment by preparing periodic reports, reported to the Board of Directors and, in the event of the Executive Board being unable to attend, to the Board of Directors. It also analyzes and deliberates on misconduct and ethical conflicts, defining the appropriate disciplinary measures, monitors the Integrity Program and may also propose updates to the Code of Ethics & Business Conduct to the Eztec’s Board of Directors, when necessary.

### Composition of the highest governance body and their committees by gender

(GRI 2-9, 2-13, 2-25, 2-27)

	M	F
Board of Directors	6	1
Executive Board	8	
Fiscal Council	4	1
ESG Committee	4	
Code of Ethics and Conduct	1	2
Audit Committee	3	



## Governance, control and management of tax risk

(GRI 207-1, 207-2, 207-3)

The independent oversight of Eztec's Corporate Governance is the responsibility of the Fiscal Council, a collegiate body that works to promote transparency and accountability to the Company's shareholders. Its composition is formed by between three and five effective members elected annually in the General Meeting.

In addition to the Fiscal Council, administrative bodies such as the Audit Committee, the Executive Management, the Tax and Accounting Department, as well as the Controllershship and Financial Planning department contribute to the management of tax issues. Internal and external audits also provide support on this topic within the organization.

The tax approach is integrated into management through assessments of the Company's operations. When new operations occur, the tactical level works together with tax consultancies to analyze and conclude on the fiscal and tax treatment to be established.

Also, as part of management procedures, risks are assessed by operation and in accordance with changes in legislation, for example. Periodic monitoring of communications, occurrences and certificates are carried out, and there is no history of tax assessments or inspections at the Company.



*In this context, the organization declares in its financial statements that it is compliant and in accordance with all current standards and legislation, in addition to regularly receiving reports from independent auditors without reservations.*

Likewise, the Company implements processes to collect and evaluate the opinions and concerns of its internal and external stakeholders, contributes to debates and dialogues promoted by sectoral bodies and has reporting mechanisms.

[Learn more about the Internal Regulations of the Fiscal Council here](#)

## Ethics, Integrity and Compliance (GRI 3-3)

### Consolidation of Compliance Program

The year 2024 brought to the Legal Department and other areas a clear perception that Eztec's Compliance Program was consolidated in corporate practices. This initiative resulted from a fertile maturation process that began in April 2022, when these guidelines were approved and began to be implemented in the Company.

Since then, numerous efforts have been made to strengthen the topics of Compliance, Ethics and Integrity in the organizational culture, with the Compliance Program, 11 policies and the Code of Ethics & Business Conduct in force as pillars of the dialogue and learning processes. Along this path, there was strong engagement from leaders, who were considered fundamental links to the successful implementation of these and other guidelines.

In this process, numerous meetings were held, including at construction sites, involving the operations teams. The certainty of the success of internalizing the guidelines has been made possible by daily interactions with employees from different areas.



To facilitate the dissemination of information involving these strategic themes, communication actions were developed aimed at internal and external stakeholders, such as the production of institutional videos and banners with messages from Eztec about Compliance, Ethics and Integrity.

At the same time, the Legal Department has always been completely open and available to clarify any doubts regarding the Company's documents and standards. Meetings and lectures, among other opportunities for dialogue, can be planned to meet specific demands on the topics.

Joining differentiated B3 listing segments, such as the New Market, requires the implementation of robust compliance and Corporate Governance policies, capable of promoting transparency and equity, highlighting the relevance of solid practices in this regard.



The Company is clear about the need to continue working on strengthening the organizational culture and monitoring its internalization. In this sense, more actions are being planned for 2025. On the other hand, new topics are being mapped, which could generate future developments capable of further strengthening the organizational culture on corporate integrity.

### Communication channels always open (GRI 2-25, 2-23)

The Company maintains all Compliance Program documents and an independent whistleblower channel on the Intranet. In 2024, it reinforced the dissemination of the Code of Ethics & Business Conduct with an institutional video in accessible language, promoting its guidelines in all areas.



### Policy commitments (GRI 2-23, 2-24)

Eztec’s commitments to responsible business conduct are set out in the Code of Ethics & Business Conduct and 11 current corporate policies. The Diversity and Inclusion Policy, the most recent, was drawn up in 2024. This entire framework, guided by the precautionary principle and respect for human rights was approved by the Board of Directors and forms part of the Company’s Compliance Program.

The dissemination of corporate policies occurs through numerous means of dissemination, such as the Sustainability Report, internal communications and dissemination on websites and social networks. The presentation of institutional videos, participation in events to engage with internal and external stakeholders, as well as carrying out marketing and employee awareness campaigns also contribute in this regard.



The highest level of Corporate Governance responsible for overseeing the internalization of the commitments assumed in Eztec’s policies is the Board of Directors. To this end, targets and strategies are defined, supervised by different hierarchical levels, to which responsibilities are assigned, according to skills and competencies. The delegation process is periodically evaluated.

### Eztec’s Policies

<b>POLICY ON DONATIONS AND SPONSORSHIPS</b> 1	<b>RISK MANAGEMENT POLICY</b> 2	<b>TRADING COMPANY SECURITIES POLICY</b> 3
<b>POLICY ON THE DISCLOSURE OF MATERIAL INFORMATION</b> 4	<b>RELATED PARTY TRANSACTIONS’ POLICY</b> 5	<b>POLICY FOR NOMINATING MEMBERS OF THE BOARD OF DIRECTORS, COMMITTEES AND EXECUTIVE BOARD</b> 6
<b>ANTI-CORRUPTION POLICY:</b> 7	<b>REMUNERATION POLICY</b> 8	<b>POLICY ON GIFTS, HOSPITALITY AND ENTERTAINMENT</b> 9
<b>THIRD PARTY HIRING POLICY</b> 10	<b>ETHICS CHANNEL POLICY</b> 11	<b>DIVERSITY AND INCLUSION POLICY (Internal)</b> 12

Learn more about the Eztec’s Policies here



Anti-Corruption

(GRI 205, 205-1, 205-2, 205-3)

Eztec maintains a strict stance regarding corporate integrity, in line with the principles established in its Code of Ethics & Business Conduct and Anti-Corruption Policy. In 2024, the Company’s administrative headquarters was considered an operation to assess risks related to corruption, where contracts were analyzed from the perspective of ethical compliance. The potential risks identified are detailed in the Reference Form.

During the period, no confirmed incidents of corruption were recorded, nor was there a need to apply disciplinary or corrective measures.

The Company also promotes permanent communication and training actions aimed at disseminating its integrity guidelines.

Learn more about the Eztec’s Anti-Corruption Policy here



Communication and training on anti-corruption policies and procedures

(GRI 205-2)

Eight of the nine officers (89%), all located in the Southeast Region, were notified through a presentation conducted by the Mattos Filho office.



Total and percentage of employees notified about the organization’s anti-corruption procedures and policies, broken down by employee category and region (GRI 205-2)

Job category	Employees notified	Total members	TOTAL (%) 2024
Employees	297	398	75%
Directors	8	9	89%
TOTAL	305	407	75%

Total and percentage of business partners notified about the organization’s anti-corruption procedures and policies, broken down by type of partnership and region. (GRI 205-2)

In 2024, 36 business partners were notified, all classified as service providers and suppliers, located exclusively in the North Region. There was no recorded communication with partners located in other regions of the country.

Total number and percentage of members of the governance body who received training in combating corruption, broken down by region (GRI 205-2)

Eight of the nine members of the governance body (89%) received training in combating corruption, all located in the Southeast region.



## Conflicts of Interest (GRI 2-15)

Eztec currently has guidelines on conflicts of interest, including the approach in the Related Party Transactions Policy, which provides specific guidelines to ensure a transparency process with all stakeholders. The topic is also addressed in the Bylaws and the Code of Ethics & Business Conduct.

In accordance with the guidelines set forth in these and other Company documents, cases of conflict of interest that may be recorded must be disclosed to the stakeholders. In these circumstances, cross-participation with management bodies is ensured, and may also

involve shareholding, suppliers, shareholders and other stakeholders.

To strengthen the understanding of this topic in the organizational culture, training and other awareness-raising activities are periodically carried out for employees and administrators. With this in mind, the Company discloses information on this topic in its reference form.

## Communicating critical concerns

(GRI 2-16, 2-17, 2-26, 2-27)

Eztec has numerous spaces and channels to communicate critical management concerns to internal and external stakeholders, including those related to sustainability strategies. In this context, for example, Governance Committees and formal Executive Board meetings are included, where periodic presentations and regular updates from senior management take place.

They also contribute to the dissemination of strategic topics, documents such as internal and external audit reports, financial performance presentations, as well as analyses, business plans and communication of crises and emergencies.

For the general public, Sustainability Reports and other corporate social responsibility doc-

uments, disseminated through different media, are also considered fundamental to express critical concerns.

In addition to carrying out training and other periodic qualification actions, the Company hires external consultants and relies on best practices in corporate responsibility and compliance with current laws and regulations, having not identified any significant cases of non-compliance in 2024.

Likewise, it has internal forums and networks for dialogue and advice, ensuring anonymity in complaints and reports of concerns received through communication channels and other management tools.



[Learn more about Eztec's Remuneration Policy here](#)

## Remuneration policies (GRI 2-19, 2-20)

Eztec adopts three types of remuneration for Board members and executives, defined by the Board of Directors: Fixed, Variable and Complementary.

Fixed remuneration, in the form of monthly Directors' fees, follows internal and market parameters, including benefits. The variable, linked to the Profit Sharing Program, rewards the achievement of targets aligned with the company's sustainability and growth. The complementary, with a focus on talent retention, can be paid in cash or through stock options.

Independent directors cannot receive amounts beyond those provided for the role, except for

equity interests and pension plans. Officers receive Directors' fees, benefits (such as fuel assistance and health insurance) and can receive bonuses based on their annual performance evaluation.

Audit Committee members receive fixed monthly remuneration. Directors who are members of committees can accumulate the amounts for their respective positions. The Fiscal Council, according to the Corporation Law, receives the equivalent of 10% of the average paid to officers, excluding bonuses and benefits.





### Supply Chain Management (GRI 3-3)

The Procurement area plays a strategic role in Eztec’s business, being crucial to achieving targets related to controlling costs and deadlines for projects, in addition to ensuring the quality of suppliers and, in general, strengthening corporate sustainability guidelines. In this sense, the improvement processes implemented in 2024 already have noticeable positive results and their future developments tend to have lasting effects for the entire Company.

### Supply pillars

Three pillars considered essential contributed to the results of the Procurement area in 2024. The first, People, concerns the importance of having a qualified team to carry out its functions. The second, Processes and Technology, involves the adoption of well-structured policies, procedures and routines, which guide decisions and ensure greater consistency and agility in operations. The third pillar, Essential Bases, refers to the use of technological tools capable of leveraging productivity, while contributing to reducing costs and impacts. With the support of these bases, in 2024, the area enabled significant savings for the Company.



### Centralization of purchases

(GRI 204, 204-1, 308-1, 308-2, 414-1, 414-2)

Until just over a year ago, Eztec’s Procurement department exclusively served the Company’s projects. From 2024 onwards, given the demands of other areas and the need to optimize time, costs and other factors, a gradual process of centralizing purchases began. This strategic transition, still ongoing, is expected to be completed in 2025 and should bring significant gains to the Company.

In the same period, 92% of Eztec’s purchasing budget was directed to local suppliers across all its units.

In 2024, the Company carried out an environmental and social assessment of 455 suppliers, which corresponds to 54% of its supply chain. In this context, no real or potential negative environmental impacts were identified.

### Anticipation of demands and technological solutions as priorities

Faced with the challenge related to the lack of specialized labor, some solutions implemented in 2024 signaled that the Company has been adopting correct strategies in its internal practices. In this sense, in addition to preparing advance schedules for planning demands, the area has invested in technological innovations and other measures that contribute to reducing this specific impact that affects the entire construction chain.

One of the alternatives that the Engineering area has introduced involves the use of kits of precast materials for hydraulic and electrical installations, and part of the assembly work for these components can be outsourced. Thus, it is possible to reduce the intensity of labor demand on construction sites in these construction stages.

*The particularities of each project represent natural challenges for engineering, as there are no identical projects. This requires flexibility in defining materials and processes, making standardization a factor that must be continually improved.*

However, the company has invested in continuous innovation with support from the Procurement area, which acts strategically to identify market trends and anticipate demands. This approach allows different areas of Eztec to adapt to challenging scenarios without compromising the development and sustainability of the business.

In this sense, the Procurement area has improved its management practices with a focus on mitigating potential market risks. Among the main initiatives, the systematic monitoring of Brazilian and international macroeconomic indicators such as interest rates, inflation and exchange-rate changes, factors that directly impact the construction sector, stands out.





(GRI 3-3)

## Transparency and Client relations

### Integrated system, a fundamental advance

The Client Relations area used its own operating system with limitations for the integration of internal processes. This limitation was overcome in 2024 with the implementation of a new system. This initiative made it possible to identify considerable improvements in client service and self-service provision.

Due to the great complexity and updates involved, the work took time. But with technological support it was possible to create mechanisms to promote ten types of integrations in this new system. This way, it became possible, for example, to offer clients, via WhatsApp, invoices, statements and receipts, among other documents. To facilitate access to faster communication when responding to

In 2024, management processes and communication tools were improved to facilitate dialogue and the provision of numerous services to Eztec clients. As part of the continuous evolution of our organizational culture, the Company has been strengthening the relationship with priority stakeholders through the improvement of service channels and the adoption of other innovative strategies, such as those presented in this Sustainability Report.

demands, the telephone service was also integrated.

The area's management, attentive to opportunities for improvement, used feedback surveys and other tools to capture client feedback. These analyses indicated that technological limitations constituted an obstacle to the evolution of processes.

Before seeking solutions on the market, a committee was formed with professionals from the Company working in areas such as IT, Marketing and Institutional Communication. This task force, led by the Client Relations team, led to the selection of a consultancy that has supported the process over the last two years, with consolidated progress in 2024.



The achievements obtained reflect the importance of creating the Client Experience Area, which aims to improve the consumer journey, anticipating needs and improving the quality of service. Furthermore, investments in process automation, especially in the areas of Client Relations, Receivables, Transfer, Collection and Maintenance, are strengthening operational efficiency.

The implementation of new internal systems will allow more accurate monitoring of client satisfaction, making service more agile and effective. Although these adjustments began in 2024, the Company's next turning point is scheduled for 2025, when the data collected will begin to directly impact corporate results and consumer experience.

### Next steps

For 2025, the area has been working on the final stage of structuring the so-called Entrepreneurship Journey, a dynamic that will integrate processes from the purchase of land to the guarantee of the property. In this context, the Client Journey was created, which begins with the launch and ends with the completion of the sales process.

The Communication Journey is also part of this relationship process that reflects Eztec's commitment to caring for its clients. This interface tends to be increasingly strengthened with information involving, for example, the beginning of the works, in addition to notices about the availability of photos to monitor construction stages, among other important data.

Finally, the Research Journey will identify satisfaction levels and other relevant information about clients' perceptions of the real estate projects they have chosen as assets.

All these efforts will certainly contribute to continuous advances in processes in this area. With this perspective, the Company has also been continually attentive to how to generate an even more empathetic dialogue with clients, in any circumstance.



## Strengthened communication with clients and communities

(GRI 413, 413-1)

Eztec has 21 construction sites, including two corporate sites (EZ INC) - Esther Towers and Air Brooklin Corporate - and 19 residential sites. In this context, the Relationship with Communities is of central importance to the Company. Not by chance, in 2024 a change was made in how the company engages with the neighborhoods surrounding its construction sites.. To this end, the work of a communications professional was internalized, who directly monitors demands and issues of interest to these stakeholders.

In addition, a QR Code was created, applied to the hoardings, with the area's contact details so that both clients and communities have access to an increasingly closer dialogue with Eztec. At the same time, an internal process was also established so that it is possible to speak directly with the engineer responsible for each project, increasing synergy with the Engineering area, whether in solving potential problems or in joint decisions involving external requests.



The process was initiated at Unique Green and Mooca Città. It will gradually be extended to other projects in 2025, when more actions will be implemented within the scope of the Project Journey practices. In this context, meetings and other presentation gatherings will be held to present Eztec, in addition to joint work with the building committee, building manager and councilors. With the planned changes, a specialist professional will monitor the project from the beginning, being directly responsible for implementing the required solutions.

## Operations with impacts on local communities

(GRI 413-2)

Eztec carries out impact assessments of projects, when necessary, at the stage of project approval by the Legalization Department.

In general, in the initial phase, works can cause potential and real impacts on local communities, due to possible changes in neighborhood routine. However, subsequently, the constructed projects positively alter the surroundings, contributing to the strengthening of security due to the movement of people and other improvements, such as traffic signs based on balancing actions established by the public body.

*In all stages of construction of the projects, the current regulations are strictly complied with by the Company.*

## Transition towards overcoming challenges

In 2024, the Client Relations area faced specific challenges related to construction delays. This scenario also reflected outcomes in the post-pandemic period, especially due to instability in the supply chain.

Given the long production period of the projects, impacts of countrywide and worldwide scope can generate a “cascade effect” over time. However, the most significant impacts of this context have already been overcome, allowing for greater operational stability.

In order to face this and other strategic challenges, the Company reinforced its technical leadership in 2023 with the hiring of the new Chief Technical Engineering Officer, a professional with extensive experience, focused on mitigating problems through well-defined targets in the Management and Excellence Program (PGE), already implemented. As a result of this improvement is, for example, the expected delivery, in the second semester of 2025, of the last projects that registered some delay in the execution schedule.

At the same time, the innovation generated by the integration of processes, highlighted in this Sustainability Report, also tends to contribute to expected advances in the area of Client Relations.

## Home Sweet Tour, sustainability in the smallest details

Simple measures can have significant effects both in reducing environmental impacts and in strengthening Client Relations. An example of this is the replacement of plastic bags with Eco bags for packaging gifts given to clients. In addition to eliminating the use of disposable plastic, the initiative has been well received, adding value to the experience and reinforcing Eztec's commitment to more sustainable practices.

During the key delivery process, the customer relations team has also sought to create experiences that convey a sense of welcome and make this moment special for those who have chosen to invest in an Eztec project.

As part of the Home Sweet Tour project, personalized visits are being planned, with a special reception and guided meetings, in which clients get to know the common areas of the project, such as the gym and swimming pool, in addition to interacting with future neighbors.

During these events, there is also the opportunity to present the project's administrators and Eztec professionals, such as Client Relations, Finance Department, Engineering, Technical Assistance. This contact brings clients closer to the Company and allows valuable insights to be gathered to continually improve the experience offered.





## Relationship building focusing on training

In 2024, the area promoted training for professionals who have contact with both clients and communities. These activities involved everyone from engineering employees to brokers and security guards of sites and on-site sales office. The aim was to provide guidance on the best alternative approaches and dialogue with both segments to resolve issues such as the impact of the construction sites on the neighborhood.

For large-sized projects, one of the most used channels is WhatsApp, which connects on-site sales teams to provide support and resolve any problems. In 2025, the idea is to expand training actions and increasingly improve communication channels and tools with clients and communities.

## Innovation and Technological Development (GRI 3-3)

Strengthening the Company's sustainability strategies, directly or indirectly, requires investments in technological innovations. In this sense, solutions developed internally and also identified in the market have had positive impacts on corporate practices and business results. In 2024, results have already been achieved involving this type of management priority.

### Internal study groups reduce costs and time and bring process improvements and innovation

Eztec's study groups have mobilized the collaboration of multidisciplinary teams, especially in the Engineering area, where the Management and Excellence Program (PGE) has brought countless advances to the Company.

In total, ten study groups were created, with a development cycle, pilot project and delivery of results. As part of the results of this dynamic, improvements already implemented in the vertical logistics of the work can be highlighted, creating optimization standards for material transportation and positioning of strategic heavy machinery.

## Optimization systems in transition

In 2024, the Company began discussions on expanding the use of optimization systems, to expand the implementation of these management tools in 2025. The result was the selection of an electronic platform that has already begun to be tested in the Quality area through a new Service Verification Form (FVS) and Material Verification Form (FVM) system. With this improvement, significant gains in productivity are expected on the construction sites, in addition to improvements in the performance of internal indicators.



In this context, an Assets Department was created, responsible for managing assets used on construction sites, such as furniture, equipment and shoring systems, reducing rental and repurchase costs.

In addition to technological development, while immersed in a project management routine, teams have the opportunity to improve presentation skills for strategic internal stakeholders (superintendencies, managers and technical executive board).





# Social Development

## Human Rights and Labor Relations (GRI 3-3)

### Strategies in People and Communication Management consolidated in 2024

In 2024, the Company moved towards consolidating its organizational culture, which began to be strongly disseminated from 2022 onwards, with the implementation of the pillars of the Eztec Culture. This evolution strategy relies on leadership, employee training and development, youth education, establishment of targets and performance programs, as well as intensified internal communication.

The Human Resources and Communications Executive Board contributed to important advances in 2024, including the reorganization

of the corporate structure involving the hiring, transfer and restructuring of teams, as well as the training of leaders for the future. More emphasis was also given to people who work at Eztec and have been there for a long time.

These and other inspiring results from the area are highlighted throughout this chapter and also reflected in other sections of this Sustainability Report.





Employee profile

Employees (associates\*) GRI 2-7

Employees by region and gender	2023			2024			
	Men	Women	TOTAL	Men	Women	Did not respond	TOTAL
Southeast	741	183	924	495	179	1	675
TOTAL	741	183	924	495	179	1	675

\*The total was obtained from the base of active employees in the Company’s payroll system. It should be considered that many projects/ construction sites were completed during the year 2024. It explains the decrease in the number of employees compared to 2023.

Workers who are not employees (third parties) GRI 2-8

Contractual relation	2023	2024
Apprentices	4	3
Interns	76	60
Self-employed (legal entity)	75	63
Outsourced (cleaning service providers)	8	7
Outsourced (security service providers)	6	6
Outsourced (construction service providers)	10,208	8,545
TOTAL	10,377	8,684

\*Direct count, including all non-employees, both full-time and part-time. The total is based on data recorded at the end of the reporting period, obtained from payroll and registration systems. There were no significant changes in the period mentioned.

The challenge of talent retention

Given the demand for qualified professionals aligned with our culture, as well as the need to train new generations of integrated professionals, we have prioritized the identification of internal talent. The aim is to assess whether there are employees capable of taking on new roles and promoting growth opportunities within Eztec. To this end, dynamics have been established for in-



ternal transfers, including in leadership positions. In the construction team, the Company recognizes the strategic role of foremen and construction Construction Foreman and, with this vision, is in the process of structuring a program focused on training and qualification, aiming to strengthen professional qualifications and guarantee the continuity of technical knowledge within Eztec.

Training and Education (GRI 404)

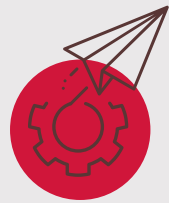
Average hours of employee training by gender GRI 404-1

Contractual relation	2022	2023	2024
Men	0.6	6.1	6.8
Women	1.3	6.1	21.1

Average hours of employee training by employee category GRI 404-1

Contractual relation	2022	2023	2024
Management	4.1	7.1	22.1
Coordination	0.6	6.6	10.6
Technical/Supervision	0.3	5.3	13.9
Administrative	0.1	6.4	1.1
Operational	1.0	4.5	3.3





## Internship Trail, a promising start

The presence of the Human Resources and Communications Executive Board team on construction sites made it possible to identify structured internal solutions to develop, acculturate and promote the retention and use of talent, strengthening the organizational culture and optimizing the human capital involved in operations. This is how the Internship Trail was born in 2023, an initiative that achieved promising results in 2024.

In addition to being attentive to the turnover process, Eztec has also looked at the possibility of taking advantage of interns who start on construction sites and can be trained to work in offices. To this end, among other initiatives, there is monitoring work through meetings, in which diverse knowledge about the company is transmitted, in addition to technical engineering topics. In this context, dynamics, performance assessments and exchanges of experiences with young people are carried out, thus sharing a broader vision of the Company.

## Programs to improve employee skills and assist with career transition (GRI 404-2)

Eztec has an Annual Training Plan (PAT), whose objective is to identify the training needs of employees, based on mapping the development points raised by managers in light of the daily challenges in the areas.

Institutional training is organized by the People team and offered to all employees, as long as they meet the criteria established in the Educational Policy. They can also receive Educational Assistance for short and long-term



courses, participation in events, workshops and seminars related to their areas of activity.

Career Transition (Outplacement) Programs are offered punctually to those employees who have worked for the Company for many years and who are demobilized due to organizational restructuring, always with responsibility and humanization.

## Performance evaluation, another fundamental demand

At Eztec, Ez Performa Performance Evaluation aims to identify employees' strengths and development opportunities, allowing managers to improve their management approach by providing feedback and dialogues about career and professional development.

This dialogue is based on the six behavioral skills mapped in the study of organizational culture, being applied to all positions. In this context, technical skills were also mapped by area and position, as well as the complexity of each one.

The scope of the **Ez Performa** extends to the Human Resources and Communications and Technical Engineering Executive Boards. For 2025, this initiative is expected to be expanded to the Financial and Investor Relations Executive Board. The assessment is carried out annually and applies to all active employees who have worked at the Company for at least three months.





Employees (associates) who receive performance reviews by employee category **GRI 404-3**

	2023			2024		
	Men	Women	TOTAL	Men	Women	TOTAL
Management						
Total number of employees	9	7	16	8	9	17
Number of employees evaluated	2	1	3	3	4	7
Percentage	22.2%	14.3%	18.8%	37.5%	44.4%	41.2%
Coordination						
Total number of employees	14	17	31	11	13	24
Number of employees evaluated	12	4	16	6	11	17
Percentage	85.7%	23.5%	51.6%	54.5%	84.6%	70.8%
Technical/Supervision						
Total number of employees	33	11	44	14	4	18
Number of employees evaluated	17	5	22	13	0	13
Percentage	51.5%	45.5%	50.0%	92.9%	0.0%	72.2%
Administrative						
Total number of employees	102	127	229	76	94	170
Number of employees evaluated	73	64	137	22	34	56
Percentage	71.6%	50.4%	59.8%	28.9%	36.2%	32.9%
Operating						
Total number of employees	583	21	604	387	59	446
Number of employees evaluated	95	74	169	24	25	49
Percentage	16.3%	352.4%	28.0%	6.2%	42.4%	11.0%
TOTAL						
Total number of employees	741	183	924	496	179	675
Number of employees evaluated	199	148	347	68	74	142
Percentage	26.9%	80.9%	37.6%	13.7%	41.3%	21.0%

Remuneration program structuring

The Human Resources and Communications Executive Board has been dedicated to structuring a position and salary program with the aim of making adjustments that promote greater internal balance and alignment with the market in recognition and reward practices, especially in cases where the professional

needs to be repositioned. An analysis of these cases shows that there has been significant progress since the beginning of the current administration, reinforcing the strategic importance of creating an Executive Board dedicated exclusively to focusing on People’s policies and practices.

Employees (associates) and hires in the period, by age group\* **GRI 401-1**

Age group	2024				
	Total number of employees	Hires	New hiring rate	Dismissals	Turnover rate <sup>(1)</sup>
Under 30 years	121	107	88.4%	177	117.4%
30–50 Years	437	223	51.0%	340	64.4%
over 50 years	117	68	58.1%	143	90.2%
TOTAL	675	398	59.0%	660	78.4%
2023					
Under 30 years	211	110	52.1%	176	67.8%
30–50 Years	538	215	40.0%	410	58.1%
over 50 years	175	73	41.7%	130	58.0%
TOTAL	924	398	43.1%	716	60.3%
2022					
Under 30 years	318	155	48.7%	143	46.9%
30–50 Years	535	254	47.5%	278	49.7%
over 50 years	227	77	33.9%	87	36.1%
TOTAL	1,080	486	45.0%	508	46.0%

<sup>1</sup> To calculate the employee turnover rate, the following formula was used: Turnover = ((Hires in the period + Dismissed in the period)/2)/Headcount at the end of the period

Employees (associates) and hires in the period, by gender **GRI 401-1**

Gender	2024				
	Total number of employees	Hires	New hiring rate	Dismissals	Turnover rate <sup>(1)</sup>
Men	180	318	176.7%	567	245.8%
Women	495	80	16.2%	93	17.5%
TOTAL	675	398	59.0%	660	78.4%
2023					
Men	741	342	46.15%	632	65.72%
Women	183	56	30.6%	84	38.25%
TOTAL	924	398	43.1%	716	60.3%
2022					
Men	886	433	48.9%	459	50.3%
Women	194	53	27.3%	49	26.3%
TOTAL	1,080	486	45.0%	508	46.0%



Parental leave GRI 401-3

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Employees who were entitled to take leave	886	194	741	183	495	180
Employees who took leave	0	12	3	2	15	4
Employees who returned to work, in the reporting period, after the end of leave	0	11	3	5	15	4
Employees who returned to work after leave and remained employed 12 months after returning to work.	0	11	0	5	15	4
Return rates	0%	91.7%	100%	83.3%	100%	100%
Retention rates	0%	91.7%	0%	100%	100%	100%

Diversity and Inclusion (GRI 405)

The Company has relevant strategies involving diversity and inclusion perspectives. One of them has specific guidance on this approach. The Diversity and Inclusion Policy, a document approved by the Board, made it possible to achieve 100% of employees trained by a specialized company, including the group of superintendents. This theme has also been reflected in internal communication, recruitment and selection actions, among other People processes.



Percentage of employees (associates), by employee category and gender GRI 405-1

	2022			2023			2024		
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
Management									
Number	9	8	17	9	7	16	8	9	17
Percentage	52.9%	47.1%	100.0%	56.3%	43.8%	100.0%	47.1%	52.9%	100.0%
Coordination									
Number	14	17	31	14	17	31	11	13	24
Percentage	45.2%	54.8%	100.0%	45.2%	54.8%	100.0%	45.8%	54.2%	100.0%
Technical/Supervision									
Number	39	22	61	33	11	44	14	4	18
Percentage	63.9%	36.1%	100.0%	75.0%	25.0%	100.0%	77.8%	22.2%	100.0%
Administrative									
Number	100	117	217	102	127	229	76	94	170
Percentage	46.1%	53.9%	100.0%	44.5%	55.5%	100.0%	44.7%	55.3%	100.0%
Operational									
Number	724	30	754	583	21	604	387	59	446
Percentage	96.0%	4.0%	100.0%	96.5%	3.5%	100.0%	86.8%	13.2%	100.0%
TOTAL									
Number	886	194	1080	741	183	924	496	179	675
Percentage	82.0%	18.0%	100.0%	80.2%	19.8%	100.0%	73.5%	26.5%	100.0%

Percentage of employees (associates), by employee category and gender GRI 405-1

	2022		2023		2024	
	Number	Percentage	Number	Percentage	Number	Percentage
Management						
Under 30 years	0	0.0%	0	0.0%	0	0.0%
30–50 Years	15	88.2%	14	87.5%	15	88.2%
Over 50 years	2	11.8%	2	12.5%	2	11.8%
TOTAL	17	100.0%	16	100.0%	17	100.0%
Coordination						
Under 30 years	1	3.9%	1	3.2%	1	4.2%
30–50 Years	25	96.2%	29	93.6%	22	91.7%
Over 50 years	0	0.0	1	3.2%	1	4.2%
TOTAL	26	100.0%	31	100.0%	24	100.0%
Technical/Supervision						
Under 30 years	1	2.6%	26	59.1%	0	0.0%
30–50 Years	35	89.7%	16	36.4%	15	83.3%
Over 50 years	3	7.7%	2	4.6%	3	16.7%
TOTAL	39	100.0%	44	100.0%	18	100.0%

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Percentage of employees (associates), by employee category and gender **GRI 405-1**

	2022		2023		2024	
	Number	Percentage	Number	Percentage	Number	Percentage
<b>Administrative</b>						
Under 30 years	225	28.1%	112	18.5%	52	30.6%
30–50 Years	411	51.4%	337	55.8%	110	64.7%
Over 50 years	164	20.5%	155	25.7%	8	4.7%
TOTAL	800	100.0%	604	100.0%	170	100.0%
<b>Operational</b>						
Under 30 years	225	28.1%	112	18.5%	68	15.2%
30–50 Years	411	51.4%	337	55.8%	275	61.7%
Over 50 years	164	20.5%	155	25.7%	103	23.1%
TOTAL	800	100.0%	604	100.0%	446	100.0%
<b>General</b>						
Under 30 years	286	26.5%	211	22.8%	121	17.9%
30–50 Years	620	57.4%	538	58.2%	437	64.7%
Over 50 years	174	16.1%	175	18.9%	117	17.3%
TOTAL	1,080	100.0%	924	100.0%	675	100.0%

Percentage of employees (associates) from minority and/or vulnerable groups by employee category **GRI 405-1**

	2023		2024	
	Nº	%	Nº	%
<b>Black</b>				
Management	1	6.3%	1	5.9%
Coordination	2	6.5%	2	8.3%
Technical/Supervision	2	4.6%	3	16.7%
Administrative	22	9.6%	13	7.6%
Operational	94	15.6%	59	13.2%
Total	121	13.1%	78	11.6%
<b>LGBT</b>				
Management	0	0.0%	0	0.0%
Coordination	1	3.2%	1	4.2%
Technical/Supervision	2	4.6%	1	5.6%
Administrative	14	6.1%	11	6.5%
Operational	9	1.5%	9	2.0%
Total	26	2.8%	22	3.3%
<b>PWDs</b>				
Management	1	6.3%	0	0.0%
Coordination	0	0.0%	0	0.0%
Technical/Supervision	1	2.3%	0	0.0%
Administrative	4	1.8%	2	1.2%
Operational	5	0.8%	0	0.0%
Total	11	1.2%	2	0.3%

Percentage in relation to the total number of employees

Salary ratio between men and women by job category\* **GRI 405-2**

	2023		2024	
	Salary Base	Remuneration	Salary vBase	Remuneration
<b>Management</b>				
Men x women ratio	0.81	0.82	0.86	1.14
<b>Coordination</b>				
Men x women ratio	1.07	1.06	0.98	0.97
<b>Technical/Supervision</b>				
Men x women ratio	0.83	0.92	1.07	0.91
<b>Administrative</b>				
Men x women ratio	1.02	0.99	0.98	1.01
<b>Operational</b>				
Men x women ratio	0.76	0.88	0.93	0.99

\*Includes all operating units

Change between entry level wage and minimum wage, by gender **GRI 202-1**

	Proportional ratio - men (%)	Proportional ratio - women (%)
2022	1.11%	1.28%
2023	1.20%	1.20%
2024	1.12%	1.16%



Combating child labor and forced or compulsory labor

(GRI 408, 408-1, 409, 409-1)

Eztec takes a firm stance against human rights violations, with a specific focus on preventing and eliminating practices such as child labor and forced or compulsory labor. This guideline is formalized in official documents, internal policies and institutional communications, published both on the Company’s website and on the internal EZ Connect portal.

Preventive measures adopted include document analyses, verification processes in the supply chain and periodic audits. The Company also offers training to employees, provides whistleblower channels and maintains dialogue with unions as a way of strengthening the protection of workers’ rights.

In 2024, Eztec did not identify any operations or suppliers with a significant risk of child labor or forced labor. All of its activities and supply chains are located in regions and sectors classified as low risk for this type of breach.



Fluid communication, an evolution in People Management

In 2024, the Company’s Human Resources and Communications Executive Board began to communicate news, information, campaigns, notices and, above all, reports and stories from employees more frequently, further valuing their journeys. This dynamic of information and access has generated a multiplier effect of excellent management in all departments. In this context, they include, for example, everything from visual communication materials to storytelling in editorials created internally.

EZConnect - our internal process and communication platform - now has recurring news so that employees can know what is happening in different departments. Eztec believes that disseminating the culture of knowing who the people are who are contributing to strengthening business, what is happening in certain areas and what innovations exist in the construction sites, among other relevant topics, are of fundamental importance in the organizational routine.

As part of the evolution of the Company’s dialogues, the Conexão EZ project was developed, which brought together leaders to talk about the role of their areas, their main challenges, among other important issues that need to be disseminated in the organizational culture and in the understanding of our business.

The intranet also played a fundamental role in holding themed events and transmitting more conceptual messages with the aim of generating connection.

The consolidation of a culture based on people, excellence and results cannot disregard the role of fluid internal communication capable of generating engagement and a sense of belonging.





Accompanied transformations

The Company recognizes that People Management is a continuous process of adapting to changes in society, essential to ensuring an attractive and healthy workplace. Valuing its solid trajectory, Eztec balances tradition and modernization, maintaining respect, discipline and human development as its central commitments. These are principles that generate value for all stakeholders with whom it interacts.

Occupational Safety

Training Center inaugurated, a game-changer in training

In the area of Occupational Safety, a significant change in 2024 involved changing the way training was carried out. These activities, which previously took place on construction sites, began to be centralized in the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), a new Training Center opened in July by the Company.

The achievement of this qualified space is of great relevance to address issues of Safety, Quality, Sustainability and Compliance in a clearer and more comprehensive way. A special area of SESMT focuses on, for example, the training of NR35 (Regulatory Standard 35) for practical work at height.

In training on environmental sustainability, corporate programs aimed at saving water and energy, selective collection and other eco-efficiency strategies are presented. Regarding the cleaning of work materials, on construction sites, for example, there are water reuse systems that include Boot Washers, Wheel Washers and Tap Washers, as well as the reuse of water in toilets.

Since its inauguration, it has been possible to plan training activities for its own and outsourced employees on alternate days and times, involving between 100 and 150 people per week.

Some administrative activities were also centralized at SESMT, such as checking documents from outsourced employees, work that was previously carried out on the construction sites.



*The future ambition is to seek partnerships with leading institutions in professional training to advance pedagogical activities and qualify the workforce so in demand in civil construction. One target is to achieve in the sector something close to the level of preparation and improvement already consolidated in the automotive industry.*

Evaluated knowledge

To identify whether the guidelines applied in training and other daily communication actions are being followed on construction sites, in 2024, a new evaluation form model was introduced into Eztec’s routines, which contains 198 questions.

This tool covers all Occupational Safety Standards, NRs, including NR1, NR4, NR5, NR18, NR33 and NR35. In addition to a more in-depth assessment of construction sites and risk mitigation, this innovation enables the generation of a new performance indicator for employees and the projects in which they are involved in.





2024

## Health and well-being

### Continuity and improvement of prevention

(GRI 403-2, 403-3, 403-4, 403-5, 403-9, CRE 6)

In 2024, Eztec did not record any fatal accidents, accounting for five serious accidents among its own employees, mainly related to collisions, punctures and cuts, resulting in a rate of 11.36%. The same percentage was observed among outsourced workers. Committed to further reducing these numbers, the Company reinforced preventive and educational actions, constantly investing in employee training and awareness.

These professionals receive specific training related to risky activities, such as courses in accordance with Regulatory Standards NR10 (electricity) and NR35 (working at height), in addition to ongoing guidance to report risk situations and exercise their right to refuse unsafe work, as guaranteed by NR01.

Fall prevention, firefighting, ergonomics, first aid and emergencies, use of PPE, machine and equipment safety, and cargo handling are other health and safety topics that are part of the integration or guidance training for new Eztec employees.

To ensure a safe workplace, Eztec carries out biweekly inspections on construction sites using checklists aligned with Regulatory Standards, enabling agile and effective corrections of identified situations. All incidents and risks are recorded in the Accident and Incident Book, as well as in the Individual Accident Report (RIA), which includes an immediate action plan to mitigate future occurrences.

*Active employee participation is encouraged through the Weekly Safety Dialogue (DSS), which addresses risks and seeks continuous improvements, as well as the monthly meetings of the Internal Accident Prevention Commission (CIPA). This commission, present in all*

#### (GRI 403-9)

##### Work-related injuries

Class	2023		2024	
	Employees (associates)	Workers who are not employees (third parties)	Employees (associates)	Workers who are not employees (third parties)
Number of hours worked	203,280	2,282,940	148,500	1,910,480
Number of fatalities resulting from work-related injuries	0	1	0	0
Fatality rate resulting from work-related injuries	0	0.44	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	26	1	5
Rate of high-consequence work-related injuries (excluding fatalities)	0	11.4	6.7	2.6
Number of work-related injuries subject to mandatory reporting; (include deaths)	4	39	3	16
Rate of work-related injuries subject to mandatory reporting (include deaths)	19.7	17.1	20.2	8.4

\* The data on the number of employees for the year 2023 were revised in 2024 due to the update of the calculation criteria. The data presented in this report already reflect this reformulation. The number of hours worked was also adjusted based on the new criteria. GRI 2-4

*the company's construction sites and offices, has workers' representatives with decision power on the immediate cessation of activities that present risks, ensuring health and the physical integrity of all involved.*







## Evolution of Safety Culture: Awareness and prevention

The reduction in accident rates in 2024 reflects the increase in employee awareness of the importance of safety in the workplace. This result is directly linked to the preventive actions and professional qualification initiatives promoted by the Company, which reinforce the priority of preserving lives during the execution of activities.

Studies show that employees' perception of Workplace Safety evolves through four stages. In the first one (Tier 1), safety is viewed reactively, with accidents considered inevitable. In the second one (Tier 2), employees follow preventive standards and practices when directly supervised.

Eztec has focused its efforts on expanding the third stage (Tier 3), in which professionals demonstrate personal concern for safety, regardless of supervision. This behavior has been continually encouraged through training.

The goal, however, is to reach the fourth stage (Tier 4), in which employees look after not only themselves, but also the safety of their colleagues. Although this level is still uncommon in Brazilian industry, Eztec believes that it is a possible advance with the continued strengthening of this culture.

Currently, it is estimated that 70% of employees on Eztec projects are at Tier 2 and around 30% at Tier 3. In the Esther Towers project, many professionals already demonstrate a posture close to the fourth stage. This project, a benchmark in operational excellence and safety, has become a safety model that the Company seeks to expand to other projects.

## Occupational health and safety management system (GRI 2-27, 403-1)



In its occupational health and safety management practices, Eztec complies with numerous laws, regulations and standards in force, such as the Consolidation of Labor Laws (CLT) – Labor laws, EN 12631 and 12632, in addition to IT – 21 (Fire extinguisher protection system) and IT – 28 (Handling, storage, marketing and use of liquefied petroleum gas).

### THIS ALSO INCLUDES THE FOLLOWING SPECIFIC FRAMEWORK IN FORCE:

#### Brazilian Association of Technical Standards (ABNT)

- ABNT NBR 14280 (Work-related accident registration)
- ABNT NBR 16325 (Protection against falls from a height)
- ABNT NBR 18.801 (Occupational health and safety management system)

#### Regulatory Standards (NR) – Ministry of Labor and Employment

- NR 01 (General provisions and occupational risk management)
- NR 03 (Embargo and Prohibition)
- NR 04 (Specialized Services in Safety and Occupational Medicine)
- NR 05 (Internal Committee for Accident Prevention)
- NR 06 (Personal Protective Equipment – PPE)
- NR 07 (Occupational Health Medical

#### Control Program - PCMSO)

- NR 08 (Buildings)
- NR 09 (Evaluation and Control of Occupational Exposures to Physical, Chemical and Biological Agents)
- NR 10 (Safety in Electrical Installations and Services)
- NR 11 (Transportation, Movement, Storage and Handling of Materials)
- NR 12 (Occupational Safety in Machinery and Equipment)
- NR 13 (Boilers, Pressure Vessels, Pipes and Storage Metal Tanks)
- NR 15 (Unhealthy Activities and Operations)
- NR 16 (Hazardous Activities and Operations)
- NR 17 (Ergonomics)
- NR 18 (Health and Safety at Work in the Industry of Construction)

- NR 20 (Health and Safety at Work with Flammables and Fuels)
- NR 21 (Open-Air Work)
- NR 23 (Fire Protection)
- NR 24 (Health and Comfort Conditions in the Workplace)
- NR 26 (Safety Signs)
- NR 28 (Supervision and Penalties)
- NR 33 (Health and Safety at Work in Confined Spaces)
- NR 35 (Work at Height)

When it is not possible to comply with the aforementioned current legal framework, the Company relies on item 18.4 on alternative solutions of NR 18 on Occupational Health and Safety in the Construction Industry.



Health as a priority

(GRI 403-1, 403-6)

Eztec’s occupational health and management system covers all employees working on construction sites and offices. In addition to receive training for specialized functions, all teams undergo specific medical examinations. As part of monitoring actions on construction sites, identification seals attached to helmets make it possible to identify professionals qualified to perform certain tasks, during routine inspections by safety technicians.

Employees are also covered by complementary health plans and the Company establishes partnerships with health and psychological assistance institutions. In addition, in awareness-raising practices, it develops tobacco prevention and control programs and vaccination campaigns through the Weekly Safety Dialogue (DSS) series and on the FLU-IG portal, which works via intranet.

Workers covered by the health and safety management system (GRI 403-8)

	2023		2024	
	Employees (associates)	Workers who are not employees (third parties)	Employees (associates)	Workers who are not employees (third parties)
Total number of individuals	924	10,377	675	8,684
Number of individuals who are covered by the system	924	10,377	675	8,684
Percentage of individuals who are covered by the system	100.0%	100.0%	100.0%	100.0%
Number of individuals covered by a system that has been internally audited	924	10,377	675	8,684
Percentage of individuals covered by the system, who was internally audited	100.0%	100.0%	100.0%	100.0%
Number of individuals who are covered by the system that has been certified by an independent third party	924	10,377	675	8,684
Percentage of individuals that are covered by that system that has been internally audited or certified by an external party	100.0%	100.0%	100.0%	100.0%

\* The data on the number of employees for the year 2023 were revised in 2024 due to the update of the calculation criteria. The data presented in this report already reflect this reformulation. The number of hours worked was also adjusted based on the new criteria. GRI 2-4

Approximately 2,000 Eztec and third-party employees are covered by the occupational health and safety system, corresponding to 100% of the Company’s professionals.

(GRI 403-8)

Percentage of the organization in compliance with an internationally recognized health and safety management system

Percentage of organization, by employees, supervised employees and independent contractors (CRE 6)

	Employees	Employees Supervised	Independent contractors
Percentage operating under the health and safety management system(s)	100%	100%	100%
Percentage of the organization internally operating in compliance with the health and safety management system(s)	100%	100%	100%
Percentage of the organization externally operating in compliance with the health and safety management system(s)	100%	100%	100%
Percentage verified to be operating in compliance with the health and safety management system(s)	100%	100%	100%
Percentage externally verified to operate in compliance with the health and safety management system(s)	100%	100%	100%

Standardization on construction sites

Over the past year, Eztec’s construction sites have undergone a revamp, including the implementation of a standard operating procedure. Among the improvements, the Toalha Project stands out, implemented in 2024, which guarantees the daily change of bath towels provided by the Company, sanitized in the laundry. The initiative contributes to a cleaner and more organized environment, promoting greater well-being of employees and contractors.

In addition to structural changes, Eztec has encouraged active employee participation in improving the workplace. For this purpose, a specific form was made available, allowing them to share suggestions and demands for continuous improvements on construction sites.

The Company’s commitment goes beyond the physical conditions of the spaces. Eztec seeks to make construction sites increasingly attrac-

tive, not only to improve the quality of life of employees, but also to awaken the interest of new generations in the construction sector, which is one of the market’s greatest challenges.

With this in mind, the Company is already planning new advances, including initiatives aimed at career planning, more assertive training, encouraging education, leisure options and other benefits that strengthen the workplace and make the profession more competitive and attractive.

Professional qualification, one of the main challenges in civil construction, is already a priority for Eztec. The sector is facing an aging of the most experienced and skilled workforce, which reinforces the need for innovative and motivating initiatives to train new generations and ensure the continuity of engineering projects in the present and in the future.





## Strengthened and recognized safety culture

Work safety is an essential value for Eztec and is recognized not only by clients, but also by many other stakeholders with whom it maintains constant dialogue. To drive advances in organizational culture and contribute to the evolution of the construction sector, the Occupational Safety Manager has actively participated in study groups.



*These spaces for exchange and reflection promote discussions on challenges and solutions, strengthening the Company's commitment to the continuous improvement of security practices and positive influence on the market.*

## Security contest

In order to reward the best construction sites in terms of work safety, a competition was held among Eztec construction sites. This initiative was facilitated by an innovative construction safety assessment standard, implemented in 2024. To this end, the process was based on a new form model, a fundamental management tool, composed of 198 questions, which guided the work of checklist and analysis by the teams involved.

In this context, the bold 26-story commercial project EZ Esther Towers was chosen, featuring a helipad that connects the two towers un-

der construction. This is a grandiose metal structure that has no parallel in São Paulo or even in Brazil. The long-term work stands out for the excellence of its level of organization and Work Safety.

Construction began in 2018 with the best parameters of excellence transmitted in training actions and also practiced with the support of efficient civil construction management processes and tools. Saving water and energy, as well as efforts against material waste are some of its best eco-efficiency practices.



# Environmental Performance

## Consolidation and evolution of the ESG Agenda at Eztec

The year 2024 marked the consolidation of the ESG Agenda at Eztec. Although the Environmental area has a solid trajectory and several socio-environmental actions were already part of corporate practices, this transition to an integrated ESG approach began in 2023 and was consolidated throughout 2024. This progress represents a significant achievement for the Company, strengthening the organizational culture and increasing leadership engagement.

For this evolution to continue, the support of the Technical Engineering Executive Board,

the Human Resources and Communications Executive Board and senior leadership has been fundamental, ensuring that the ESG Agenda advances with consistency and positive impact.

This synergy is demonstrated through numerous initiatives focusing on central topics of the Environmental Pillar of the ESG Agenda, such as sustainable projects, eco-efficiency, waste management and climate change, presented in this Sustainability Report.





(GRI 2-27, 303-1)

## Water and effluent management

Efficient management of water resources is a priority on the ESG Agenda. Water consumption monitoring on construction sites is carried out monthly through indicator control by engineering teams. The data is collected from bills issued by the concessionaire, invoices from water truck suppliers and mineral water gallons.

In offices, monitoring also occurs on a monthly basis, based on the concessionaire's bills. In these spaces, there is no use of water trucks, artesian wells, rainwater collection or mineral water containers, making control direct and simplified.

To strengthen its commitment to preserving natural resources, Eztec maintains a consumption target (accumulated) of less than 0.32 m<sup>3</sup>/m<sup>2</sup>. This target is under review for 2025, seeking to improve the analysis of consumption by phase and type of work, allowing for even more efficient use and the creation of preventive strategies to reduce losses.

In 2024, internal management strategies made it possible to reduce water withdrawal by approximately 30% compared to the previous year. Even though there were fewer operational units (construction sites), consumption was proportionally lower during the period.

The ESG team carries out a quarterly assessment of the actions implemented, promoting adjustments and reinforcing practices to ensure continuous improvement. In 2024, the analysis revealed that 71% of construction sites reached the consumption target, a result that reinforces the effectiveness of the measures adopted and highlights opportunities for improvement.

In addition to strictly following standards such as CONAMA Resolution 430/2011, State Decree 8468/1976 (CETESB), ABNT Technical Standards and the Brazilian Solid Waste Policy (Law 12305/2010), Eztec adopts a series of practices to mitigate impacts and promote the responsible use of water. Among the actions implemented are the intensification of reuse systems, awareness campaigns, preventive maintenance and the choice of efficient equipment, such as low-consumption taps and showers.

Located in a region with water stress classified as mid-high, Eztec maintains its commitment to eco-efficiency and sustainability, ensuring that water management continues to evolve and generate positive impacts on projects.

### Water intake (ML)

GRI 303-3

Source	2022	2023	2024
Third-party water (purchased)	100.47	103.89	72.79
TOTAL	100.47	103.89	72.79

### Water intensity rate in construction

CRE2

	2022	2023	2024
Total water consumption (m <sup>3</sup> )	97,624.30	100,670.30	62,158.69
Construction area (m <sup>2</sup> )	263,670.95	227,369.11	191,206.30
Water intensity in construction (m <sup>3</sup> /m <sup>2</sup> /year)	0.37	0.44	0.33

## Water disposal (GRI 2-27, 303-4)

Eztec adopts responsible practices for the disposal of effluents, ensuring compliance with the regulatory parameters of the State and Municipality of São Paulo. The process occurs primarily through the public sanitation network, connected to sewage treatment plants and, in appropriate locations, through infiltration wells, which allow the natural absorption of water by the soil.

In some cases, such as in construction sites without access to the public network or using chemical toilets, effluents are collected by specialized companies that issue treatment reports and certificates, ensuring environmentally appropriate disposal.

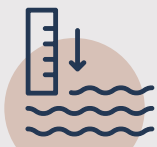
Although water disposal is not monitored using indicators, control occurs based on bills issued by the public concessionaire.

### To strengthen efficient water management, the Company follows established guidelines for different water sources used on construction sites:

- Public mains water: when not used directly in the construction sites, it is discarded in the concessionaire's sewage system;
- Water from a water truck: incorporated into the project or used for cleaning, and may be directed to public rainwater galleries;
- Gallon water: used exclusively for consumption;
- Rainwater collection: directed to the public rainwater network, promoting safe and efficient disposal.

Eztec operates in compliance with strict technical standards, including ABNT NBR 10561/1988, NBR 9898/1987 and State Decree 8468/1976, reaffirming the commitment to sustainability in the responsible management of water resources.





As an extension of best management practices, in 2024, water discharge was approximately 18% lower than the previous year.

Water disposal (ML)

GRI 303-4

Source	2022	2023	2024
Third-party water	39.23	40.82	33.37
TOTAL	39.23	40.82	33.37

Management of impacts related to water disposal  
(GRI 2-27, 303-2)

On construction sites, the remaining water is directed to temporary or permanent drainage wells. For disposal, only in the public network, the Imhoff test is carried out, an environmental pollution control method that allows the measurement of the quantity of settleable solids. This practice ensures that the discharged water is within the limits established by municipal and state standards and regulations.

Regarding the release of rainwater into public stormwater galleries, the parameters of CONAMA legislation 430/2011 are met. Other effluents generated at the construction site, whether in production or living areas, are sent to the public sewage system.



The management strategies adopted contributed to the fact that, in 2024, water consumption was approximately 37% lower than the previous year.

Water consumption (ML)

GRI 303-5

Source	2022	2023	2024
Total water intake	100.47	103.89	72.79
Total water disposal	39.23	40.82	33.37
TOTAL	61.24	63.07	39.42

\* To calculate total consumption, we use the formula Consumption of water = Total water capture - Total water discharge.

Impacts on Biodiversity  
(GRI 304-2, 304-3)

Eztec complies with all requirements of current environmental legislation in all stages of construction of its projects. As part of the management actions involving this important topic, in 2024, maintenance of reforestation seedlings was carried out in an area of approximately 0.6 km² in the Córrego do Bispo Linear Municipal Park), where in 2023, the compensatory planting process by Eztec had been completed.

Quality Recertification indicates continuous improvement

In 2024, Eztec obtained the certification of its quality management system in accordance with ABNT NBR ISO 9001 requirements, indicating that internal practices of excellence in Quality continue to improve continuously. Process transformations and adaptations help to optimize routines and monitor the performance of construction sites and internal areas.

With Quality Management processes, the aim is to standardize all areas. This challenge has been faced daily, as changes occur while routines continue to move forward. In this sense, 2024 was a year of a lot of learning.

For 2025, some electronic systems are already expected to undergo improvements. The expectation is for more opportunities for improvement with mapping developments and process experiments that tend to bring more positive results for the organizational culture. The idea is to review whatever is necessary to make routine practices leaner and less bureaucratic, without losing quality.

The area restored will remain under maintenance until the end of 2025. After this period, it will be under the maintenance and responsibility of the São Paulo Department of Green and Environment. The compensation was carried out by the Company, to the detriment of the tree removal in another lot, which occurred in accordance with current legislation.



Best practices in focus

The Engineering area promoted quarterly events in 2024, with specific visits to some construction sites, where the local team itself presented the good sustainability practices implemented and also addressed the challenges faced. Aimed at the Company’s engineering technical staff, these meetings, called Engineering Meetings, were important for sharing new processes or developments that were occurring in the dynamics of the construction sites.

At the beginning of the year, due to the implementation of the PGE, a presentation was

made of what this proposal represented for each area. In the middle of the year, this same presentation was resumed for the entire Company, with the aim of updating employees on what was happening as a result of this new management strategy.

This monitoring was essential, as each area highlighted what had been achieved so far and provided guidance on what was intended to be achieved by the end of the year. These were opportune moments for updating and engagement.

For 2025, the expectation is to advance in more specific training involving the areas of Quality and ESG. In 2024, specific actions took place in this regard and what is expected for the next year is to further strengthen the sharing of knowledge about the Company’s best practices.

Introduction to ESG

In 2024, Eztec held the “Introduction to ESG” training, aimed at expanding employees’ understanding of the ESG Agenda and making the topic more accessible. The initiative, led by leaders in the area, sought to demystify perceptions and reinforce the relevance of ESG in the Company’s day-to-day activities.

Around 150 participants had the opportunity to learn about practical examples already adopted in offices and construction sites, including actions aimed at eco-efficiency, dissemination of knowledge and engagement of internal and external stakeholders. New ini-



tiatives are planned for the coming years, reinforcing the Company’s commitment to continuous training and the integration of ESG culture in all areas of the business.

Environmental management in construction sites

To promote best sustainability practices in construction, the Company published an environmental management procedure in 2024, which highlights the best practices that can and should be used on construction sites. This is an example of internal efforts to standardize Quality and ESG strategies that go hand in hand.

These dynamics have generated diverse data that, after being analyzed internally, tend to motivate decision-making with the aim of improving management strategies, which can be reviewed or restructured whenever necessary.

Environmental assessments are routinely carried out on construction sites, observing various aspects related to the environment and sustainability, including waste management. In this context, it is verified, for example, whether the sorting of materials in the field and in the dumpsters is taking place, what the process is about the processing or proper disposal of this waste, whether the public platforms are being accessed correctly, among other important technical details. This is an item also monitored within the scope of the PGE. Existing targets on this approach are being restructured for 2025.

CRE5

Total area of land decontaminated and remediated for intended use (m²)

	2022	2023	2024
Total area of land decontaminated and remediated for intended use	31,239	24,153	0

\*For the total area remediated for the planned use, land with a Rehabilitation Term issued for the declared use in 2024 was considered.





(GRI 2-27, 3-3, 306-1, 306-2)

## Waste and Tailings Management

Waste generated at Eztec construction sites is segregated directly at the work fronts and stored in suitable and properly identified bays or containers. They are then transported to their final destination in accordance with current environmental legislation, ensuring compliance and minimizing environmental impacts. This entire process is monitored through online traceability tools, reporting, as well as a service measurement spreadsheet and final destination certificate.

The significant impacts related to the waste generated can be analyzed considering the following inputs, activities and outputs:

### Inflows



1.

Materials used in civil construction as raw materials, packaging, chemical products, toxic substances and fuels.

### Activities



2.

During processing and production, these materials are used and consumed at various stages of the work. The inadequate storage and movement can generate waste, in addition to natural generation involving construction and demolition.

### Outflows



3.

The processed materials result in finished products (built projects), while the waste from the process is segregated at the work fronts and disposed of in accordance with current environmental legislation.



## Efficient measures adopted

In its waste and tailings management processes, the Company adopts measures to avoid production and increase circularity, supported by sustainability objectives and targets. Initiatives in this regard involve:



### REDUCTION AT SOURCE

Procedures, objectives and targets aim to minimize waste generated at source, improve the production process and also reduce waste. As an example, whenever possible, materials are purchased in bulk as a way to reduce packaging. In the pursuit of continuous improvement, quarterly assessments are carried out.



### DESIGN FOR SUSTAINABILITY

Sustainability is at the heart of this area of action. In this sense, priority is given to easy-to-maintain and more durable materials in the projects, as well as products and systems that contribute to strengthening eco-efficiency, including water and energy savers.



### RECYCLING AND REUSE

Environmental indicators seek to minimize the Company’s waste generation, in addition to promoting correct segregation and disposal for processing or recycling purposes.



### EFFICIENT MANAGEMENT

Each project must prepare its own Solid Waste Management Plan (PGRS) and Inventory of Waste, based on the Company’s model to ensure the best applicability in each construction sites.



### EDUCATION AND TRAINING

The theme of waste management is one of the approaches prioritized in the processes of integration of new employees. In the Security Dialogues (DDS), this subject is also addressed, but with more specific approaches aimed at improving daily practices on construction sites. There is also training aimed at filling in work indicators, which check the results of the Company’s educational actions and procedures.



### MONITORING AND REPORTING

Monitoring visits to construction sites are carried out by the ESG team, during which an evaluation checklist is carried out, as provided for in Eztec’s Quality Management System. *The procedure generates a note and a report in which improvement items are mentioned, as well as guidelines for resolving problems and occurrences.*

Eztec adopts measures to ensure that all its waste management activities comply with current environmental legislation at municipal, state and federal levels. The Brazilian Solid Waste Policy (Law 12305/2010), CONAMA Resolution 307/2002, CONAMA Resolution 430/2011, in addition to the Regulations of Companhia Ambiental do Estado de São Paulo (CETESB) are part of these frameworks.

Total waste destined for final disposal, by operation, in metric tons (t)\* (GRI 306-5)

Type of recovery	2022		2023		2024	
	Total weight out of the organization	TOTAL	Total weight out of the organization	TOTAL	Total weight out of the organization	TOTAL
Hazardous waste						
Co-processing in cement kilns /Waste blend formulation	384.17	384.17				
Incineration (with energy recovery)			31.20	31.20	5.11	5.11
TOTAL	384.17	384.17	31.20	31.20	5.11	5.11
Non-hazardous waste						
Incineration (with energy recovery)			393.09	393.09	299.56	299.56
Landfilling	575.93	575.93	1,200.94	1,200.94	892.02	892.02
Recycling/benefiting	34,959.72	34,959.72	31,110.48	31,110.48	53,620.31	53,620.31
Other disposal operations						
TOTAL	35,535.65	35,535.65	32,704.51	32,704.51	54,811.89	54,811.89
Total waste destined for final disposal	35,919.82	35,919.82	32,735.75	32,735.75	54,817.00	54,817.00

\*To compile the information, platforms from the state of São Paulo (SIGOR MTR) and the city of São Paulo (SP Regula) are used. In this context, reports are extracted, in addition to Final Destination Certificates and measurements from contracted specialist companies. The company has procedures to measure the waste generated on construction sites, as well as stipulating targets for processing (waste diverted from landfills). All waste is disposed of. None is treated internally.

Main materials used (GRI 301-1)

	Measurement unit	Renewable or non-renewable source	2022	2023	2024
Concrete*	m³	Non-renewable	156,267	90,158	43,982
Sand	t	Non-renewable	21,056	29,986	27,202
Steel	t	Non-renewable	13,706	10,078	3,368
Mortar	t	Non-renewable	26,682	16,965	33,343
Ceramic block	t	Non-renewable	463	12,065	8,704
Concrete block	t	Non-renewable	28,998	21,353	13,199
Gravel	t	Non-renewable	23,893	17,843	4,374
Cement	t	Non-renewable	6,183	6,593	5,942
Smooth plaster	t	Non-renewable	3,862	3,439	3,747
Aluminum	t	Non-renewable	295	369	282
Wood (planted)**	t	Renewable	1,617	3,287	1,671
Native Wood**	t	Renewable			189
Sanitary Ware	t	Non-renewable		1,465	259
Ceramic plate	t	Non-renewable		1,406	75,211
Drywall plates	t	Non-renewable	1,076	491	1,954
Paint and texture	t	Non-renewable		1,193	2,531
Glass	t	Non-renewable		10,325	2,027

\*Concrete is measured in cubic meters (m³) and not in metric tons (standard used by CECarbon to calculate GHG emissions).  
\*\* In previous years, there was no stratification by planted and native wood.



Total waste generated, by composition (t) GRI 306-3

	2022	2023	2024
Non-hazardous waste			
Rubble	30,449.61	27,746.92	25,389.12
Wood	3,268.36	2,592.96	1,777.69
Plaster	590.73	366.16	549.40
Metal	417.35	100.26	71.46
Mixed*	328.85	1,198.00	892.00
Organic	246.42	393.09	299.56
Plastic	133.48	156.48	216.20
Paper	100.18	85.29	148.66
Tailings	0.66	2.94	2.21
Glass	****	32.51	20.00
Demolition**	****	29.89	0.00
Wool and Geotextile	****	****	0.93
Electronic devices	****	0.01	0.10
TOTAL	35,535.65	32,704.51	29,367.33
Hazardous waste			
Hazardous	384.17	31.24	5.11
Total waste generated	35,919.82	32,735.75	29,372.44
Soil***	714,268.96	291,287.06	25,444.64

\*\*\*Mixed\* waste corresponds to portions of Class A, B and C waste (Conama 307) mixed together, which makes it difficult to use.  
\*\*The waste generation target does not include waste from demolition.  
\*\*\*The total volume of soil is calculated separately, since our waste generation target does not consider this item.  
\*\*\*\* Item not counted in this measurement.



### Recycled input material used (GRI 301-2)

Eztec has procedural guidelines on this topic, in addition to a Waste Management Plan and work instructions for implementation on construction sites. One of the Company’s practices, for example, is the acquisition of recycled gravel and rubble, in addition to the reuse of leftover materials, as detailed in this Sustainability Report.

Recycled input material used in the manufacture of its main products and services

Gender	2024
	%
Steel (Ton)*	0.06%
TOTAL	0.06%

\*The steel used contains scrap in its composition, as per the Environmental Product Document (DAP).

### Reused products and packaging (GRI 301-3)

In Eztec’s practices, when a construction site is demobilized, the materials are sent to the Company’s warehouse or directly to new construction sites. Some of the reused materials include wood in good condition, electrical and hydraulic materials and office furniture. Although these actions are not quantified, there is internal dissemination through procedures and good practices.

### Big bags, an innovation for waste logistics on construction sites

In order to improve the logistics of the process of collecting recyclable materials from construction sites, such as paper, cardboard and plastic, the Company implemented the use of big bags, a versatile solution aligned with best management practices that complements the conventional dumpsters available on construction sites.

With an approximate capacity of one cubic meter, the big bags offer greater ease of han-

dling and transportation, allowing more efficient sorting of recyclable materials directly in the field. This initiative reduces waste and reinforces Eztec’s commitment to the environmentally appropriate disposal of waste generated on construction sites.

In this way, the Company strengthens its eco-efficiency and circular economy strategy, promoting a positive impact both in operations and in reducing the environmental impacts of civil construction.





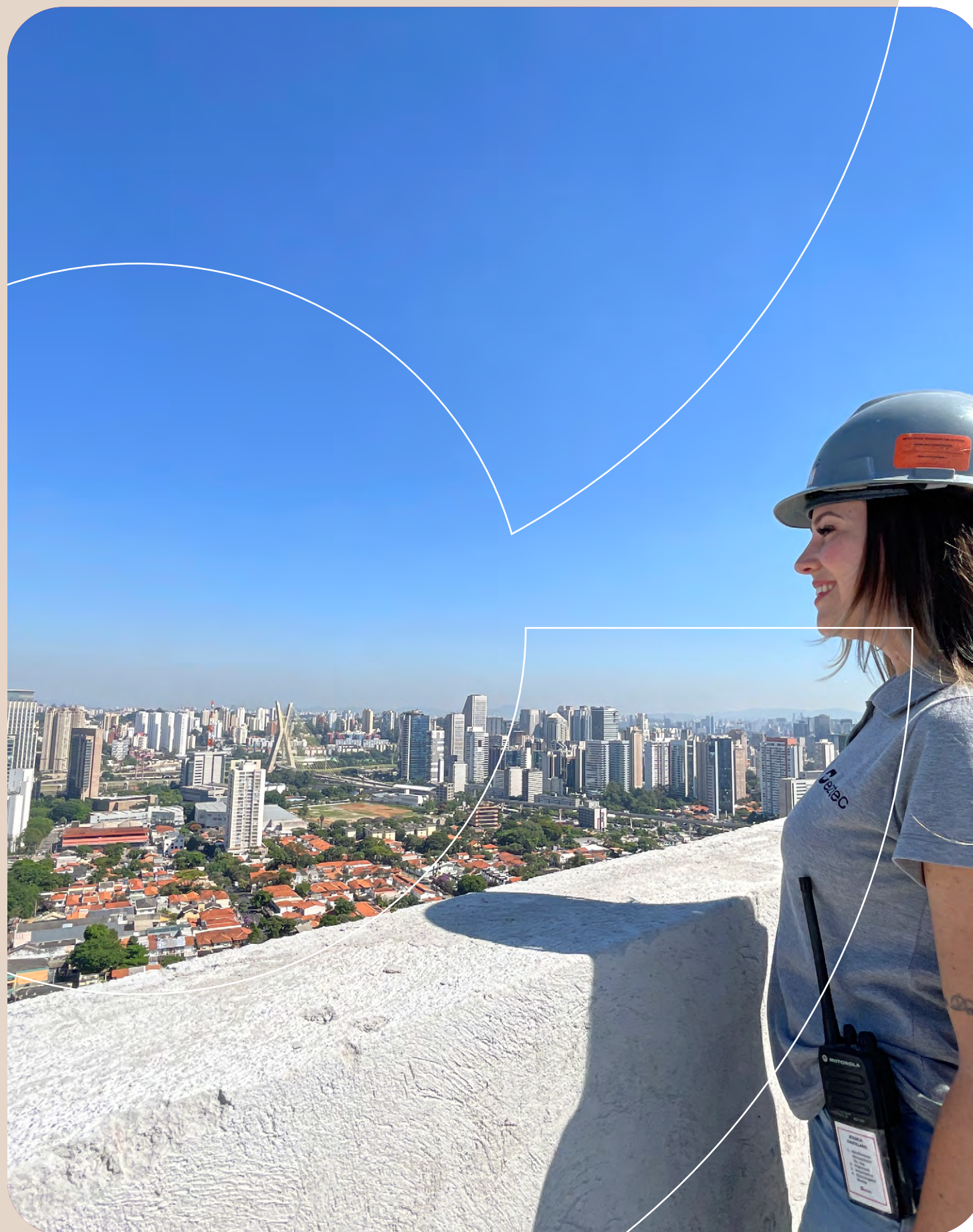
## Climate change, a permanent challenge

Climate change represents increasingly complex challenges for society, and Eztec maintains this topic as a strategic priority in its Materiality Matrix. The Company remains committed to mitigating impacts and improving its practices, from construction processes to the integrated management of its operations.

The improvement in the CDP rating from C to B in 2023 reflected efforts in this regard. In 2024, given stricter criteria and new requirements adopted by the platform, the score returned to level C. This adjustment does not indicate a setback, but rather the need for continuous adaptation to increasingly demanding standards. Eztec is internally evaluating the specific factors that influenced this new classification, whether due to the elevation of the CDP criteria or specific aspects that can be improved.

Regardless of the challenges, the evolution of the sustainability culture continues to be a commitment of the Company. Throughout the year, several initiatives were implemented, as detailed in this Sustainability Report, and new advances are planned for 2025.

The climate theme will continue to guide reflections, innovations and the engagement of teams, always with transparency and responsibility towards internal and external stakeholders.



## Climate risk management

In view of the trends indicated by science and public sources, combined with the increasing frequency of extreme climate events in large urban centers such as São Paulo and its Metropolitan Region, Eztec has dedicated special attention to climate risk management. One of the main points of analysis is the risk of flooding, considered from the acquisition of land to the development of projects.

Furthermore, the Company is concerned about the impacts of climate change on the construction supply chain, which can affect everything from the production of essential materials to transportation logistics. Issues such as possible interruptions in the supply of water and energy – critical inputs for the sector – are also continually assessed.

In this context, the reduction of carbon emissions and other greenhouse gases (GHG) remains a permanent commitment. One of the main challenges is to strengthen the dissemination of knowledge and the engagement of employees and partners, especially in the supply chain, where there are different levels of adherence to sustainability strategies. Eztec continues to advance along this path, promoting initiatives that encourage the adoption of good practices throughout its operations.



Direct greenhouse gas emissions  
- scope 1 (tCO<sup>2</sup> equivalent) GRI 305-1

Category	2022	2023	2024
Stationary combustion	81.53	240.82	14.08
Mobile combustion	81.07	69.72	92.88
Fugitive emissions	0.00	44.24	0.00
Land use change	134.72	0.43	0.00
TOTAL	297.32	355.21	106.97

Biogenic emissions CO<sup>2</sup> scope 1 (tCO<sup>2</sup> equivalent)  
GRI 305-1

	2022	2023	2024
Total	18.70	56.11	50.42

Indirect emissions from  
energy acquisition – scope 2\* (tCO<sup>2</sup> equivalent)  
GRI 305-2

	2022	2023	2024
Total	61.80	155.94	172.16

Other indirect greenhouse gas emissions - scope 3  
GRI 305-3

Category	2022	2023	2024
Goods and services acquired	80,432.04	79,443.05	45,279.80
Transportation and distribution (upstream)	562.46	530.70	392.86
Other upstream categories	1,003.60		0.00
Activities related to fuel and energy		76.46	4,790.14
Waste generated in operations	332.00	365.43	252.66
Transportation and distribution (downstream)	94.03	182.00	92.79
Business trips		8.36	10.71
Domestic effluent	48.85		26.32
TOTAL	82,472.98	80,606.00	50,845.27

Biogenic emissions CO<sup>2</sup> scope 3 (tCO<sup>2</sup> equivalent)  
GRI 305-3

	2022	2023	2024
Total	122.35	88.54	88.63

Intensity of GHG emissions\*  
(tCO<sup>2</sup> equivalent/m<sup>2</sup> built) GRI 305-4

Category	2022	2023	2024
Total m <sup>2</sup> built	263,670.95	227,369.11	191,206.30
Total emissions (tCO <sup>2</sup> equivalent)	82,622.42	80,899.32	51,124.40
Intensity of greenhouse gas emissions	0.31	0.36	0.27

Intensity of greenhouse gas emissions (kgCO<sup>2</sup> equivalent/m<sup>2</sup> built) GRI CRE3

Category	2022	2023	2024
Total emissions (kgCO <sup>2</sup> equivalent)	82,662,417.65	80,899,317.39	50,905,568.13
Sum of the area in m <sup>2</sup>	263,670.95	227,369.11	191,206.30
Intensity of greenhouse gas emissions	313.35	355.81	266.23

Intensity of greenhouse gas emissions (kgCO<sub>2</sub> equivalent/revenue R\$) GRI CRE4

Category	2022	2023	2024
Total emissions (kgCO <sup>2</sup> equivalent)	82,832,102.49	81,117,142.10	50,905,568.13
Sum of annual revenue from construction activities (R\$)	1,262,043,000	1,263,047,000	1,720,843,000
Intensity of greenhouse gas emissions	0.07	0.06	0.03

Reduction of  
greenhouse  
gas  
emissions

(GEE) (GRI 305-5)



The Company did not present a reduction in GHG emissions as a direct result of reduction initiatives. The significant decrease compared to the previous period is exclusively due to the lower number of operational units reported, mainly construction sites, in addition to the absence of certain emission sources in 2024, such as fugitive emissions and changes in land use, which occur in specific situations.

On the other hand, the intensity of emissions per built area was lower compared to the previous year, mainly reflecting the stages in which the construction sites reported in the period were.

Energy

(GRI 302)

Energy eco-  
efficiency as a  
commitment

(GRI 3-3)



Due to the sustainability commitments and guidelines that guide the organizational culture, Eztec recognizes the importance of strengthening efficient energy management processes. This is one of the material topics defined by the Company. In this sense, we seek to minimize negative impacts and enhance positive ones through practices that aim at the eco-efficiency of this resource that is fundamental to operations.

Eztec recognizes that the use of energy, especially from non-renewable sources, contributes to greenhouse gas emissions and worsens climate change. It believes that energy costs impact its operation and competitiveness, with price volatility being a risk for financial planning. Inefficient energy use can also affect local communities and public health due to pollutant emissions.

Recognizing the complexity of this scenario, Eztec has invested in measures capable of reducing energy consumption and, consequently, its carbon footprint. Prioritizing renewable sources is one of the possible alternatives in this direction, with examples including the installation of solar panel infrastructure in projects and improvements in the energy efficiency of buildings.



The commitment to energy efficiency positively impacts employees, suppliers and clients, promoting awareness and quality of life. Likewise, the incorporation of efficient solutions into projects results in more comfortable and economical environments for residents.

In contrast, implementing energy efficiency strategies and adopting sustainable technologies reduces long-term operating costs, promoting a more resilient business model.

Considering all the challenging issues surrounding the energy agenda, Eztec continues to improve its eco-efficiency practices, aligned with the transition to a more sustainable model, reducing negative impacts and expanding benefits for society and the environment.



### Gas showers replace electrical equipment

As part of efforts to increase energy efficiency and improve conditions on construction sites, in 2024 Eztec began replacing electric showers with gas models. The project started with the East Blue project and is part of a wider plan to standardize the facilities, which will be implemented gradually in new projects.

#### Energy consumption within the organization GRI 302-1

	2022	2023	2024
Non-renewable fuel consumption (GJ)			
Diesel	3,788.60	3,788.17	292.51
Regular Gasoline	1,418.04	1,177.71	1,640.74
LPG		53.45	
NGV		20.80	67.87
TOTAL	5,206.64	5,040.13	2,001.12
Consumption of fuels from renewable sources (GJ)			
Ethanol	n/a	171.44	0.00
TOTAL	n/a	171.44	0.00
Energy consumed (GJ)			
Electricity	15,550.90	14,577.78	11,379.89
TOTAL	15,550.90	14,577.78	11,379.89
Total energy consumed within the organization (GJ)			
Non-renewable fuels consumed	5,206.64	5,040.13	2,001.12
Renewable fuels consumed		171.44	0.00
Electricity, heating, cooling and steam purchased for consumption	15,550.90	14,577.78	11,379.89
TOTAL	20,757.54	19,789.35	13,381.01

#### Energy consumption outside the organization (GJ) GRI 302-2

	2022	2023	2024
Mobile combustion	9,230.78	11,781.56	8,334.53
Stationary combustion			76,200.36
Goods and services acquired	751,534.05	927,004.95	486,469.33
TOTAL	760,754.83	938,786.51	571,004.23



#### Energy Intensity GRI 302-3

Energy consumed within the organization (kWh/m²)	2022	2023	2024
Rate of energy intensity	10.64	12.52	10.07

#### Energy Intensity Rate in Construction CRE1

	2022	2023	2024
Total energy consumption (kWh)	2,804,837.00	2,847,392.94	1,925,962.92
Construction area (m²)	263,670.95	227,369.11	191,206.30
Energy intensity in construction (kWh/m²/year)	10.64	12.52	10.07

\*To calculate the intensity rate, only the electricity consumption of the construction sites was considered. The square meter built in the period considers the percentage of progress of the project multiplied by its total area.



## Reduction of energy consumption

(GRI 302-4)

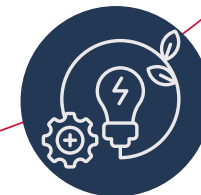
Initiatives related to reducing energy consumption are not quantified in Eztec. However, best practices are adopted by the Company, such as:

- Use of gas showers at some of the construction sites.
- Installation of lamps and equipment with lower energy consumption (ENCE label, PROCEL label or CONPET label);
- Construction of windows and structures that prioritize natural lighting and ventilation;
- Choice of more energy-efficient machinery;
- Preventive maintenance on equipment aiming at better performance;
- Use of presence sensors;
- Guidance for users (residents) of the delivered projects;
- Guidance for employees of construction sites, offices and sales stands;
- AQUA-HQE certification at the EZ Parque da Cidade project (delivered in November 2023);
- LEED certification at the Esther Towers project (under construction);
- Elevator installation with lower energy consumption and infrastructure for installation of photovoltaic solar panels.

### Reductions in the energy requirements of products and services

(GRI 302-5)

There are currently no procedures for reducing consumption or energy requirements for products and services at Eztec. However, there are practices adopted that aim to reduce energy consumption. In addition, there is an ongoing analysis of a way to apply measurement and monitoring to initiatives related to this topic.



## Proactive Management

(GRI 3.3)

Eztec has adopted a proactive stance to mitigate and, where possible, eliminate negative environmental impacts from its activities. In this sense, in addition to eco-efficiency initiatives already highlighted in this report, best management practices and periodic monitoring of this agenda are adopted with initiatives such as Energy Audits and Operational Efficiency with the aim of identifying eco-efficiency opportunities at all stages of the projects.

The Company is also committed to requiring its suppliers to follow stricter standards regarding energy sustainability, including a preference for those that adopt low-carbon and eco-efficiency practices. However, it recognizes that there are still challenges to be overcome in its supply chain in terms of meeting ideal environmental and energy efficiency criteria.

Although Eztec is committed to efficient and sustainable energy management, the Company does not yet have a specific policy on the topics. An ESG guideline is being developed and is expected to be implemented in 2025. Priority aspects include energy efficiency and regulatory compliance, in addition to sustainable innovation and awareness and training actions, commitments already incorporated into corporate practices.

In addition to regulatory compliance, these commitments integrated into the organizational culture align with international energy management guidelines and the UN Sustainable Development Goals (SDGs), especially in relation to SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).





### Environmental certifications

In 2024, Eztec had 184 projects and 42,189 units, totaling more than 5.5 million square meters of built area. Guided by best sustainability practices, some of the Company’s projects have already received environmental certifications or are achieving this type of recognition.

In this context, the EZ Towers commercial project achieved LEED (Leadership in Energy and Environmental Design) certification. For its environmental performance, this building

obtained the LEED V.3 for Core & Shell seal (Gold Level) for the construction phase and the LEED V.3 O+M seal (Platinum Level) for the operation and maintenance phase.

The EZ Parque da Cidade residential project achieved AQUA-HQE certification in 2023. The building under construction, EZ Esther Towers, is seeking to obtain LEED V.3 for Core & Shell environmental certification.

CRE8

Type and number of sustainability certifications, classification and labeling schemes for new construction, management, occupation and renovations



	2022	2023	2024
Total number of assets that have achieved a certification, classification or labeling within a portfolio (buildings and construction projects), and level of certification achieved	1	2	2
Percentage of certifications, assessments or labels achieved within a portfolio	1.8%	1.7%	1.1%
Total number of assets within a portfolio (buildings and construction projects) by the end of each year		177	184





## GRI index



PRESENTATION

MESSAGE FROM  
THE LEADERS

EZTEC

FINANCIAL  
AND OPERATING  
PERFORMANCE

ESG  
STRATEGY

CORPORATE  
GOVERNANCE

SOCIAL  
DEVELOPMENT

ENVIRONMENTAL  
PERFORMANCE

**GRI CONTENT  
INDEX**

CREDITS



Statement of use:	Eztec has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 used	GRI 1 - Foundation 2021

General disclosure	Content	Data	Location Chapter	SDG	Pages	Omission	
						Reason	Explanation
GRI 2: General Disclosures 2021: The organization and its reporting practices	2-1: Organization details	Ez Tec Empreendimentos e Participacoes S.A. is known as Eztec. It operates exclusively in Brazil, headquartered at Avenida República do Líbano, 1921, in São Paulo, SP, for profit as a Public Limited Company.					
	2-2: Entities included in the organization's sustainability reporting	The following entities were included: AK 14 Empreend. e Part. Ltda; Ana Clara Incorporadora Ltda; Arambaré Incorporadora Ltda; Ares da Praça Empr. Imob. Ltda; Austin Incorporadora Ltda; Barcelona Incorporadora Ltda; Belo Vale Incorporadora Ltda; Bergamo Incorporadora Ltda; Caldas Novas Incorporadora Ltda; Campina Grande Inc. Ltda; Campo Limpo Incorporadora Ltda.; Cannes Incorporadora Ltda.; Catalão Incorporadora Ltda; Cristalina Incorporadora Ltda; Dakota Incorporadora Ltda; E.Z.L.I. Empreend. Imobiliário Ltda; Elba Incorporadora Ltda; Ez Cal Mario Amaral Ltda; Ez Cal Participações Ltda; EZ Inc Incorporações S.Á; Fit Casa Incorporadora Ltda; Georgia Incorporadora Ltda.; Gol Incorporadora Ltda.; Guara Incorporadora Ltda.; Harisa Incorporadora S.Á; Ilha Bela Incorporadora Ltda.; Islandia Incorporadora Ltda.; Itatiaia Incorporadora Ltda.; Jacarei Incorporadora Ltda.; Larissa Incorporadora Ltda.; London Incorporadora Ltda.; Marina Empreend. Imob Ltda.; Mônaco Incorporação Ltda.; Nova Cruz Incorporadora Ltda.; Nova Prata Incorporadora Ltda; Osasco Lote 3 Empr.Ltda.; Particip Imob. Mooca S.Á; Phaser Incorporação SPE Ltda.; Pinhal Incorporadora Ltda.; Pisa Incorporadora Ltda.; Provença Incorporadora Ltda.; Santa Laura Incorporadora Ltda.; Santa Madalena Incorporadora Ltda.; Serra Branca Incorporadora Ltda.; Siena Incorporadora Ltda.; Tirol Incorporadora Ltda.; Tupi Incorporadora Ltda.; Vale do Paraíba Incorporadora Ltda.; Valentina Empreend. Imob Ltda.; Venezia Incorporadora Ltda.; and Wanessa Incorporadora Ltda.					
	2-3: Reporting period, frequency and contact point	Reported period: 01/01/2024–12/31/2024. Frequency: annual. Contact: e-mail: ri@eztec.com.br; phone: +55 (11) 5056-8313. The Sustainability Report is published with the same frequency as the financial report.	Presentation		6		
	2-4: Restatement of information				84, 88		
	2-5: External assurance	There is no external assurance.					

General disclosure	Content	Data	Location Chapter	SDG	Pages	Omission	
						Reason	Explanation
GRI 2: General Disclosures 2021: Activities and Workers	2-6: Activities, value chain and other business relationships	Eztec's value chain encompasses activities such as operations, outbound logistics, marketing, sales, services, infrastructure, human resources management, technology development, purchasing, raw materials, suppliers, distribution and use of the product or service. It serves markets made up of end clients or investors in residential and commercial properties. Further information is available in indicator 2-28.	Eztec		12, 20, 26		
	2-7: Employees		Social Devel.	8, 10	72		
	2-8: Workers who are not employees		Social Devel.	8	72		
GRI 2: General Disclosures 2021: 3. Governance	2-9: Governance structure and composition		Corporate gov.	5, 16	48, 52		
	2-10: Nomination and selection of the highest governance body		Corporate gov.	5, 16	48		
	2-11: Chair of the highest governance body		Corporate gov.	16	48		
	2-12: Role of the highest governance body in overseeing the management of impacts		Corporate gov.	16	48		
	2-13: Delegation of responsibility for managing impacts		Corporate gov.		50, 52		
	2-14: Role of the highest governance body in sustainability reporting		Corporate gov.		48		
	2-15: Conflicts of interest		Corporate gov.	16	60		
	2-16: Communication of critical concerns		Corporate gov.		60		
	2-17: Collective knowledge of the highest governance body		Corporate gov.		60		
	2-18: Evaluation of the performance of the highest governance body		Corporate gov.		48-52		
	2-19: Remuneration policies		Corporate gov.		60		
	2-20: Process to determine remuneration		Corporate gov.				
	2-21: Annual total compensation ratio	The ratio of the annual total remuneration of the highest paid individual in the organization to the average annual total remuneration of all employees (highest paid is not included) is 6.45.			60		
	2-22: Statement on sustainable development strategy		Message from the Leaders		8-10		
	2-23: Policy commitments		Corporate gov.	16	56		
	2-24: Embedding policy commitments		ESG Strategy Corporate gov.		44, 48 and 56		



General disclosure	Content	Data	Location Chapter	SDG	Pages	Omission	
						Reason	Explanation
GRI 2: General Disclosures 2021: 4. Strategy, policies and practices	2-25: Processes to remediate negative impacts		Corporate gov.		52, 56		
	2-26: Mechanisms for seeking advice and raising concerns		Corporate gov.	16	60		
	2-27: Compliance with laws and regulations		Corporate Gov., Social and Environmental Development		48, 52, 60, 86, 94, 96, 100		
	2-28: Membership associations	The organization participates in the following associations: Abrainc - Associação Brasileira das Incorporadoras Imobiliárias Secovi-SP - Sindicato das Empresas de Compra, Venda, Locação ou Administração de Imóveis Residenciais ou Comerciais Abecip - Associação Brasileira das Entidades de Crédito Imobiliário e Poupança It also has relations with government entities, including the city of São Paulo and its departments, the Government of the State of São Paulo and its departments, as well as Alesp (Legislative Assembly of the State of São Paulo).					
GRI 2: General Disclosures 2021: 5. Stakeholder engagement	2-29: Approach to stakeholder engagement		ESG Strategy		44		
	2-30: Collective bargaining agreements	100% of employees are covered by the collective agreement.		8			

Material Topics	Content	Data	Location Chapter	SDG	Pages	Omission	
						Reason	Explanation
GRI 3: Topics Material 2021	3-1: Process to determine material topics		ESG Strategy		44		
	3-2: List of material topics		ESG Strategy		44		
Climate change							
GRI 3: Material Topics 2021	3-3 Management of material topics		Environmental performance		44, 108		
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions		Environmental performance	3, 12, 13, 14, 15	108		
	305-2: Energy indirect (Scope 2) GHG emissions		Environmental performance	3, 12, 13, 14, 15	108		
	305-3: Other indirect (Scope 3) GHG emissions		Environmental performance	3, 12, 13, 14, 15	108		
	305-4: GHG emissions intensity		Environmental performance	13, 14, 15	108		
	305-5: Reduction of GHG emissions		Environmental performance	13, 14, 15	108		
	305-6: Emissions of ozone-depleting substances (ODS)	The emission of these gases is not mapped and they are not related to the Company's activities. The only emissions calculated by the company are related to CO2, CH4, N2O, HFCs and biogenic CO2 gases, following the GHG Protocol methodology.		3, 12			

						Omission	
Material Topics	Content	Data	Location Chapter	SDG	Pages	Reason	Explanation
Climate change							
GRI 305: Emissions 2016	305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	The emission of these gases is not mapped and they are not related to the Company's activities. The only emissions calculated by the company are related to CO2, CH4, N2O, HFCs and biogenic CO2 gases, following the GHG Protocol methodology.		3, 12, 14, 15			
GRI: Real Estate Sector Supplement	CRE3 GHG emissions intensity of buildings		Environmental Performance		108		
	CRE4 GHG emissions intensity of new constructions and renovation activities		Environmental Performance		108		
Health, well-being and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics		Social Devel.		82		
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system		Social Devel.		86, 88		
	403-2: Hazard identification, risk assessment, and incident investigation		Social Devel.		84		
	403-3: Occupational health services		Social Devel.		84		
	403-4: Worker participation, consultation, and communication on occupational health and safety		Social Devel.		84		
	403-5: Worker training on occupational health and safety		Social Devel.		84		
	403-6: Promotion of worker health		Social Devel.		88		
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The Company does not address this topic in relation to its business.					
	403-8: Workers covered by an occupational health and safety management system		Social Devel.		88		
	403-9 Work-related injuries		Social Devel.		84		
	403-10 Work-related ill health	403-10 There were no deaths resulting from occupational diseases or cases of occupational diseases requiring mandatory reporting recorded in 2024.					
GRI: Real Estate Sector Supplement	CRE6 Percentage of the organization operating in compliance with an internationally recognized health and safety management system		Social Devel.		88		



						Omission	
Material Topics	Content	Data	Location Chapter	SDG	Pages	Reason	Explanation
Employee attraction, development and retention							
GRI 3: Material Topics 2021	3-3 Management of material topics		Social Devel.		70		
GRI 202: Market Presence 2016	202-1: Ratios of standard entry level wage by gender compared to local minimum wage		Social Devel.	5, 8	80		
GRI 401: Employment 2016	401-1: New employee hires and employee turnover		Social Devel.	4, 5, 8, 10	76		
	401-2: Benefits provided to full-time employees that are not provided to temporary or part- time employees	Eztec offers life insurance, health insurance, teleconsultations, parental leave, dental insurance, gym allowance, food/meal vouchers, daycare assistance and transportation vouchers.		3, 5, 8			
	401-3: Parental leave		Social Devel.	5, 8	78		
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee		Social Devel.	4, 5, 8, 10	72		
	404-2: Programs for upgrading employee skills and transition assistance programs		Social Devel.	8	74		
	404-3: Percentage of employees receiving regular performance and career development reviews		Social Devel.	5, 8, 10	76		
Human rights and labor relations							
GRI 3: Material Topics 2021	3-3 Management of material topics		Social Devel.		70		
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	There were no reported cases in 2024.		5, 8			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Eztec does not have operations that pose a risk of violating workers' rights to exercise freedom of association and collective bargaining.		8			
GRI 408: Child Labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor		Social Devel.	5, 8, 16	80		
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor		Social Devel.	5, 8	80		
GRI 410: Security Practices 2016	410-1: Security personnel trained in human rights policies or procedures	None.		16			

						Omission	
Material Topics	Content	Data	Location Chapter	SDG	Pages	Reason	Explanation
Data privacy and security							
GRI 3: Material Topics 2021	3-3 Management of material topics						
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2024, Eztec did not identify any substantiated complaints of client data leaks.		16			
Client transparency and relations							
GRI 3: Material Topics 2021	3-3 Management of material topics		Corporate gov.		64		
GRI 416: 2016 Consumer Health and Safety	416-1: Assessment of the health and safety impacts of product and service categories	There is no history at Eztec of complaints related to impacts on the health and safety of clients.					
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	There are no cases of non-compliance at Eztec regarding client relationships.		16			
GRI 417: Marketing and Labeling 2016	417-1: Requirements for product and service information and labeling	Eztec's product does not require labeling.		12			
	417-2: Incidents of non-compliance concerning product and service information and labeling	No cases of non-compliance were recorded in 2024.		16			
	417-3: Incidents of non-compliance concerning marketing communications	In 2024, the organization faced 5 cases of non-compliance with laws and/or voluntary codes in relation to marketing communications, including advertising, promotion and sponsorship. These cases resulted in fines or penalties. In addition, the Company was fined under the Clean City Act due to the distribution of pamphlets by third parties, including real estate agents associated with the Company. This fine was the result of these professionals' practice of disseminating these materials, which resulted in the Company being held liable for the products advertised.		16			
Waste and tailings management							
GRI 3: Material Topics 2021	3-3 Management of material topics		Environmental Performance		100		
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts		Environmental Performance	3, 6, 11, 12	100		
	306-2: Management of significant waste-related impacts		Environmental Performance	3, 6, 8, 11, 12	100		
	306-3: Waste generated		Environmental Performance	3, 6, 11, 12	104		
	306-4: Waste diverted from disposal	100% of the hazardous and non-hazardous waste generated was disposed of in accordance with current legislation.		3, 11, 12			
	306-5: Waste directed to disposal		Environmental Performance	3, 6, 11, 12, 15	102		



						Omission	
Material Topics	Content	Data	Location Chapter	SDG	Pages	Reason	Explanation
Local development and relationship with communities							
GRI 3: Material Topics 2021	3-3 Management of material topics						
GRI 202: Market Presence 2016	202-2: Proportion of senior management hired from the local community	At Eztec, 100% of the members of all operating units were hired from the local community.		8			
GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported		Financial performance	5, 9, 11	34		
	203-2: Significant indirect economic impacts		Financial performance	1, 3, 8	34		
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers		Corporate gov.	8	62		
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments and development programs		Corporate gov.		66		
	413-2: Operations with significant actual and potential negative impacts on local communities		Corporate gov.	1, 2	66		
Product design and life cycle							
GRI 3: Material Topics 2021	3-3 Management of material topics		Environmental Performance		112		
GRI 301: Materials 2016	301-1: Materials used by weight or volume		Environmental Performance	8, 12	102		
	301-2: Recycled input materials used		Environmental Performance	8, 12	104		
	301-3: Reclaimed products and their packaging materials		Environmental Performance	8, 12	104		
GRI: Real Estate Sector Supplement	CRE8 Type and number of sustainability certifications, classification and labeling schemes for new construction, management, occupation and renovations		Environmental Performance		114		
Ethics, integrity and compliance							
GRI 3: Material Topics 2021	3-3 Management of material topics		Corporate gov		54		
GRI 205: Anti-corruption 2016	205-1: Operations assessed for risks related to corruption		Corporate gov	16	58		
	205-2: Communication and training about anti-corruption policies and procedures		Corporate gov	16	58		
	205-3: Confirmed incidents of corruption and actions taken		Corporate gov	16	58		

						Omission	
Material Topics	Content	Data	Location Chapter	SDG	Pages	Reason	Explanation
Ethics, integrity and compliance							
GRI 206: Anti-competitive Behavior 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Eztec had no records in 2024.		16			
Energy efficiency							
GRI 3: Material Topics 2021	3-3 Management of material topics		Environmental Performance		108, 112		
GRI 302: Energy 2016	302-1: Energy consumption within the organization		Environmental Performance	7, 8, 12, 13	110		
	302-2: Energy consumption outside the organization		Environmental Performance	7, 8, 12, 13	110		
	302-3: Energy intensity		Environmental Performance	7, 8, 12, 13	110		
	302-4: Reduction of energy consumption		Environmental Performance	7, 8, 12, 13	112		
	302-5: Reductions in energy requirements of products and services	Currently, Eztec does not have formal energy reduction procedures or requirements for products and services. However, it adopts practices aimed at reducing energy consumption and evaluates ways of measuring and monitoring these initiatives.		7, 8, 12, 13			
GRI: Real Estate Sector Supplement	CRE1 Energy intensity of the construction		Environmental Performance		110		
Supply chain management							
GRI 3: Material Topics 2021	3-3 Management of material topics		Corporate gov.		62		
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria		Corporate gov.		62		
	308-2: Negative environmental impacts in the supply chain and measures taken		Corporate gov.		62		
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria		Corporate gov.	5, 8, 16	62		
	414-2: Negative social impacts in the supply chain and actions taken		Corporate gov.	5, 8, 16	62		
Innovation and technology							
GRI 3: Material Topics 2021	3-3 Management of material topics		Corporate gov.		62		



						Omission	
Material Topics	Content	Data	Location Chapter	SDG	Pages	Reason	Explanation
Relevant (non-material) topics							
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed		Financial performance		32, 34		
	201-2: Financial implications and other risks and opportunities due to climate change		Financial performance		36		
	201-3: Defined benefit plan obligations and other retirement plans	The Company does not offer retirement plans, defined benefits or defined contributions to its employees.					
	201-4: Financial assistance received from the government		Financial performance		34		
GRI 207: Tax 2019	207-1: Approach to tax		Corporate gov.		54		
	207-2: Tax governance, control, and risk management		Corporate gov.		54		
	207-3: Stakeholder engagement and management of concerns related to tax		Corporate gov.		54		
	207-4: Country-by-country reporting	Eztec operates only in Brazil.					
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource		Environmental Performance		94		
	303-2: Management of water discharge- related impacts		Environmental Performance		96		
	303-3: Water withdrawal		Environmental Performance		94		
	303-4: Water discharge		Environmental Performance		94		
	303-5: Water consumption		Environmental Performance		96		
GRI 304: Biodiversity 2016	304-2: Significant impacts of activities, products and services on biodiversity		Environmental Performance		96		
	304-3: Habitats protected or restored		Environmental Performance		96		
GRI 405: Diversity and Equal Opportunities 2016	405-1: Diversity of governance bodies and employees		Social Devel.		78, 80		
	405-2: Ratio of basic salary and remuneration of women to men		Social Devel.		80		
GRI: Real Estate sector supplement: Water	CRE2 Water intensity of the constructions		Environmental Performance		94		
GRI: Real Estate sector supplement: Soil degradation, contamination and remediation	CRE5 Soil remediated and in need of remediation for existing or intended land use, in accordance with applicable legal requirements		Environmental Performance		98		







## EZ TEC EMPREENDIMENTOS E PARTICIPAÇÕES S/A

Avenida República do Líbano, 1921 - Ibirapuera  
São Paulo (SP)

**CEP:** 04501-002

**Phone:** +55 11 5056-8300

**Client relationship:**

relacionamento@eztec.com.br

[eztec.com.br](https://eztec.com.br)

### Design supervision

Arthur Mirosvick

### Content Supervision

Allan Ribeiro  
Arthur Mirosvick  
Bruna Pires  
Julio Sguillaro  
Pedro Lourenço

### ESG Team

Allan Ribeiro  
Julio Sguillaro  
Silvio Gava  
Shirlei Bazan

### ESG Committee

Flávio Ernesto Zarzur  
Silvio Iamamura  
Anis Neto  
Silvio Gava

### Support

Andrea Monteiro  
Cristiane Calegari  
Cristiane Giansante  
Diele Leal  
Eliane Satie  
Elisangela Bozzeto  
Giovanna Dias  
Jenifer Brantes  
Joice Sousa  
Josy Pinheiro  
Juliana Santos  
Leoncio Martinz  
Nathan Moreira  
Oscar Costa  
Reginaldo Silva  
Renan Oliveira  
Robson Bueno  
Tellio Totaro  
Vanessa Borin  
Vick Guilhon  
Victor Pastore

### Special collaboration

Eng. Maria Angélica  
Covelo Silva

### Photos and images

Eztec and Mauricio Sarmento  
Collection

### Consulting

BEON

### Spelling and grammar check

BEON

[www.beon.fsb.com.br](https://www.beon.fsb.com.br)

# CREDITS

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All dedicated efforts express the collective commitment to best practices in corporate responsibility and transparency in the dissemination of qualified information to all our stakeholders.

Thank you for being part of this ongoing movement to improve organizational culture aimed at strengthening sustainability strategies in business.



PRESENTATION

MESSAGE FROM  
THE LEADERS

EZTEC

FINANCIAL  
AND OPERATING  
PERFORMANCE

ESG  
STRATEGY

CORPORATE  
GOVERNANCE

SOCIAL  
DEVELOPMENT

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"Construir qualidade de vida, atendendo às expectativas dos Clientes e Colaboradores, através da melhoria contínua dos processos e do desenvolvimento sustentável".

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SUSTAINABILITY REPORT 2024

