

Sustainability Report 2024



Illustrated perspective of The Rose Vila Mariana facades

 **TRISUL**

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INTRODUCTION



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Welcome

For the second year in a row, Trisul S.A. releases its Sustainability Report, reaffirming its commitment to transparency and to adopting leading market practices for all stakeholders.

This document registers another year of significant achievements made by our company, which strives to remain competitive in all contexts while continuously advancing the ESG agenda and generating positive impacts for society.

The projects we launched in 2024 reflect the essence of Trisul: they are an invitation to harmonious coexistence, sustainable awareness and the construction of a better future. We believe that the quality of life for current and future generations is directly tied to the ability of cities to welcome and connect people.

We also believe that you will enjoy reading this report!

Message from the CEO

GRI 2-22

The year 2024 was extremely positive for Trisul. We were resilient in a challenging scenario, marked by rising interest rates and high inflation. The company demonstrated adaptability, adjusting its strategy as conditions required. The sales volume was significant and driven mainly by the recovery of operating margins. We reached a historic milestone, achieving BRL 1.8 billion in sales in a single year.

From a financial point of view, I highlight the deleveraging achieved during the year. There was still residual debt from the pandemic, but we successfully reduced it through an austerity policy implemented throughout the period.

Success in management is directly linked to a few changes implemented in Trisul's senior leadership, with the introduction of two executive vice presidents. João Azevedo was hired to take on the role of Vice President of Operations, while Fernando

Salomão became Vice President of Finance. Both are responsible for leading projects and decisions made together with the CEO and the Executive Board. Furthermore, we fostered the integration of the Planning and Technical departments, along with the unification of the Commercial and Marketing departments.

The enhancement of the governance structure proved highly valuable for the Company, particularly through the re-orientation of processes that brought greater agility, and the strengthening of governance, which ensured more fluid and transparent decision-making.

Strengthening leadership was one of the factors that contributed to the success of the projects delivered in 2024. Among them is The Rose, located in the Vila Mariana district, a major highlight in the Upper-middle segment, with a Potential Sales Value (PSV) of BRL 754 million and more than BRL 500 million in sales in the months

following its launch. The project was decisive for the record sales set in the year.

The success achieved in the high-end segment highlights its potential for commercial exploration. Trisul's strategy has been divided between this front and support for the "Minha Casa, Minha Vida" (MCMV program). There are ongoing projects aimed at strengthening operations in this segment and supporting families with a lower income bracket.

Brazil's macroeconomic scenario, which represented a challenge in 2024, is likely to remain unstable in the coming period. With launches planned for 2025 and 2026, we remain vigilant in identifying opportunities and defining the most appropriate strategy for each scenario.

We remain committed to integrating sustainability initiatives across the entire value chain. Each year, we improve our management, adopting specific practices

in construction sites, such as reducing noise, waste and water and energy consumption. The goal is to positively impact the communities that surround our ventures and always reduce negative effects. We operate transparently, aligned with best governance practices and focused on lasting benefits for the regions where we operate.

Trisul will continue to work with dedication in 2025 and beyond, committed to serving the citizens of São Paulo with the excellence that defines our work. Our purpose is to continue promoting quality of life for people who choose to live in our undertakings.



Jorge Cury | CEO of Trisul

Message from the Board

GRI 2-22

Operating in a highly competitive market demands determination and energy – qualities that are at the core of Trisul's identity. In 2024, even in the face of a challenging scenario, we followed a path marked by relevant achievements, culminating in a cycle that ended with special emphasis on the The Rose project.

The Board of Directors closely monitored the context of the year and established the preservation of the Company's financial health as a priority. This guideline informed strategic decisions aimed at ensuring the long-term stability and continuity of the business. Within the scope of the Board, we also conduct operations aligned with ESG principles and the best practices that Trisul has been adopting across the environmental, social, and governance dimensions.

Our business model has a long capital cycle, which naturally exposes the company to market uncertainties and instabilities. We closely monitor financial indicators and maintain a solid structure, prepared to weather political and economic fluctuations without compromising long-term results.

This solidity is reflected in the two major fronts that support our strategy. In the Economic segment, demand is more stable, driven by the housing deficit in the city of São Paulo. In the high-end one, meanwhile, which is increasingly competitive, decision-making requires additional attention to determine which projects deserve priority in each cycle. The commitment is to always offer distinctive developments, with a high level of sophistication and excellence, that meet the needs of increasingly more demanding buyers.

The results achieved in 2024 demonstrate Trisul's financial health. We kept cash under control and significantly reduced our debt levels, reinforcing our responsible stance in a challenging environment. The positive rating and easy access to credit help boost large-scale projects, without diverting the focus from consistent growth in the Economic segment as well.

In both contexts, our governance is distinguished by a vertical and well-structured model, enabling us to swiftly identify opportunities and execute projects with accuracy and efficiency. We control all stages, from land acquisition to project delivery, ensuring predictable results. Part of this control is also due to the use of artificial intelligence, integrated into different points of the value chain. A good example is the use of data analysis and cross-referencing tools, which have enhanced reporting and guided decision-making based on the behavior and preferences of potential buyers.

Expanding the use of artificial intelligence is one of the key strategies for 2025 and beyond. We continually invest in improving processes, from engineering to sales, with the aim of building an even more promising future.

Our growth is consistent, driven by risk-minimizing decisions and sustainable foundations for the medium and long term, benefiting both our customers and shareholders.

Michel Saad Jr.
Chairman of the Trisul
Board of Directors



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ighlights

Launches

- **The Rose Vila Mariana**
(Lifestyle Boutique line / The Collection line)
- **Aire Alto de Pinheiros**
(Lifestyle Boutique line)
- **The Collection Vila Clementino**
(The Collection line)
- **Elev Park Sacomã**
(Economic segment)
- **Vila Verde Sabará**
(Economic segment)

BRL 1,341
million PSV in launches

1,931
units launched

2,594
units sold

1,611
units delivered

Increase of
44.2%
in contracted sales
(Trisul %) compared
to 2023

7
projects delivered:
Vista Campo Belo,
Side Alto da Boa
Vista, Side Barra
Fundá, Nattur Nova
Klabin, Oscar Itaim,
Horizon Paraíso and
Tucuna 250

Total Landbank:
BRL 4.8
billion in PSV

BRL 3.7
million on balance

BRL 1.1
billion off balance



São mais de 40 anos de experiência em Construção Civil - trabalhando com profissionais de excelência, fornecedores de confiança e tecnologia de ponta, além do total comprometimento com o cuidado nos detalhes e a entrega sempre no prazo.

• de 350 projetos entregues

• de 60 mil aptos. entregues

Construção TRIS3

Trisul. Projetos. Sempre com Garia

TRISUL

02

TRISUL



40

years of experience in
civil construction

350+

developments

3 million

m² of built-up areas

About us

GRI 2-1, 2-6

Trisul S.A. was formed by the merger of Incosul Incorporação e Construção Ltda. (founded in the 1970s) and Tricury Construções e Participações Ltda. (created in the 1980s). This milestone, which occurred in April 2007, united two of Brazil's most established real estate development and construction companies, both with a strong presence in the São Paulo metropolitan region. Approaching its twentieth anniversary, Trisul operates in full synergy, integrating the activities of its originating companies.

Trisul has built a track record of achievements, which translates into more than 40 years of experience in civil construction. The company has more than 350 projects and 3 million square meters of built areas and 60,000 units, distributed in the capital city and Greater São Paulo metropolitan area, in 20 cities in the interior of the state and on the coast, in addition to the Federal District.

A publicly traded, for-profit corporation, Trisul held its IPO (Initial Public Offering) on B3 in October 2007 and presented its new brand and positioning in 2015. Headquartered in Moema, in the Southern district of the capital of São Paulo, the company operates exclusively in Brazil, currently focusing on the city of São Paulo.

B usiness areas

GRI 2-6

Trisul operates in the infrastructure sector, encompassing engineering and construction services, residential construction, real estate development, and real estate services. Its activities include the purchase of land, development, construction and sale of residential and commercial properties (active facades).

Residential development

All **successful ventures** have development as their starting point.

With this vision in mind, Trisul offers the market a multidisciplinary team of urban planners, architects, engineers, attorneys, and other specialists. Professionals go into the field to evaluate the most suitable land for each new project, always in accordance with the company's quality standards. Trisul works in partnership with leading architecture firms and construction companies to ensure project solidity.

The development work considers factors such as the municipality's master plan, efficient land use, local infrastructure, access roads, construction potential, and prospects for property appreciation.

Construction

All of Trisul's projects are **thoughtfully planned from start to finish**.

The company works from project design to Venture delivery, which involves phases such as land preparation, foundation, structure, hydraulics, electrical, masonry and finishing.

Trisul also has specialists in advanced engineering, who work to ensure the well-being of residents. Technology, sustainability, aesthetics and comfort are some of the most relevant aspects of these professionals' work.

Sales, investments and services

Trisul goes beyond construction and development: its operations extend to sales, investments and services:



Trisul Sales

Our own team that works with a diversified portfolio of products that meet the needs of the most demanding customers.

Trisul Sales' trademarks are excellence in service and the constant specialization of its professionals.



T-Cash

A Trisul group company specializing in loans secured by real estate, a practice known as Home Equity.

 [LEARN MORE](#)



Trisul Partnerships

We offer opportunities for real estate agencies and independent brokers to market our products. Through a team of specialized managers and coordinators, we offer all the tools and advice in the pursuit of the best deal for customers and partners.



Personalize Trisul

This service provides apartment finishing options tailored to each buyer's personal style. Trisul has interior design professionals who create custom finish kits for each environment.



Performance segments **GRI 2-6**

Trisul operates in the Economic and Upper-middle segments.

Affordable products aimed at families earning up to ten minimum wages are classified under the Social Interest Housing (HIS) and Popular Market Housing (HPM) categories. Premium products, for families with a monthly income of 18 minimum wages or more, have an average sales price ranging from BRL 12,500/m² to BRL 20,000/m².

By 2027, the company intends to expand its operations to the Economic (MCMV) segment, within the “Minha Casa Minha Vida” standards, in up to approximately half of its launches, with the other half focused on the high-end segment.

up to **18**
minimum wages

Upper-middle standard

Economic standard

up to **10**
minimum wages

Business cycle

Trisul navigates the entire real estate cycle with efficiency and financial stability, guided by **10 essential steps.**



Values and distinguishing features

Purpose

We are aware of the fact that our work has a fundamental impact on society. We aim to drive positive transformation by delivering projects that consistently add value and contribute to the development of their surrounding areas.



Stakeholder engagement

GRI 2-29

Trisul is transparent with all its stakeholders and maintains an open line of communication to encourage active feedback and continuous evaluation. The various interaction channels are available to business partners, civil society organizations, customers, employees and other workers, local communities, shareholders, investors, suppliers, and labor unions.

The objective is to identify actual and potential impacts, define responses to prevent and mitigate negative effects, build lasting relationships, understand needs and expectations, enhance decision-making, manage risks and opportunities, promote innovation, comply with regulatory requirements, strengthen brand and image reputation, meet investor expectations, and facilitate conflict resolution.

For engagement to be meaningful and effective, Trisul adopts practices such as open and transparent communication, consultations and collaboration, disclosure of sustainability reports, definition of performance goals, development of long-term relationships, training and awareness, monitoring and continuous evaluation, in addition to the integration of these processes into the company's business.

Membership associations

GRI 2-28

- Brazilian Association of Real Estate Developers (Abrainc)
- Regional Council of Engineering and Agronomy (Crea)
- Union of Companies for the Purchase, Sale, Rental and Management of Real Estate and Residential and Commercial Condominiums (Secovi)
- Civil Construction Industry Union of the State of São Paulo (Sinduscon)



Our distinctions

Trisul's success is directly related to the attention to detail in each of its undertakings. The company consolidated itself thanks to upper-middle projects, characterized by a timeless design, care with sustainability issues and a constant pursuit of innovation.

Through its developments, Trisul promotes harmonious living and encourages more conscientious habits, enabling everyone to enjoy a high quality of life.

Among Trisul's distinctions, the following stand out:

- **Family business** with a close connection between the first and second generations;
- **Own sales team** segregated by segments;
- **Specialized in the city of São Paulo:** the company operates in unique locations close to subway stations and important access points as well as in prime regions for high-income people;
- **Verticalized and integrated business** model with a reduced construction cycle;
- **Attractive prices;**
- **Tradition and experience** aligned with innovation;
- **Flexibility and versatility:** the company operates in the Upper-middle segments and returned to Economic segment in 2023 focused on the Minha Casa Minha Vida (MCMV, My Home, My Life) Program.

HIGHLIGHTS BY SEGMENT

UPPER-MIDDLE

- Prime location
- Market intelligence, concept, quality, design, sophistication and exclusivity
- Tailor-made
- Top-notch team
- Excellence in finishing
- Complete leisure area, with several amenities, aligned with the latest trends and innovations



Signature created for Trisul high-end developments. Renowned architects, landscapers, and interior designers create projects of the highest standard, combining refined taste and well-being for residents.

MAIN LAUNCHES IN 2024

Aire Alto de Pinheiros and The Rose Vila Mariana (BRL 924 million in PSV)

MAIN DELIVERIES:

Vista Campo Belo, Oscar Itaim, Horizon Paraíso and Tucuna 250 (BRL 634 million in PSV)



Inspired by the urban lifestyle, it brings together modern and practical architectural projects. The developments are strategically located, with easy access to colleges, hospitals, shopping malls and subway stations. Line aimed at those who prioritize comfort and mobility, as well as those looking for a property as an investment to be made in the medium and long term.

MAIN LAUNCHES IN 2024

The Collection Vila Clementino (BRL 230 million in PSV)



HIGHLIGHTS BY SEGMENT

ECONOMIC SEGMENT

- Project rationalization
- Optimization
- Adaptability
- Standardization
- Creativity

In 2024, Trisul deepened its focus on projects that fit the guidelines of the Minha Casa, Minha Vida (MCMV) program. Currently, around a third of Trisul's landbank meets the program's rules, and the company strives to reach 50 percent in 2027.



PRODUCT LINES

Side

Residential developments designed for those who want to change their lives and live well, with club-style leisure facilities, 24-hour security, functional plans and quality of life. It offers all the advantages of a location with mobility, easy access and complete urban infrastructure around it.

MAIN DELIVERIES:

Side Alto da Boa Vista, Side Barra Funda and Nattur Nova Klabin (BRL 596 million in PSV)

 AVERAGE TICKET:
BRL 600,000



PRODUCT LINES

ELEV

Democratic and accessible developments, with high construction quality in the best neighborhoods of São Paulo. Each project is designed to provide a complete experience of well-being, safety, practicality and location.

MAIN LAUNCHES IN 2024

Elev Park Sacomã (BRL 115 million in PSV)

 AVERAGE TICKET:
BRL 300,000



Quality and safety in delivery

GRI 3-3: Product quality and safety

Trisul ensures the quality and safety of its products through certifications and ongoing initiatives, including training programs and engineering meetings. To engage the teams, monthly meetings are held to disseminate the best practices, and this has become a great learning experience for the organization.

Customer loyalty is one of the main positive effects related to product quality and safety management. The main negative impacts stem from consumer dissatisfaction and disruptions caused by quality failures, which may arise during construction or in the procurement of raw materials and equipment, leading to reputational and financial risks.

To prevent these impacts, inspections are conducted by the quality and occupational safety departments, along with periodic internal and external audits that assess the effectiveness of the measures adopted, all supported by specific indicators for each company department.

In 2024, Trisul undertook health impact assessments in all its significant product and service categories. The purpose of this was to promote continuous improvements and ensure safer deliveries to customers. There were no recorded cases of non-compliance with laws or voluntary codes related to the health and safety impacts caused by its products and services during the year. **GRI 416-1, 416-2**

Stakeholders affected by product quality or safety failures or risks are engaged through proactive communication and ongoing consultation.

In 2024, Trisul registered 12 cases of non-compliance with laws related to marketing communication, specifically in advertising material distribution by the sales team (Real Estate Brokers). These cases resulted in fines for non-compliance with rules regarding the display of promotional material on public streets. There were no cases that resulted in formal warnings or that breached voluntary codes of conduct.

GRI 417-3

To mitigate these risks, Trisul established goals aimed at continuously guiding the sales team regarding the legal limits for promotional actions. Internal guidelines on responsible advertising have been strengthened, and marketing communication practices have been aligned with legal standards and the company's commitment to social and urban responsibility.

Certifications

Trisul complies with the following guidelines:

		
ISO 9001 Standard that defines the requirements necessary for the implementation and certification of an organization's quality management system, no matter segment or size. Accepted in 183 countries, it currently has more than 2 million certified companies.	Brazilian Habitat Quality and Productivity Program (PBQP-H): Adaptation of the ISO standard to the construction industry in Brazil. Trisul achieved Level A certification, the most comprehensive of the four existing levels, after an assessment of 53 requirements conducted by an independent body.	Real Estate Credit Management of Caixa Econômica Federal (Geric) Approval that allows the receipt of FGTS resources to finance the construction of residential developments. To secure this recognition, Trisul is rigorously assessed in relation to its payment capacity and credit risk.

Quality Policy

Trisul bases its decisions on thorough land analysis and considers challenges related to the implementation, layout, and specific context of each project.

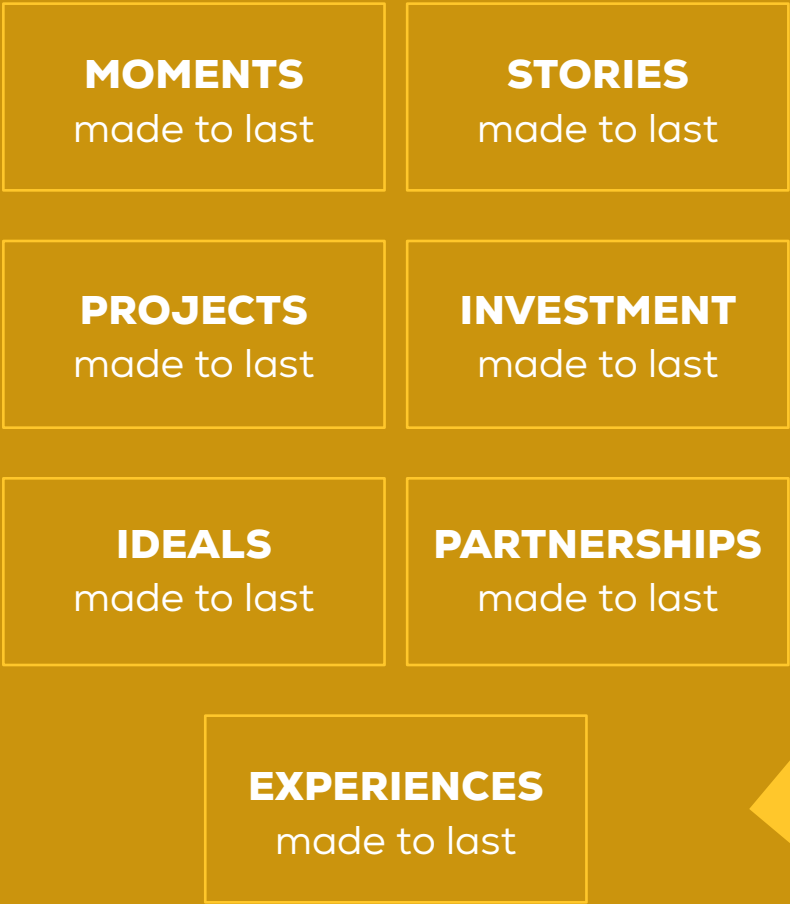
The company invests in qualified home & living professionals specialized in research to develop technological and sustainable solutions tailored to each target audience.

The Quality Policy is based on the following pillars:

- Pursue customer satisfaction through the quality of its products and **compliance with deadlines**;
- Continuously improve its **processes and employee training**, aiming at the success of the ventures and the company's longevity;
- Build with a focus on **sustainability and work safety** while addressing the challenges posed by the city.

Trisul believes in the **Made to last** concept, which is reflected in all of the company's developments.

Each project is designed with a long life cycle in mind, which serves as inspiration for the company across various dimensions:





600,000
in equipment

Quality with transparency

SASB IF-EN-250a.1

In 2024, Trisul recorded a total rework cost of BRL 4.4 million due to defects and safety issues in its projects. This value is the result of monitoring technical assistance requests made throughout the year and only considers works within the warranty period. The value breakdown was segmented by expense category: BRL 1.5 million related to labor, BRL 2.3 million to materials, and BRL 600,000 to equipment.

The main causes of rework were failures in activity execution or supervision, directly impacting the use of labor, materials, and equipment. To mitigate this issue and prevent recurrences, Trisul adopted corrective actions such as reviewing inspection and quality control processes during the execution of works, periodic audits, validation of services by outsourced teams and requalification of contractors and suppliers.

Rework costs remained at the percentages predicted in the initial budgets, in accordance with the maintenance plans and five-year legal warranty period. The financial impacts of the rework did not compromise the performance of the projects, as the costs had been previously accounted for in the works' budget structure. No monetary losses were recorded during the year from legal proceedings related to defects or safety incidents.

SASB IF-EN-250a.2

Rework costs by category SASB IF-EN-250a.1

Project	Percentage of total project cost ¹	Main causes
Labor	35%	Failures in execution or supervision
Materials	50%	
Equipment	15%	
Total	100%	

¹ The percentage of rework values reported is relative to the rework considering the total amount spent on all projects.

Product development

Trisul has established a Product Development Cycle to ensure high standards of quality and safety in every delivery. The methodology was designed to integrate the Company's internal policies and consider the certifications achieved over time.

One of its purposes is to create synergy between different areas, departments, and strategic themes, aligning the process with training programs and corporate education initiatives. The cycle is monitored by the Product Development Committee (CDP), a multidisciplinary group responsible for periodically monitoring each stage of the project.

The Product Development Cycle strategy is based on eight premises:



METHODOLOGY WITH PRE-DETERMINED CONSTRUCTION STANDARDS

Models must be replicable in architectural, structural, hydraulic and electrical designs. Furthermore, they encourage loyalty among suppliers of finishing materials, such as doors, windows and ceramics. These relationships bring economies of scale and reduce costs, ensuring profitability margins.



ATTRACTIVE BUSINESS MODEL AND CONSOLIDATED METHODOLOGY

Several factors contribute to Trisul's competitiveness: acquisition of strategic land at favorable prices and conditions; preservation of construction margins through the expertise of engineering teams, foremen, and proprietary equipment; low operating and administrative costs, and the ability to identify and develop the most suitable products for each plot, ensuring greater liquidity and profitability.



STRONG QUALITY CONTROL AT EVERY STAGE OF THE PROCESS

Greater planning capacity with contractors and raw material suppliers, to ensure adequate supply even in a scenario of strong growth in Company activities.



SHORT DEVELOPMENT CYCLE FOR LAND ACQUISITION AND PROJECT CONSTRUCTION

Market intelligence and prospecting for new land, which puts into practice the acquisition strategy in consolidated areas, with well-developed urban infrastructure and low regulatory risk.



IMPROVED COST CONTROL AND GREATER SCALE IN THE PURCHASE OF RAW MATERIALS

Trisul's projects follow predetermined and modular construction standards. This enables large-scale production at competitive costs through the standardization of construction materials and finishes, along with increased labor productivity.



ADAPTATION OF CONSTRUCTION SCHEDULES TO THE COMPANY'S CASH FLOW OF RECEIVABLES



STRATEGIC POSITIONING AND ACTIVE PARTICIPATION IN ENTITIES REPRESENTING THE SECTOR



EXPERIENCED MANAGEMENT FOCUSED ON RESULTS AND EFFICIENCY



Customer relations

GRI 3-3: Transparency and customer relations

Trisul focuses its activities on building **lasting relationships** with its customers. This is based on the following principles:

- Being open to **suggestions, criticism and questions**, always respecting the customers' positions
- **Meeting** all requests promptly and diligently
- **Confidentiality of information** received as a result of commercial relations
- **Transparency in information** provided and throughout the relationship
- **Equal treatment for all customers.** No customer receives preferential treatment based on their market position or employee influence.

Trisul is aware that transparency in its relationship with its customers is fundamental, influencing business credibility and the Company's image in the market. Positive effects include greater proximity, loyalty, improved reputation and attraction of new customers. On the other hand, failures such as delayed deliveries can lead to dissatisfaction, complaints, lawsuits, and loss of trust.

The Company also recognizes the associated financial risks, such as a drop in sales and an increase in cancellations. To reduce these risks, the topic is addressed in internal policies, in the Code of Ethics, public statements, sustainability reports, certifications and in training.

Communication

Trisul's communication policy is marked by close engagement with customers, who have full freedom to access information and voice their demands. Engagement occurs through open dialogue, active listening, participation in decisions and collaboration in problem-solving. This involvement is the foundation for the actions taken, brings more transparency, strengthens Trisul's relationship with its customers and contributes to improving internal processes. In this relationship program, the highlight is the visit during the final phase of the works, an opportunity for customers to get to know the development and the model unit.

The main channel of communication with customers and other stakeholders is the website <https://portalclientes.trisul.com.br/>.

Trisul also provides an ombudsman channel and pays special attention to the Rec-lame Aqui website, where the company's lowest rating is 7. To access their financial position, documents and, most importantly, monitor the progress of the work, customers can use the Trisul app.

The Customer Relations area oversees calls and directs customers to specific departments. There is also an internal committee that works on the main issues identified and escalates the negotiations at all levels.

The effectiveness of the measures adopted is verified through internal and external audits, impact assessments, measurement systems, stakeholder feedback, grievance mechanisms, external performance evaluations, and benchmarking. Trisul measures customer satisfaction using the Net Promoter Score (NPS) tool. As part of the lessons learned, the company intensified the monitoring of this and other metrics to enhance the customer experience.



In 2024, Trisul's overall NPS was **above 30.**

 **LEARN MORE** in the Customer Portal



03

CORPORATE GOVERNANCE

M

anagement structure

GRI 2-9, 2-11

The company's guidelines are transparency, accountability, equity and corporate responsibility. Its governance structure is made up of a board of directors, a CEO (president), Executive Director and executive boards. There were no significant changes in Trisul's governance framework during the reporting period.

The organization's CEO, Dr. Jorge Cury Neto, has always been close to the Company's operations and the most important decisions. At the end of 2024, he held the positions of Chief Executive Officer, Deputy Chairman of the Board, and President of the Company's Executive Committee. In 2024, Trisul strengthened its framework by appointing a new Executive Vice President for Operations to complement and support this area.

Trisul's Board of Directors is responsible for managing the organization's impacts, without formally delegating this function. The implementation of strategies and guidelines is the direct responsibility of the Chief Executive Officer, who implements them through the Company's executive boards. Designated executives oversee activity management, ensuring that strategic guidelines are implemented in alignment with the company's planning. **GRI 2-13**

Internal committees are responsible for the oversight of the organization's impacts on the economy, the environment and people. The Executive Committee has a broad function, encompassing all Trisul processes. The Finance Committee is responsible for decisions related to credit, while the Commercial Committee analyzes the legal and technical expenses required for the acquisition of land.

The Acquisition Committee makes the final decision on the purchase of land that has already been approved and with all pending issues resolved. The Campaign Committee, meanwhile, is responsible for creating and developing media strategies and campaigns, together with Trisul's president, marketing and commercial areas and the sales company.

To prevent and mitigate potential conflicts of interest, Trisul adopts clear policies and procedures, ensures transparent information disclosure, promotes education and training programs, maintains oversight through an ethics or review committee, relies on external monitoring, and strictly complies with legal requirements. **GRI 2-15**



LEARN MORE in the
Articles of Association

The company also conducts regular reviews and promotes an organizational culture based on **ethics and transparency**, so that corporate governance is conducted in accordance with the best market practices.

Ownership breakdown

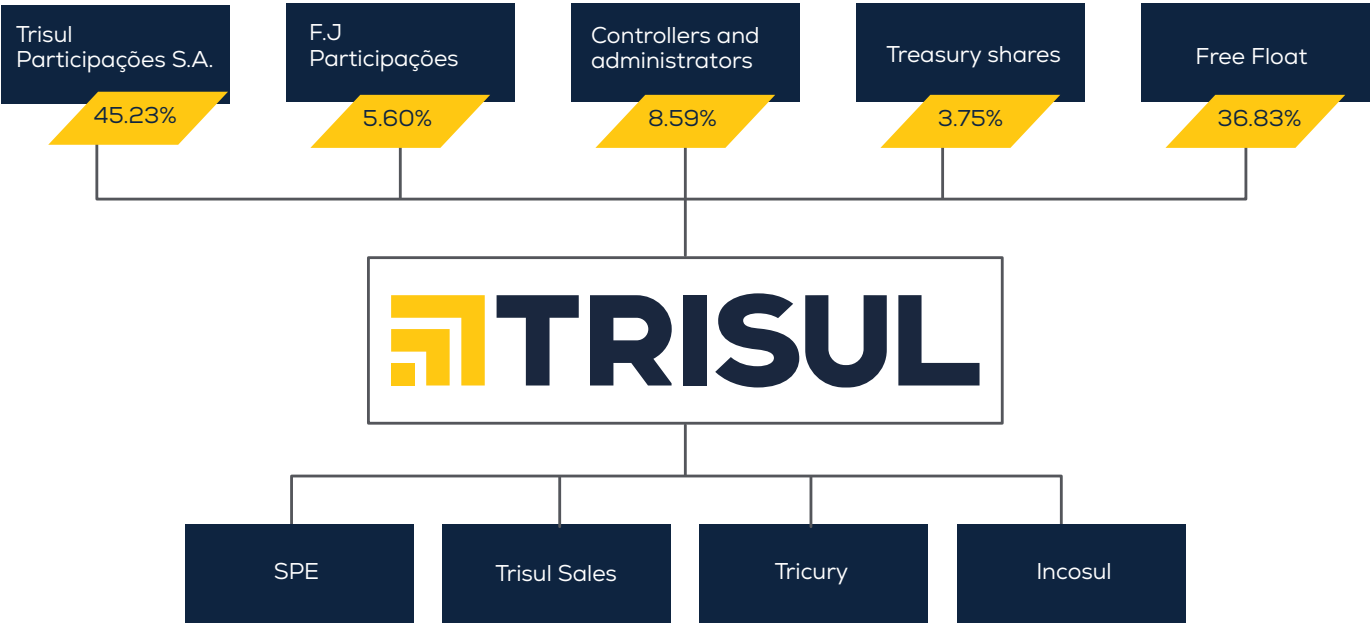
Listed on B3’s Novo Mercado—a segment for companies that voluntarily adopt corporate governance practices beyond those required by Brazilian law—Trisul is led by four founding partners who hold majority control (62 percent of the shares) and are committed to the company’s long-term sustainability.

What makes the company stand out is the fact that it is a publicly traded company while at the same time maintaining an “owner’s perspective,” something that brings security to shareholders. The founding partners seek to combine tradition and innovation, family structure and professionalization with a succession plan.

Shareholding structure¹

Shareholders	Share	Percentage
Trisul Participações S.A.	84,412,295	45.2%
Controllers and administrators	16,934,715	8.6%
FJ Participações	10,446,535	5.6%
Treasury stock	7,000,000	3.8%
Outstanding shares	68,723,993	36.8%
Total	186,617,538	100.0%

¹ Base Date: 12/30/2024





Board of Directors

GRI 2-9, 2-10, 2-12, 2-14, 2-24

Trisul's highest governance body, the Board of Directors (BD) deliberates collectively regarding the formulation and monitoring of general business policies, as well as Trisul's long-term strategy. The Board of Directors oversees the commitments undertaken by the company, the management of the Company's directors, hires independent auditors and defines guidelines related to sustainable development, in addition to supervising this strategy and approving policies and objectives. It is also responsible for verifying the effectiveness of the organization's processes in relation to economic, social and environmental impacts. Decisions are made on each of these topics based on the assessments.

To promote the implementation of commitments across all organizational levels, the company defines clear goals and responsibilities, identifying the accountable hierarchical levels to ensure alignment with corporate guidelines throughout all areas.

The Board of Directors is also responsible for reviewing and approving the information contained in the organization's reports. The aim is to ensure disclosure integrity and transparency. This process involves evaluating internal controls and providing feedback for continuous improvement, ensuring that reported data aligns with the Company's guidelines. Its responsibility does not encompass the analysis and approval of the organization's material topics, a definition made under a separate governance flow within the company.

The Board of Directors (BD) must have at least five and at most nine members. Directors are elected at a General Meeting, with a unified two-year term, and may be reelected and dismissed at any time by the Company's shareholders' meeting at a General Meeting. They remain in office until their replacements are elected, unless the General Shareholders' Meeting decides otherwise. The directors' terms of office vary between 1 and 17 years.

Candidates for the Board of Directors may be nominated by the Board itself or by any Company shareholder, as established in applicable legislation and regulations. The nominated candidates are submitted for deliberation by the Annual General Meeting or the Board of Directors, as applicable, in compliance with the Articles of Association and the Board's internal regulations. The selection process must consider candidates' time availability, diversity, and complementary knowledge, experience, and behavior, as well as qualifications such as an unblemished reputation, specific expertise in the real estate sector, alignment with the Company's values and culture, prior experience

as an executive or board member, knowledge of finance and accounting, strategic vision, and familiarity with best corporate governance practices.

According to the Novo Mercado Regulation, at least 20 percent of the members of the Board of Directors must be independent directors. Before taking office, new directors must sign the administrators' consent form provided for in the Regulation.

The body meets quarterly and, extraordinarily, whenever summoned by its chairperson or deputy chairperson. All Board of Directors decisions are taken by a majority vote of the members present at any meeting.



Name GRI 2-9	Position	Election date	End of term
Michel Esper Saad Junior	Chairman	04/26/2023	Until the 2025 AEGM ¹
Jorge Cury Neto	Deputy Chairman	04/26/2023	Until the 2025 AEGM
José Roberto Cury	Member	04/26/2023	Until the 2025 AEGM
Ronaldo José Sayeg	Member	04/26/2023	Until the 2025 AEGM
José Luiz de Almeida Nogueira Junqueira	Independent member	04/26/2023	Until the 2025 AEGM
Marcio Álvaro Moreira Caruso	Independent member	04/26/2023	Until the 2025 AEGM

¹ Annual Ordinary and Extraordinary General Meeting

Executive Board

Elected by the Board of Directors, the executive officers serve a two-year term, with the possibility of re-election, and may be removed by the Board at any time. When this occurs, they must remain in office until the new officers take office.

These executives are the legal representatives of the Company and are responsible for its day-to-day management and the implementation of the general policies and guidelines established by the Board of Directors. They are therefore responsible for transforming these guidelines into concrete actions, providing strategic leadership, defining the mission and values, developing strategies, implementing and overseeing initiatives and external communication, and ensuring that sustainability practices are embedded in the company's organizational culture and business model. **GRI 2-12**

According to the Corporations Law, each member of the Executive Board must be a resident of Brazil and may or may not be a shareholder. Furthermore, at most one third of the members of the Board of Directors may occupy positions on the Executive Board.

In early 2024, the position of the Executive Vice President for Operations was created, with the aim of increasing the company's profitability and implementing the business plan and strategic planning. Also in 2024, there was a review of Trisul's leadership structure. The organization now has two executive vice presidencies, Operations and Finance, which report directly to the CEO. This approach can bring greater agility to decision-making and autonomy in pursuing the Company's objectives. In the Executive Board, the main change of the cycle was the unification of the Commercial and Marketing boards.

Name	Position	Election date	End of term
Jorge Cury Neto	CEO	05/09/2024	Until the 2026 AEGM
Fernando Salomão	Executive Vice President for Finances and Investor Relations Officer	05/09/2024	Until the 2026 AEGM
João Eduardo de Azevedo Silva	Executive Vice President for Operations	05/09/2024	Until the 2026 AEGM



CLICK HERE

to view the **résumés of the members** of Trisul's Board of Directors and Executive Board



Remuneration policies GRI 2-19

Trisul's [Remuneration Policy](#) reflects best market practices, ensuring that members of governance and executive leadership are duly compensated for the performance of their duties and encouraged to contribute to the Company's strategic objectives. The document does not mention termination payments.

The remuneration of the members of the Board of Directors is fixed and consists of 12 annual installments, without any link to participation in meetings. Aligned with industry practice, this remuneration reflects the duties, responsibilities and time demands inherent to the position. The members of the Board of Directors do not receive variable remuneration or benefits. However, those who participate in Company committees may earn additional compensation, determined at the time of election to the committee.

As is the case of members of the Board of Directors, the executive directors who participate in Company committees may receive additional compensation, as determined in the election for the applicable committee. The fixed remuneration of executives is made up of 12 annual installments (paid as directors fees, in line with market practices) and benefits in line with those offered to the Company's other employees.

The Statutory Board also receives variable remuneration, including bonuses and extraordinary incentives based on individual and corporate goals, determined by meritocracy criteria and indicators defined by the Board of Directors.

Although there is no formal criterion that links this bonus specifically to ESG impacts, the strategic and operational indicators that influence the receipt of these incentives consider economic, social and environmental impacts. The remuneration of the members of the Board of Directors is not directly linked to the management of economic, social and environmental impacts, as there are no variable components for this category.

 [LEARN MORE](#)





Ethics, integrity and compliance

GRI 2-23, 3-3: Ethics, integrity and compliance, SASB IF-EN-510a.3

Trisul's senior management conducts business with ethics and transparency, in compliance with applicable laws, best practices and internal policies. The company discloses its financial statements quarterly, in accordance with the international standards of the International Financial Reporting Standards (IFRS).

In 2024, no specific measures were taken regarding ethics, integrity, and compliance, as there was no demand warranting new actions or additional policies beyond those already in place to prevent bribery, corruption, and anti-competitive behavior in bidding and project approval processes.

To prevent bribery and corruption, measures are adopted such as contractual analysis to identify suspicious activities

and management of conflicts of interest, in addition to due diligence on customers and suppliers, formalized through the [Code of Ethical Conduct](#), which also addresses the adoption of specific contractual clauses focused on compliance with antitrust and unfair competition laws to avoid anticompetitive practices. Compliance is ensured through systematic analysis of contracts.

The impacts related to the topic "Ethics, Integrity and Compliance" occur mainly on people and their human rights, as well as on the economy at local, regional, national and global levels. Although the positive and negative impacts have not been detailed, the company recognizes that its commercial and interpersonal relation-

ships may generate adverse consequences if they are not conducted within ethical and regulatory principles.

Furthermore, the Code of Ethical Conduct establishes Trisul's commitments to responsible business conduct, serving as a benchmark for its corporate practices and guidelines. Approved by the Board of Directors, it is applied equally to all of the organization's activities and business relationships and provides for respect for human rights as one of the organization's fundamental principles. However, it does not include conducting due diligence or applying the precautionary principle.



LEARN MORE in
the Code of Ethics

The document brings together guidelines on:

Relationships with customers, suppliers, shareholders and investors, community and environment, press, social and class entities, competitors, government agencies, regulators and public authorities;

Commitment to the best environmental, social and corporate governance (ESG) practices;

Respect in the workplace;

Conflict of interest;

Data protection and security;

Competition defense – Commitment to all laws and repudiation of any practice that may restrict trade and free competition, especially illegal practices of forming cartels and defrauding competition;

Accounting records and controls – To detect any irregularities or illegalities, Trisul maintains detailed, analytical, and historical accounting records and implements internal processes and controls to ensure all transactions comply with internal policies and approval authority levels;

Anti-corruption measures – In any interaction with public entities and public agents, Trisul employees must act in a transparent, honest and ethical manner, always in accordance with applicable laws and regulations. Trisul follows the guidelines of the Anti-Corruption Law and adopts the best international practices, following the provisions set forth in the US anti-corruption law – the Foreign Corrupt Practices Act (FCPA) – and in the Convention of the Organization for Economic Cooperation and Development (OECD) against Transnational Bribery.

During the reporting period, there were no confirmed cases of corruption involving Trisul or its employees. The company did not undertake formal assessments of risks related to corruption during the period. This is because Trisul does not consider it feasible to validate risks related to corruption of its end products. There were also no monetary losses recorded as a result of legal proceedings related to bribery, corruption or anti-competitive practices.

GRI 205-1, 205-3, SASB IF-EN-510a.2

Trisul has no pending or closed legal actions during the Reporting period for unfair competition, trust or monopoly practices. The company reinforces its commitment to free competition and the ethical conduct of its commercial activities. **GRI 206-1**

Safe Contact

GRI 2-25, 2-26, SASB IF-EN-510a.3

Trisul offers internal and external channels for stakeholders to report concerns about the Company's conduct. The main one is the Safe Contact system, which allows anonymous and confidential reporting, ensuring transparency and integrity in the processing of information. Complaints can be made by anyone and are handled by a third-party company, thus ensuring impartiality. All complaints are reported to the Company's highest level of governance.

In addition to the reporting channel, Trisul offers support mechanisms for the implementation of its policies, including training, internal manuals, external consultancy, reporting platforms, e-learning, and the sharing of best practices. The objective is to guide employees and stakeholders, strengthening understanding and adherence to corporate guidelines.

During the reporting period, Trisul registered one complaint through its mechanisms, and one positive comment via Safe Contact. Therefore, there was no need for treatment or further action for resolution.



Risk management

Trisul's [Risk Management Policy](#) establishes principles and guidelines for identifying, assessing and monitoring risks to which Trisul S.A. and its subsidiaries are subject, or which are related to their sector of activity.

Risk classification takes into account the magnitude of their potential impacts and the likelihood of their occurrence. In-depth analysis enables determining the risks that are most significant and should be prioritized. Risk limits for each category are suggested by the Audit Committee and approved by the Board of Directors.

After risk analysis, the treatment stage begins with the implementation of planned actions—acceptance, mitigation, transfer, or elimination—while observing defined risk limits. Those responsible for internal processing must be notified so that they can start conducting monitoring, with reassessments that are shared and reported to the Company's Risk Management and Compliance Areas.

 [LEARN MORE](#) in the Risk Management Policy

In 2024, the main potential risks mapped were:

Compliance risks

Events that may cause damage to the Company's reputation, generate losses due to negative effects on the environment or due to regulatory changes or failures to comply with standards or agreements.

Strategic risks

Events related to the strategic decisions made by the senior management, which may impact the business environment or the Company's action plans.

Financial risks

Events that result in loss of financial resources, subdivided into liquidity risks, market risks and credit risks.

Operational risks

Events related to failures in the Company's operational activity, due to external and internal events.

Data privacy and security

GRI 3-3: Data privacy and security

Trisul addresses data privacy and security through internal policies and corporate education activities. The collection, processing and use of personal data are only permitted when truly necessary, for clear, previously defined and legitimate purposes, according to applicable laws.

Trisul's Data Protection Policy details how the company gathers, stores, uses and protects users' personal data, in compliance with the General Data Protection Law (LGPD). The website also offers a contact channel for questions, complaints, or requests related to data privacy at: privacidade@trisul-sa.com.br.

The company recognizes that negative impacts may occur in the event of a leak of customer information. To mitigate these risks, Trisul adopts the double materiality approach, recognizing that data exposure can lead to financial consequences such as regulatory sanctions, loss of credibility, and impacts on customer trust.

Trisul's data security practices include data encryption in transit and at rest, two-factor authentication, regular updates of operating systems and applications, use of virtual private networks (VPN), incident response plans, and a disaster recovery plan (DRP).

Cybersecurity involves digital crisis simulations and continuous improvement of internal controls. In 2024, technology recovery plans were initiated and the vulnerability management process was reviewed. Trisul also created a Technology Crisis Management Plan, developed an Incident Response Process and began developing the IT Risk Management Methodology.

In 2024, Trisul did not receive substantiated complaints from third parties or regulatory bodies regarding privacy breaches or the loss of customer data. There were also no reports of leaks, theft or loss of customer data.

Our cybersecurity involves digital crisis simulations and continuous improvement of internal controls.



Occasionally, we receive requests from customers who, after registering on the website and not making a purchase, request to have their data removed so as not to receive promotional communications. In such cases, requests are promptly addressed via e-mail protecaodedados@trisol.com.br.

In 2024, Trisol received reports from customers about unauthorized contacts by furniture companies. In these situations, supporting documentation (prints of the contacts) and the customer's authorization are requested to send an extrajudicial notification to the legal representatives of the companies involved. These records are forwarded through Trisol's official channels, such as CS, the data protection e-mail and the customer application.

GRI 418-1

OBJECTIVES AND GOALS

The established objectives aim at the continuous improvement of Trisol's security environment. Among the defined goals, key highlights include the completion of the disaster recovery plan implementation and the periodic evaluation of the effectiveness of adopted measures, conducted by comparing current audit results with those from previous assessments. The main indicators used to monitor progress are vulnerability indices and the rate of mitigated security incidents.

In 2024, Trisol incorporated learning about the importance of reinforcing awareness regarding digital security. To this end, lectures and internal campaigns were organized to address key issues in data protection and promote best practices for credential usage.





04

STRATEGY AND PERFORMANCE

Strategic planning

The strategic planning established in 2024 outlines Trisul's main objectives for the 2025–2027 triennium. The document aligns leadership expectations, centralizes decisions to be made and facilitates communication of the plan throughout the organization.

The strategic planning review included updates to key elements of Trisul's identity, such as its mission, vision, and values.



NEW MISSION

To develop projects that generate a positive and transformative impact both in the region and in the lives of our customers. To always prioritize financial stability through discipline, focusing on operational efficiency and achieving high profitability in our ventures.



NEW VISION

Our goal is to rank among the most profitable developers in our segments by delivering distinctive projects that enhance our brand recognition. Always committed to corporate governance, operational discipline, talent development and focus on satisfaction of customers.



NEW VALUES

- We focus on the customer
- We are resilient
- We are disciplined
- We value people
- We have an owner's view
- We are entrepreneurs
- We are ethical

Pillars of the operation

In the 2025–2027 triennium, Trisul will work on four pillars:

1

Operational capacity

To ensure versatility and efficiency at every stage of the real estate cycle—from land prospecting to development, construction, sales, and final unit delivery.

3

Assertive launches

To develop products with concepts, added value and services that meet the needs of our customers. To strategically direct launches to ensure competitiveness and maximize commercial results with “quick turnaround.”

2

Landbank

To acquire strategically located land that enables the creation of irreplicable products. This is a guideline for both the Upper-middle and the ELEV line.

4

Financial strength

To achieve superior operational and financial performance with low debt. To preserve a solid business model that guarantees security and profitability for shareholders.



Strategic objectives

The strategic objectives of the next three years will be based on premises such as:

- Acquiring land mainly in the **South and West** regions of São Paulo;
- Not incorporating predominantly commercial properties;
- Acting **consistently** through the ELEV line, so that in 2027 it accounts for half of the PSV launched by Trisul;
- Preferably acting in **exchange for land purchase**, at least in the proportion of 30 percent of exchanges;
- Including **new parameters** to purchase land on the ELEV line;
- Running exclusively **SPEs projects** in which Trisul is the developer;
- Increasing the sales area to enable sales for funds and other modalities, focusing on **risk reduction and capital exposure**;
- Being one of the **most profitable companies in the industry**, with attractive performance in both the ELEV and MAP lines.

The established premises will guide five work processes over the next three years:

- Discipline G&A control with **standardized practices** and periodic monitoring;
- Monitor the **indicators quarterly to analyze** the evolution of the company's goals;
- Improve **communication and customer experience** at all stages of the product;
- Make the HR area an active agent in the transformations resulting from **strategic planning**;
- Launch the projects with the pre-executive projects and start the works with **complete executive projects**.

To achieve its strategic objectives, Trisul will define 15 lines of action, which it has named **Imperative Projects**. These are programs, fronts and initiatives focused on:

- Development of the ELEV (MCMV) line
- Investor training
- Approval and Legalization
- SCP sales
- T-Cash
- G&A – creation of the process and routine
- Portfolio – process review
- Budget and Cost Management
- Solutions Group
- SC
- Technical Assistance
- Differentiated MAP projects
- Integrated management of people and processes
- Goals for 2025
- EP/Executive Projects

Operational performance

The year 2024 was marked by launches that kept Trisul competitive in the market. From this cycle, Trisul established a strategy that follows two paths: the Economic segment and the Upper-middle segment.

By the end of 2024, Trisul had 34 housing projects with units available for sale. These projects comprise a total of 2,290 units in inventory, distributed in different phases of development: three recently launched projects; 16 under construction, and 15 completed. **SASB IF-HB-000.C**

Trisul maintains an active land acquisition strategy, focusing on expanding the economic line. One of its key objectives is to intensify area prospecting efforts. At the end of 2024, the company had a total of 14 plots of land under its control—10 fully owned and 4 under negotiation, with purchase and sale agreements in the resolution phase, still subject to technical analyses and report issuance. Trisul did not use land in the process of being vacated or filled in for the construction of housing projects during the year. **SASB IF-HB-000.A**

34
housing projects
available for sale



Feature

With the launches during the period and other projects from previous years, Trisul had 16 active projects under construction at the end of 2024, all classified as residential buildings and considered works in progress. In 2024, the total value of the company's backlog was BRL 2,138,841,148.

SASB IF-EN-000.A, IF-EN-000.C

16 **active projects**
under construction

BRL 2.1 BN
total value of the backlog



A unique project that unites art, urbanism and architecture for Vila Mariana, in São Paulo.

This defines The Rose Vila Mariana, a project that introduces a new concept of urban space transformation, lifestyle, landscape, and well-being.

The project impresses with its intricate architectural details, crafted by the renowned Perkins&Will firm.

At The Rose Vila Mariana, residents will enjoy a wide range of leisure options across three independent condominiums and a boulevard, all designed to offer a complete living experience.

Exclusivity begins with the strategic choice of location next to the Ana Rosa subway station (three steps away), with easy access to the city's main economic hubs.

The Rose Vila Mariana





A new leisure concept: club condominium

Full leisure infrastructure is the star at The Rose. The development will feature a pool complex inspired by luxury resorts, along with numerous unique and distinctive common areas.

In the Alba condominium, there is a party room with a wine bar, a loft bar, tennis courts and beach tennis, a pilates room, dry sauna, fitness with a yoga space, playroom, playground, an hammock area, among other premium services.

The Savi condominium also has a mini court for kids, a zen space and a gourmet grill, space for coworking, a tennis court and beach tennis.

Finally, the Collection tower's living spaces feature a party share, coworking share, a collective laundry room, fitness, a playground, lounge share and grill.

This significant offer of leisure areas is part of a concept that Trisul has increasingly introduced in Upper-middle projects. The club condominium functions like a small city, offering a wide variety of activities so residents can enjoy themselves without leaving home.

The Rose Vila Mariana is scheduled for delivery in September 2028.

Full leisure infrastructure is the star at **The Rose**.

Residencial Aire Alto de Pinheiros blends design, sophistication, and well-being with lush green spaces, all thoughtfully integrated into an urban environment.

The development, which has a tower, expresses the concept of exclusivity in every detail, starting with its prime location, between Vila Madalena and Alto de Pinheiros. The building stands out on the region's skyline due to its unique architecture, designed by the Königsberger Van-nucchi Arquitetos office. The Aire concept encourages coexistence with nature, which is reflected in the flower boxes that harmonize with the imposing façade of the development.

Alto de Pinheiros is a neighborhood that has shown significant appreciation. The proximity to Subway Line 2 – Verde, along with convenient services, a vibrant culinary scene featuring restaurants and bars, and a variety of attractions, makes the region one of the most sought-after in São Paulo.

In terms of leisure, the highlight is the official-sized tennis court, which encourages people to play sports without leaving home, in addition to the 20 common areas that reflect the experience of well-being, in different environments, which become a true extension of the apartments.

Aire Alto de Pinheiros is Trisul's seventh development in the Lifestyle Boutique line, composed of high-standard developments with contemporary architecture and complete leisure infrastructure, which defines good taste, well-being and exclusivity.

In December 2024, the company's booth hosted the Christmas in Pinheiros event. Trisul presented a free Christmas program for families, with a Christmas tree, personalized sweets and the presence of Santa Claus.

20
common
areas:



Aire Alto de Pinheiros



Elev Park Sacomã, the main launch in the Economic segment this year, was created for those seeking comfort, mobility and peace of mind.

**Security
24 h**

Located just a three-minute walk away from the Sacomã station (Subway line 2 – Verde), the development guarantees residents quick access to services, shops, leisure, culture, hospitals and parks.

Elev Park has club leisure facilities. The development offers several exclusive spaces designed for residents' leisure, enhancing quality of life, promoting fun, social interaction, and encouraging sports and a healthier lifestyle.

Another highlight of the development is 24-hour security. The areas are monitored using high-tech equipment and strategic positioning. This provides better quality coverage and allows residents to have more peace of mind and guaranteed security.

Elev Park Sacomã





Excellent option for those who want to invest in real estate or are looking for the ideal place to live, **The Collection Vila Clementino** offers compact apartments and studios.

The project is situated at the heart of the city's largest hospital hub and just minutes from Avenida Paulista, Moema, and Itaim.

The project stands out for its variety of leisure and convenience options, such as coworking, a party room, space for a mini-market, collective laundry, pet care, a massage room, gym, grill and a fireplace area, among other advantages.

The Collection Vila Clementino



The only launch located in the interior of São Paulo, **Green Village Sabará** reaches its fourth phase, following the success achieved in phases 1, 2 and 3 of the project.

Located in a prime area in the city of São Carlos, Vila Verde Sabará offers the infrastructure its residents need, with easy access to the city's main services and conveniences.

Vila Verde Sabará – phase 4 has spacious and well-planned apartments, with 2 and 3 bedrooms. The leisure area is complete and equipped with a party room, a multi-sports court, swimming pools, a playground, a grill, a game room and a playroom, among other options.

Vila Verde Sabará - Phase 4



Projects delivered

In 2024, Trisul delivered seven projects, all of which commissioned and rated as residential buildings. Deliveries were concentrated in the first three quarters of the year and totaled 1,611 housing units. Learn out more below about these developments and how they contributed to expanding the supply of quality properties to different audiences: **SASB IF-EN-000.B, IF-HB-000.B**

1,611
housing units delivered



Oscar Itaim

Oscar Itaim, a high standard project in the Lifestyle Boutique line, was **one of the main works delivered by Trisul in 2024**. Oscar is located in one of the most valued areas of the capital of São Paulo, and its surroundings are home to a wide variety of shops, restaurants and stores.

In social areas, Oscar Itaim also attracts attention. The rooftop view from sunrise to sunset offers a unique experience for those who have the privilege of living in the development. The areas are complemented by a covered swimming pool, a SPA, gym, playroom and contemplative gardens, located on the ground floor. The materials and design of the social areas were created to make Oscar Itaim a true oasis.



Vista Campo Belo

Vista Campo Belo is a high-standard development, with spacious apartments of up to **131 square meters of total area**.

The project is in one of the most desired neighborhoods in São Paulo. There are several gastronomy, leisure and education options located near the Brooklin and Campo Belo subway stations and it is just a few minutes from the Ibirapuera Park and the Congonhas airport.



Side Alto da Boa Vista

Side Alto da Boa Vista, a medium standard development, is located in the best area of Alto da Boa Vista, just 450 meters away from the Adolfo Pinheiro subway station and **a few minutes from the city's main commercial axes**, such as the Luís Carlos Berrini and Chucri Zaidan avenues and the Marginal Pinheiros expressway.

Common areas include swimming pools, a playroom, a barbecue area, a gourmet space, a games room, bike parking, a gym, in addition to other features.



Side Barra Funda

Located just a kilometer from the Barra Funda subway station and terminal, Side Barra Funda ensures **easy access to the main routes in the region**, such as the Marquês de São Vicente and Pacaembu avenues.

This development has a large condominium-club model leisure area. Residents can enjoy themselves with a multi-sports court, swimming pools, two party rooms, a jogging lane, a small forest, a games room and other options.



Nattur Nova Klabin

Nattur Nova Klabin is a condominium designed under the **residential resort concept**, that is, it has great leisure infrastructure. Located in the Ipiranga neighborhood, the development is located 450 meters away from the Santos-Imigrantes, green subway line.

Built on a 3,535-square-meter plot, the condominium features central delivery, coworking spaces, a gym, bike parking, and a security system with perimeter enclosures and monitoring at all pedestrian and vehicle access points.



Horizon Paraíso

Horizon Paraíso is located in one of the most exclusive areas of São Paulo, a prime location close to Ibirapuera Park and Avenida Paulista. The development offers easy access to the 23 de Maio avenue, the Congonhas airport and is just a four-minute walk from the Ana Rosa and Paraíso subway stations, which serve the blue and green lines.

With **units up to 118 square meters**, the project consists of two independent towers: one residential and the other exclusively for studios.

The condominium offers a comprehensive leisure and well-being infrastructure, including coworking spaces, a gym, swimming pools, a solarium, barbecue area, and other amenities.



Tucuna 250

Tucuna 250 is a high standard condominium located in Perdizes, one of the most valued neighborhoods in São Paulo. With a corner lot of 2,379 square meters, the development stands out for its **exclusive roof-top leisure area**.

The apartments range from 78 m² to 158 m² and were designed to offer comfort and sophistication. All have air conditioning infrastructure, a division between social and private areas, the possibility of integrating a gourmet terrace and a spacious master suite.

Compact developments

SASB IF-HB-410b.3

In 2024, Trisul delivered **951 residences** in developments classified as compact based on local regulatory definitions.

Among the main normative instruments used are Laws No. 16,402 of 2016; Law No. 18,079 of 2024; Law No. 18,175 of 2024, and Decree No. 64018 of 2025.

To optimize the density and efficiency of compact developments, Trisul applies practices aligned with current urban legislation, including the application of land use and zoning regulations; adoption of higher utilization coefficients, particularly in areas served by public transportation; compliance with the legally required minimum permeability rate; implementation of active facades and public-use areas to enhance urban connectivity, and it meets minimum parking space requirements.

The average density of developments rated as compact was 0.02 residences per square meter, considering a total of 951 multifamily units delivered in a net residential area of 60,539.94 m².

In this context, the implementation of compact developments also requires compliance with specific municipal regulations, such as the minimum ratio between residential and non-residential areas, as well as additional costs associated with sustainability certifications, which are essential for securing incentives like discounts on onerous grants. Added to this is the need for planning that guarantees integration with public spaces and the resistance of residents with greater buying power to the commercial use of ground floors.

In return, these projects offer significant advantages, such as increased real estate value driven by greater interaction with urban space and the presence of commercial activities; regulatory incentives that enhance economic feasibility; and the promotion of urban environments that are more integrated with the local community.



BRL **1.8**
billion in Gross Sales

BRL **1.7**
billion in Net Sales
**Record since
2007**

BRL **1.3**
billion in Net Revenue

F inancial results

Trisul achieved consistent financial results throughout 2024. This performance is related to the Company's ability to adapt to different contexts and fluctuations in the macroeconomic scenario.

During the year, the Selic rate showed a significant increase, above what had been projected at the beginning of the period. This movement brought additional challenges to the sector in which Trisul operates, requiring a strategic review. Given this scenario, the Company chose to adopt a more austere stance, focusing on preserving financial health.

The 2024 actions were guided by sustainable growth, with attention to cash control and debt containment.

In 2024, Trisul reported a Gross Sales Volume (Trisul %) of BRL 1.8 billion. Net sales (Trisul %) in the same period, meanwhile, added up to BRL 1.7 billion, the highest ever achieved by the company since its IPO in 2007. In the year, the Company totaled a Net Revenue of BRL 1.3 billion.

Landbank

On December 31, 2024, its landbank totaled BRL 4.8 billion in Potential Sales Value (PSV), considering:



BRL 3.7 Bn on balance:

those that are already included in the Company's balance sheet, that is, have already reached the minimum area for a project's feasibility.

BRL 1.1 Bn off balance:

those that are not included in the Company's balance sheet because they are in the prospecting phase, that is, payment has not yet started.

Financial highlights (BRL million)	2022	2023	2024	Variation 2023 x 2024
Net Revenue	760,270	1,046,69	1,346,694	28.7%
Gross Revenue	225,242	244,519	374,786	53.3%
Gross margin	29.6%	23.4%	27.8%	4.5 p.p.
Net profit	67,913	130,195	174,844	34.3%
Net margin	8.9%	12.4%	13.0%	0.5 p.p.
Adjusted EBITDA	135,783	233,849	279,670	19.6%
Adjusted EBITDA margin	17.9%	22.3%	20.8%	-1.6 p.p.

Operational highlights (BRL million)	2022	2023	2024	Variation 2023 x 2024
Projects launched				
Potential Sales Value - PSV (Trisul %)	1,000,000	905,289	1,341,000	36.4%
Number of projects	4	5	5	0
Units launched	1,241	1,956	1,931	-1.3%
Gross sales (Trisul %)	776,773	1,253,863	1,783,654	42.3%
Cancellations	101,448	86,714	100,422	15.8%
Contracted sales (Trisul %)	675,325	1,167,149	1,683,231	44.2%
Number of units sold	1,180	1,942	2,594	33.6%
PSV Delivered (Trisul %)	655,000	933,300	1,230,000	28.6%
Number of projects delivered	6	7	7	0
Number of units delivered	716	1,091	1,611	47.7%

Launches ¹	Date	Standard	No. of units	Trisul %	Total PSV% BRL M	Trisul PSV% BRL M
The Collection Vila Clementino	Jun-24	Medium	560	100%	230.0	230.0
Vila Verde Sabará - Phase 4	Jun-24	Economic	228	100%	72.0	72.0
Elev Park Sacomã	Sep-24	Economic	428	100%	115.0	115.0
The Rose	Oct-24	High	659	100%	754.0	754.0
Aire Alto de Pinheiros	Nov-24	High	56	100%	170.0	170.0
Total			1,931		1341.0	1341.0

¹ All launches are located in the city of São Paulo, except Vila Verde Sabará, which is located in the city of São Carlos (SP).

Works delivered in 2024 SASB IF-HB-000.B

Development ¹	Delivery date	Standard	Total units	Trisul %	Total PSV % BRL M	Trisul PSV % BRL M
Vista Campo Belo	May-24	High	130	100%	149.3	149.3
Side Alto da Boa Vista	May-24	Medium	200	100%	141.1	141.1
Side Barra Funda	May-24	Medium	594	100%	272.4	272.4
Nattur Nova Klabin	Jun-24	Medium	246	100%	182.7	182.7
Oscar Itaim	Jul-24	High	40	100%	178.8	178.8
Horizon Paraíso	Aug-24	High	183	70%	172.6	120.8
Tucuna 250	Sep-24	High	218	100%	185.1	185.1
Total			1,611		1,282	1,230

¹ All developments are located in the city of São Paulo.



05

HUMAN CAPITAL





Our people

GRI 2-7, 2-8, 2-30

Trisul appreciates the people who make up the Company and focuses its efforts on promoting the health, safety, diversity, and quality of life of its employees and partners. The company provides training to employees, with a focus on achieving individual and corporate goals defined based on commitments made in the strategic planning.

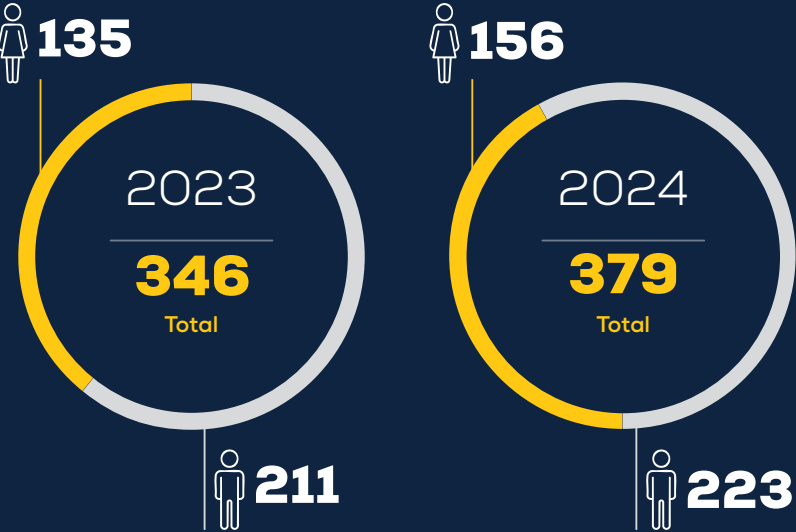
By the end of 2024, Trisul had a workforce of 379 people, including 364 employees, nine interns and six young apprentices – 100 percent of whom were covered by collective bargaining agreements – in addition to two outsourced workers.

Trisul adopts a hybrid work model, which varies according to each area. The company is aware of the important role of legally constituted trade unions and class entities, and respects collective negotiations, their legitimacy and compliance with collective agreements. Collective bargaining takes place in May, following a collective labor agreement between the Union of Civil Construction Industry Workers of São Paulo (Sintracon-SP) and the Civil Construction Industry Union (SindusCon).

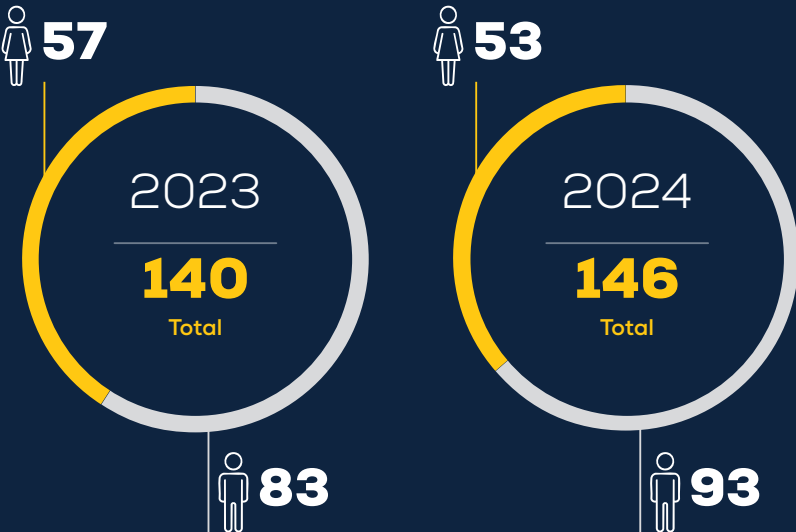
379 employees, of whom
**364 directly hired, 9 interns and
6 young apprentices**

Employees by gender ^{1,2} GRI 2-7

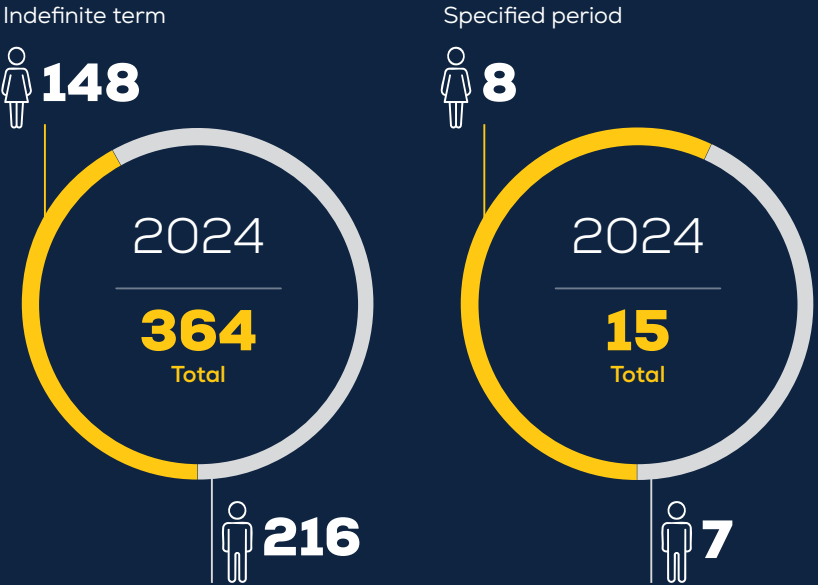
Full time



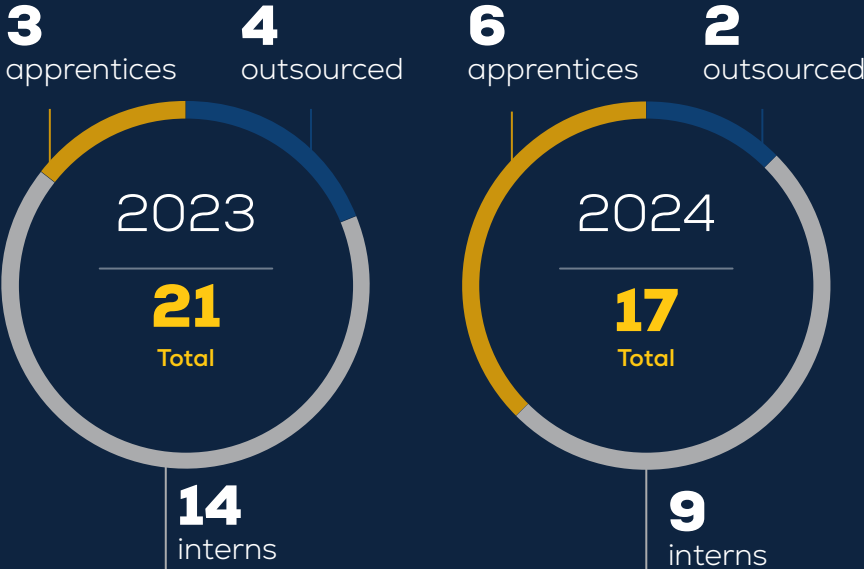
Without a guaranteed work load ³



By type of contract in 2024 ⁴



Workers who are not employees ¹ GRI 2-8



¹ The data were obtained through direct counting and extracted from the asset spreadsheet linked to the FATTOR RH system, considering all employees registered at the end of the reporting period. ² All Trisul employees are located in São Paulo. ³ Employees without a guaranteed work load are included in the total number of current contracts. ⁴ Indefinite-term contracts cover employees with employment contracts and legal entities (LEs), while fixed-term contracts cover interns and young apprentices.



1,033

people accredited



580

men



453

women

21

coordinators

27

managers

Trisul Sales

Trisul is recognized in the market for its high standard of service.

At the end of 2024, the Company's broker base had 1,033 accredited people (580 men and 453 women). In the leadership team, Trisul had 21 coordinators, 27 managers, two directors and two superintendents.

Sales are made by associated brokers who make up the Trisul Vendas (Sales) team, who are on duty, and by partner brokers, who do not participate in the shifts and are exclusively dedicated to sales activities. The latter have no connection with the Sales HR, they come from Trisul Parcerias (Partnerships).

One of the ongoing responsibilities of Trisul's HR team is to build loyalty and motivate brokers. Throughout 2024, training sessions and specific actions were conducted on commemorative dates, always with a close relationship with brokers and great attention to their needs and challenges.

To make this happen, there are initiatives such as:

Onboarding

For two days, the newly hired broker takes a tour of Trisul's five main products at the moment. On Wednesdays, the agenda is Start Trisul + Credimobi, and on Thursdays, Tritour.

Code of Ethics and Conduct for the Sales team

The Code brings together rules related to posture, dress code, conduct while on duty, and safety procedures when visiting construction sites, among other guidelines.

“Pertencer” (Belong) Policy

A loyalty program that reinforces the brokerage fee, and the fee for coordinators and managers based on criteria such as time at the company and sales made.

Trisul highlights

Annual award given to managers, brokers and coordinators with the most units sold.

Termination form

A humanized methodology that seeks to understand the professional's view of Trisul, of its team and processes.

Communication and integration channels

The Trisul Vendas (Sales) community on WhatsApp, created in 2024, is an official communication channel for Sales professionals. In the first year, the view rate of messages sent by Trisul was 95 percent.



De-accreditation interview

Performed when the sales brokerage partnership is discontinued.

Ombudsman's Office

Service aimed solely at brokers, who can submit observations and criticisms. Sales managers, coordinators and directors do not have access to this information. The Ombudsman's Office has become a trusted channel for brokers. In 2024, there was a 30 percent increase in submissions.



Coordinator assessment

Online form filled out anonymously by brokers, with the aim of improving sales processes.



Training and qualification: Incubator

Created in 2023, Incubadora Trisul, the Trisul incubator, is a training modality aimed at newly associated brokers. Aimed at professionals from other fields with an interest in the real estate industry, the initiative offers an opportunity to start a career as a broker. The program offers a structured environment for the learning and development of new brokers, allowing them to gain practical experience in their new role and grow professionally.

OBJECTIVES

To create a **high performance** team

To offer tools and methodologies for **creating business**

To develop people who have **market experience** and encourage them to build their own method

Fermento soluções – A training partner.

Another highlight among Trisul's training initiatives is management-focused training, which began in 2024. The program is aimed at coordinators and managers, with a focus on developing leadership skills applied to the real estate market.

2024 HIGHLIGHTS



257
participants



98%
of positive satisfaction
among course
participants

Turnover

One of the challenges in the sector is the high turnover rate among brokers. To mitigate this impact, Trisul established a strategic line for 2025, which involves initiatives such as:

- **Individual monitoring** in the Incubator so that the HR team can contribute to the manager;
- Training Needs Assessment (TNA) to **train brokers** based on feedback provided by the professionals themselves;
- Leadership training to **improve people and process management** and data analysis to increase sales conversion.



H

Health, well-being and safety

GRI 3-3: Health, well-being and safety, 403-1, 403-8

Trisul maintains an occupational health and safety management system that complies with all applicable legal requirements, including labor laws, International Labour Organization (ILO) conventions, the Civil and Penal Codes, collective agreements, sector-specific regulations, licensing and authorization obligations, guidelines from the Labor Public Prosecutor's Office (MPT), inspection and oversight requirements, and provisions related to civil and criminal liability.

This management covers all Trisul employees, including those working full-time, part-time and outsourced workers. All individuals are supported through ongoing monitoring, evaluation, and continuous improvement of health and safety conditions in the work environment. Another key aspect of the system is its compre-

hensive coverage through internal audits and independent third-party certifications. It includes regular inspections and evaluations, accident and incident report reviews, monitoring of occupational health data, and documentation of training and awareness initiatives.

This system is based on Ministry of Labor and Employment Regulatory Standards (NRs). The technical standards followed include NR-10 and NR-12, as well as other regulatory standards applicable to the company's activities, such as NR-01, NR-06, NR-15, NR-18, NR-23, NR-24 and NR-35. The methodologies employed include digital tools and systematic controls, utilizing specialized software for occupational health and safety management, such as Construpoint and Autodoc Qualidade.

These processes are complemented by the use of forms and checklists to ensure that all safety items are properly verified.



All individuals are supported through ongoing monitoring, evaluation, and continuous improvement of health and safety conditions in the work environment.





Prevention GRI 403-2, 403-7

All health and safety management at Trisul is conducted by representatives from the Specialized Service in Safety Engineering and Occupational Medicine (SESMT). These professionals are directly responsible for monitoring compliance with safety standards across all construction sites. The team identifies, mitigates and controls occupational risks, in addition to promoting work-related illness prevention.

Outsourced representatives from SESMT play a key role in prevention initiatives and in strengthening the workplace health and safety culture. One of the system's central objectives is to maintain the work safety rating on construction sites above 7.5 per month, a score indicative of effective management. The goals set to ensure this performance include the regular implementation of Safety Dialogue (DSS) on construction sites, along with inspections and assessments aimed at identifying potential risks.

In health, well-being and safety management, there are positive impacts, with emphasis on initiatives aimed at employees, such as encouraging health and well-being and maintaining a confidential channel for support. Potential negative impacts are associated with not taking actions that could compromise employee well-being. The actual negative impacts identified include professional demotivation and relationship challenges—issues that are inherent to the civil construction industry.

By the end of 2024, the company had no formalized policies, codes or commitments aimed at managing the issue, nor structured measures to prevent, mitigate or repair the impacts.

Trisul identifies and assesses risks in its workplaces through routine and non-routine processes. Routine processes include safety inspections, analysis of accidents and incidents, assessments of chemical, physical, and ergonomic risks, task-specific risk analyses, evaluations in cases of non-compliance, organizational changes and construction projects, as well as emergency drills. Non-routine processes, such as ergonomic risk assessments, underscore prevention.

All processes are guided by methodologies that ensure the quality of risk identification and assessment, including technical and awareness training, clear policies and guidelines, control measures, systematized documentation, and a structured response to incidents.

Senior management actively participates in approving resources, promoting a culture of safety and strategic risk review. Performance indicators serve as the foundation for continuous improvement of the occupational health and safety management system.

Opportunities for dialogue are provided through routine safety meetings and direct communication channels with the occupational health and safety team and leadership. Reports can be made without risk of punishment or retaliation, as per formal commitment established in company policy. Workers are guaranteed the right to withdraw from work situations that present a risk of accidents or occupational diseases. The company upholds this right through workplace inspections and safety checklists, as established in its corporate policy.

In the event of incidents, the company has a formal investigation process, which includes recording, reviewing the causes and identifying corrective measures. These lessons are shared during safety meetings, with employee participation, to reinforce prevention efforts.

Prevention work extends to activities in operations or business partnerships in which Trisul does not have direct control.

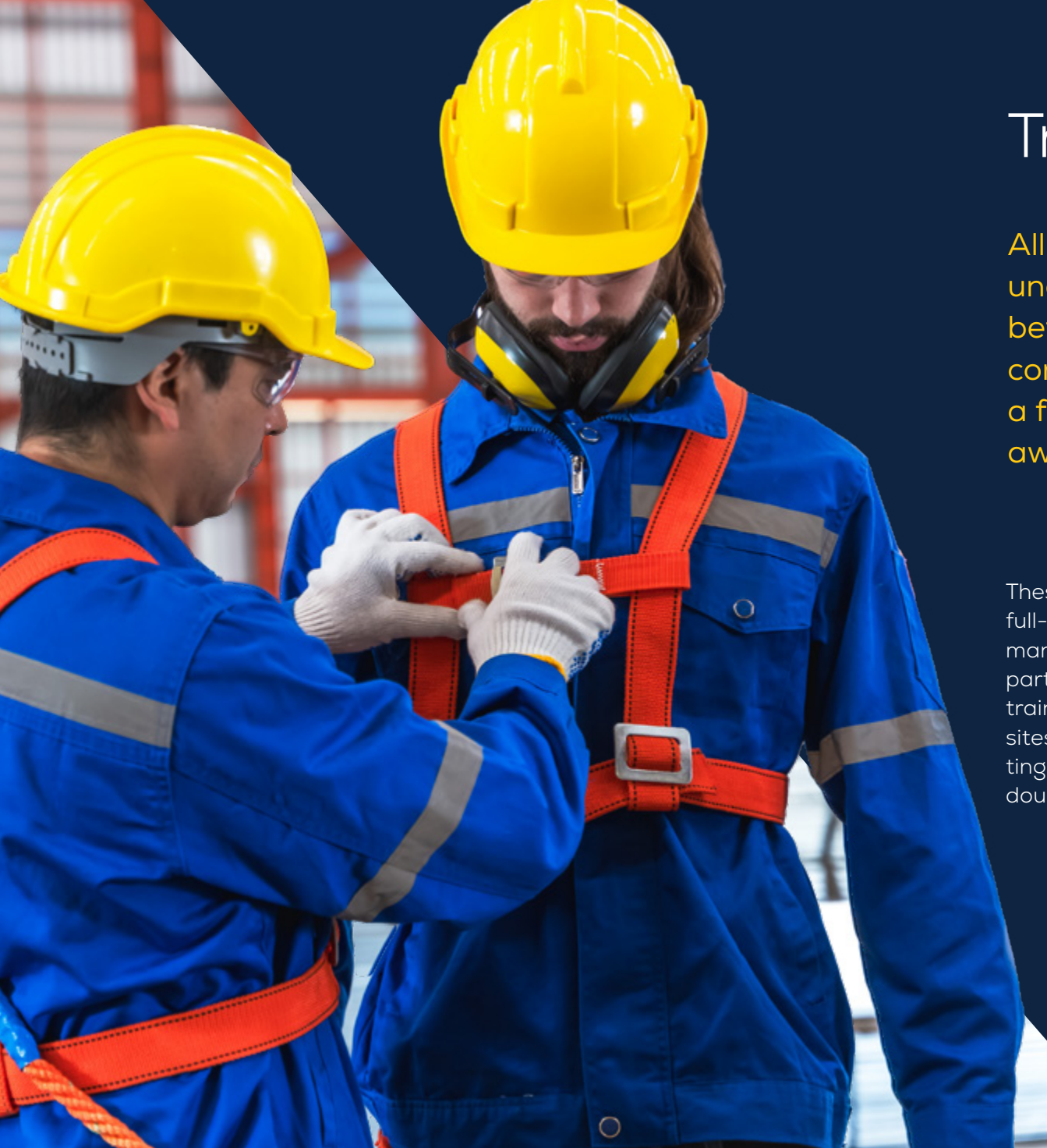
This process covers different contexts, such as remote work, field activities or external environments, customer facilities, suppliers, business partners and business travel.

The main risks identified include falls, musculoskeletal injuries, vehicle accidents, falling objects, exposure to chemical substances and biological agents, burns, equipment-related accidents, electric shocks, traumatic injuries, working at heights, fires, explosions, and exposure to vibrations, noise, and radiation. These risks affect both our own employees and third parties.

Trisul offers dedicated channels for workers to report **hazards or risks** in the workplace.

To prevent and mitigate hazards, Trisul implements a range of measures, including the provision of personal protective equipment (PPE) and collective protective equipment (CPE), training and qualifications, safety signage, risk analyses, control of hazardous substances, occupational safety programs, preventive maintenance, emergency and evacuation plans, compliance monitoring, and occupational health programs focused on the early detection of work-related health issues. These initiatives are complemented by actions conducted in partnership with non-governmental institutions.





Training GRI 403-5

All Trisul employees undergo mandatory training before gaining access to construction sites, ensuring a foundational level of awareness and guidance.

These are training courses aimed at full-time and part-time employees, permanent employees and outsourced third parties. However, not everyone gets full training, as some only visit construction sites to deliver materials or attend meetings, without direct involvement in hazardous operational activities.

Training covers these topics:

- Firefighting
- Risk communication
- Onboarding for new employees
- Handling of chemicals
- Cargo movement
- Machine and equipment operation
- Occupational disease prevention
- Fire prevention in specific locations
- Prevention of falling objects
- Fall prevention
- First aid
- Emergency response
- Machinery and equipment safety
- Working at heights and with electricity
- Use of personal protective equipment (PPE)

Work-related injuries **GRI 403-9**

Safety programs include inspections performed weekly by Trisul technicians and by contracted companies, such as Zotti Consultores Associados and the Civil Construction Social Service (Seconci). There is also onboarding training and reinforcement of safety guidelines for employees and outsourced workers.

Incident identification and monitoring are conducted through weekly visits to construction sites, with records formalized in Safety Reports and stored on the Const-rupoint electronic platform. Weekly Safety Dialogue (DSS) is also held with workers at all construction sites. Incidents are rated based on risk levels (low, medium, high and very high).

The main types of incidents occurred on construction sites, with a notable emphasis on hand injuries resulting from the transport and handling of materials and tools, including cuts, abrasions, and crushing injuries. The areas with the highest risk of incidents are carpentry and framing.

In 2024, the company recorded two reportable work accidents involving direct employees and 14 involving outsourced workers. The data excludes temporary workers, employees with fixed-term contracts, employees without guaranteed working hours, visitors and suppliers who only access the construction sites for deliveries or meetings, as there were no records of accidents involving these groups.

All hazards associated with accidents were previously mapped. The identification process includes facility assessments, analysis of potential accidents, review of applicable regulations and standards, development of control measures, implementation of actions, worker training, continuous monitoring, and periodic reviews.

There were no fatalities or accidents with serious consequences recorded in Trisul's operations during the year, that is, the Total Recordable Incident Rate (TRIR) and the fatality rate for both contracted and outsourced employees was zero.

SASB IF-EN-320a.1, IF-HB-320a.1

Trisul adopts **preventive and corrective measures** to mitigate the risk of accidents.





Quality of life

GRI 3-3: Health, well-being and safety, 403-6

Trisul's health promotion and disease prevention program includes a wide range of benefits. Employees have access to medical and health services through supplementary health plans, regardless of their type of contract or working hours. Health services and programs extend to workers' families. To ensure that everyone is aware of relevant information, the company uses the corporate e-mail, awareness campaigns and other internal communication channels.

Partnerships with specialized institutions also facilitate access to health services. Eyesight and blood sugar tests, for example, are available, along with initiatives focused on health promotion and the prevention of non-occupational diseases, such as the alcohol and drug consumption control program, which includes awareness-raising lectures.

Trisul implements measures to ensure the confidentiality of personal health-related information.

The company ensures that its employees' personal data are not used in a discriminatory manner, in accordance with current legislation. Access control is restricted and there is training for those responsible, in addition to audits and monitoring to ensure compliance with the guidelines.

Benefits offered that contribute to quality of life include meal vouchers, food vouchers, health insurance (Amil), dental insurance (Porto Odonto), life insurance (Bradesco), funeral assistance (Bradesco), Golden Farma card, Wellhub (formerly Gympass), and the New Value Benefits Club – an app that provides discounts across various service categories.

There are also quick massage sessions three times a week, lasting 20 minutes per employee.

In addition to the benefits mentioned, specific initiatives are developed throughout the year, such as:

- **Bazaars:** Trisul provides space for partner stores to sell their products on a given day, during business hours
- **Mother's Day, Father's Day, Women's Day:** gifts and tributes to employees
- **Flu vaccination campaign**
- **Collaboration with Sesc** to facilitate access badge registration directly in the company's office
- **Trousseau** for employees who become parents
- **Family Christmas (Christmas dinner kit)**
- Lectures and **eyesight test** campaigns
- Lectures and annual training on **fire prevention and action in the event of a fire**
- **Health Week** (for the renewal of the employees' medical examinations)

Diversity, inclusion and equity

GRI 3-3: Diversity, inclusion and equity

Trisul fosters a work environment grounded in **ethics, respect and empathy.**

The company is aware of the importance of promoting an inclusive and equitable space, in which all employees feel appreciated and respected.

An inadequate approach to this topic can have negative impacts, such as the degradation of the employees' mental health and the maintenance of gender and racial stereotypes. Other potential negative impacts include financial and reputational risks, as well as possible legal actions.

Currently, Trisul does not have specific policies for diversity, inclusion and equity, nor formal commitments focused on this topic. However, the company is aware of current regulations and awaits the publication of the report by the Ministry of Labor and Employment (MTE) to plan and implement actions that are structured and aligned to the best market practices.

Diversity on the Board of Directors ¹² GRI 405-1

By gender	2023 ²		2024	
	Number	Percentage	Number	Percentage
Men	7	100.00%	8	100.00%
Women	0	0.00%	0	0.00%
Total	7	100%	8	100.00%
By age group	2023		2024	
	Number	Percentage	Number	Percentage
Aged fewer than 30 years	0	0.00%	0	0.00%
Aged 30 to 50 years	0	0.00%	1	12.50%
Aged more than 50 years	7	100.00%	7	87.50%
Total	7	100.00%	8	100.00%

¹ No board member is from the underrepresented racial group, the only one the company manages.

² It considers the composition of 6 members of the Board of Directors and 3 members of the Executive Board, with one member serving in both bodies.

³ The figures disclosed in 2023 were subject to correction and required restatement. **GRI 2-4**

Percentage of employees per employee category GRI 405-1

By gender	2023		2024	
Presidency	Number	Percentage	Number	Percentage
Men	2	100.00%	3	100.00%
Women	0	0.00%	0	0.00%
Total	2	100.00%	3	100.00%
Executive Board	Number	Percentage	Number	Percentage
Men	9	100.00%	6	100.00%
Women	0	0.00%	0	0.00%
Total	9	100.00%	6	100.00%
Management	Number	Percentage	Number	Percentage
Men	22	64.71%	24	63.16%
Women	12	35.29%	14	36.84%
Total	34	100.00%	38	100.00%
Superintendency	Number	Percentage	Number	Percentage
Men	2	40.00%	2	33.33%
Women	3	60.00%	4	66.67%
Total	5	100.00%	6	100.00%
Coordinator	Number	Percentage	Number	Percentage
Men	23	56.10%	24	64.86%
Women	18	43.90%	13	35.14%
Total	41	100.00%	37	100.00%

By gender	2023		2024	
Analyst	Number	Percentage	Number	Percentage
Men	65	48.51%	51	38.93%
Women	69	51.49%	80	61.07%
Total	134	100.00%	131	100.00%
Assistant	Number	Percentage	Number	Percentage
Men	5	29.41%	5	22.73%
Women	11	70.59%	17	77.27%
Total	16	100.00%	22	100.00%
Helper	Number	Percentage	Number	Percentage
Men	8	61.54%	4	40.00%
Women	5	38.46%	6	60.00%
Total	13	100.00%	10	100.00%
Geology	Number	Percentage	Number	Percentage
Men	0	0.00%	7	70.00%
Women	4	100.00%	3	30.00%
Total	4	100.00%	10	100.00%
Controller	Number	Percentage	Number	Percentage
Men	1	100.00%	1	100.00%
Women	0	0.00%	0	0.00%
Total	1	100.00%	1	100.00%

By gender		2023		2024
Technician	Number	Percentage	Number	Percentage
Men	1	100.00%	1	100.00%
Women	0	0.00%	0	0.00%
Total	1	100.00%	1	100.00%
Attorney	Number	Percentage	Number	Percentage
Men	1	16.67%	1	16.67%
Women	5	83.33%	5	83.33%
Total	6	100.00%	6	100.00%
Storekeeper	Number	Percentage	Number	Percentage
Men	14	93.33%	26	100%
Women	1	6.67%	0	0%
Total	15	100.00%	26	100.00%
Architect	Number	Percentage	Number	Percentage
Men	0	0.00%	0	100.00%
Women	1	100.00%	2	0.00%
Total	1	100.00%	2	100.00%
Engineer	Number	Percentage	Number	Percentage
Men	13	72.22%	18	85.71%
Women	5	27.78%	3	14.29%
Total	18	100.00%	21	100.00%

By gender		2023		2024
Construction foreman	Number	Percentage	Number	Percentage
Men	18	100.00%	18	100.00%
Women	0	0.00%	0	0.00%
Total	18	100.00%	18	100.00%
Other	Number	Percentage	Number	Percentage
Men	20	90.91%	24	72.73%
Women	2	9.09%	9	27.27%
Total	22	100.00%	33	100.00%
Total	Number	Percentage	Number	Percentage
Men	210	60.69%	223	58.84%
Women	136	39.31%	156	41.16%
Total	346	100.00%	379	100.00%

By age group		2023		2024
Presidency	Number	Percentage	Number	Percentage
Aged fewer than 30 years	0	100.00%	0	0.00%
Aged 30 to 50 years	0	0.00%	1	33.33%
Aged more than 50 years	2	0.00%	2	66.67%
Total	2	100.00%	3	100,00%
Executive Board	Number	Percentage	Number	Percentage
Aged fewer than 30 years	0	0.00%	0	0.00%
Aged 30 to 50 years	7	77.80%	6	100.00%
Aged more than 50 years	2	22.20%	0	0.00%
Total	9	100.00%	6	100,00%
Management	Number	Percentage	Number	Percentage
Aged fewer than 30 years	1	2.94%	0	0.00%
Aged 30 to 50 years	26	76.47%	32	84.21%
Aged more than 50 years	7	20.50%	6	15.79%
Total	34	100.00%	38	100.00%
Superintendency	Number	Percentage	Number	Percentage
Aged fewer than 30 years	0	0.00%	0	0.00%
Aged 30 to 50 years	3	60.00%	4	66.67%
Aged more than 50 years	2	40.00%	2	33.33%
Total	5	100.00%	6	100.00%

By age group		2023		2024
Coordinator	Number	Percentage	Number	Percentage
Aged fewer than 30 years	5	12.20%	3	8.11%
Aged 30 to 50 years	32	78.00%	29	78.38%
Aged more than 50 years	4	9.80%	5	13.51%
Total	41	100.00%	37	100.00%
Analyst	Number	Percentage	Number	Percentage
Aged fewer than 30 years	50	37.31%	57	43.51%
Aged 30 to 50 years	79	58.96%	70	53.44%
Aged more than 50 years	5	3.73	4	3.05%
Total	134	100.00%	131	100.00%
Assistant	Number	Percentage	Number	Percentage
Aged fewer than 30 years	12	75.00%	15	58.18%
Aged 30 to 50 years	4	25.00%	7	31.82%
Aged more than 50 years	0	0.00%	0	0.00%
Total	16	100.00%	22	100.00%
Helper	Number	Percentage	Number	Percentage
Aged fewer than 30 years	6	46.15%	3	30.00%
Aged 30 to 50 years	5	38.46%	4	40.00%
Aged more than 50 years	2	15.38%	3	30.00%
Total	13	100.00%	10	100.00%

By age group		2023		2024	
Geology	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	1	25.00%	2	20.00%	
Aged 30 to 50 years	3	75.00%	8	80.00%	
Aged more than 50 years	0	0.00%	0	0.00%	
Total	4	100.00%	10	100.00%	
Controller	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	0	0%	0	0%	
Aged 30 to 50 years	0	0%	0	0%	
Aged more than 50 years	1	100%	1	100%	
Total	1	100.00%	1	100.00%	
Technician	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	0	0%	0	0%	
Aged 30 to 50 years	1	100%	1	100%	
Aged more than 50 years	0	0%	0	0%	
Total	1	100.00%	1	100.00%	
Attorney	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	1	16.67%	1	16.67%	
Aged 30 to 50 years	5	83.33%	4	66.66%	
Aged more than 50 years	0	0.00%	1	16.67%	
Total	6	100.00%	6	100.00%	

By age group		2023		2024	
Storekeeper	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	2	13.33%	2	7.69%	
Aged 30 to 50 years	11	73.34%	18	69.23%	
Aged more than 50 years	2	13.33%	6	23.08%	
Total	15	100.00%	26	100.00%	
Architect	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	0	0%	1	50.00%	
Aged 30 to 50 years	1	100%	1	50.00%	
Aged more than 50 years	0	0	0	0.00	
Total	1	100.00%	2	100.00%	
Engineer	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	6	33.33%	7	33.33%	
Aged 30 to 50 years	12	66.67%	14	66.67%	
Aged more than 50 years	0	0.00%	0	0.00%	
Total	18	100.00%	21	100.00%	
Construction foreman	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	0	0.00%	0	0.00%	
Aged 30 to 50 years	7	38.89%	9	50.00%	
Aged more than 50 years	11	61.11%	9	50.00%	
Total	18	100.00%	18	100.00%	

By age group		2023		2024	
Other	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	5	22.73%	13	41.94%	
Aged 30 to 50 years	11	50.00%	12	38.71%	
Aged more than 50 years	6	27.27%	5	15.16%	
Total	22	100.00%	33	100.00%	
Total	Number	Percentage	Number	Percentage	
Aged fewer than 30 years	89	25.72%	105	27.70%	
Aged 30 to 50 years	208	60.12%	223	58.84%	
Aged more than 50 years	49	14.16%	51	13.46%	
Total	346	100.00%	379	100.00%	

By under-represented group ^{1, 2}		2023		2024	
Management	Number	Percentage	Number	Percentage	
Blacks	2	5.88%	2	5.26%	
Analyst	Number	Percentage	Number	Percentage	
Blacks	8	5.97%	11	8.40%	
Assistant	Number	Percentage	Number	Percentage	
Blacks	1	6.25%	3	13.64%	
Assistant	Number	Percentage	Number	Percentage	
Blacks	3	13.04%	3	30.00%	
Geology	Number	Percentage	Number	Percentage	
Blacks	1	25%	3	30.00%	
Storekeeper	Number	Percentage	Number	Percentage	
Blacks	0	0%	2	7.69%	
Engineer	Number	Percentage	Number	Percentage	
Blacks	0	0%	1	4.76%	
Construction foreman	Number	Percentage	Number	Percentage	
Blacks	1	5.55%	1	5.55%	
Other	Number	Percentage	Number	Percentage	
Blacks	0	0%	4	12.90%	
Total	Number	Percentage	Number	Percentage	
Blacks	16	4.62%	30	8.20%	

¹ At the end of 2023 and 2024, there were no Black people in the other positions listed in the gender and age group indicators that are not included in this table.

² The company does not manage other underrepresented groups.

Ratio of basic salary and remuneration of women to men, by employee category^{1, 2} GRI 405-2

	2023	2024
Presidency	N/A	N/A
Executive Board	N/A	N/A
Management	0.85	0.90
Superintendency	0.65	0.71
Coordinator	0.94	0.86
Analyst	0.98	1.03
Assistant	1.09	0.96
Helper	0.94	0.94
Geology	N/A	1.25
Controller	N/A	N/A
Technician	N/A	N/A
Attorney	1.11	0.99
Storekeeper	0.87	N/A
Architect	N/A	N/A
Engineer	1.02	0.86
Construction Foreman	0.98	N/A

¹ The information considers all Trisul operational units. The salary ratio was calculated by dividing the average basic salary of women by that of men, within each employee category.

² Non-applicability (N/A) occurs when one of the employee categories is occupied only by employees of one gender. For this reason, it is not possible to calculate salary ratio rates for these positions.





06

SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

Community and local development

GRI 3-3: Operations with significant actual and potential negative impacts on local communities, 413- 2

Trisul considers economic, social and environmental aspects when developing its projects. The Company works to generate positive impacts in communities surrounding its projects through educational initiatives, support for the local economy, and social inclusion policies. Furthermore, employees are encouraged to voluntarily engage in the economic and social development of these communities.

The most significant impacts are related to the environment, people and their human

rights, as well as to the local economy. The topic has not been formalized in Trisul's internal policies, but the company recognizes its importance and communicates with the neighborhood at critical moments as the work progresses. During the six most impactful phases—such as foundation work and sidewalk construction—the sustainability department distributes letters to neighboring residents to inform them in advance of potential inconveniences. The in-person delivery of these communications has proven effective in strengthening relationships and demonstrating consideration for affected people.

In this way, the mission of positively impacting communities is conducted through several approaches:



Social and environmental responsibility with customers, employees and third parties;



Compliance with **current legislation** (aspects related to the environment, work and civilized coexistence);



Value generation for shareholders that considers the development goals of the communities where Trisul operates;



Initiatives to support community **development**.

When actual negative impacts occur, such as complaints, support is provided through Customer Service (CS), whose contact information is included in the letters delivered. The complaints are forwarded to the construction team, who carry out immediate negotiations, in person or by telephone. Impacts on the surroundings of Trisul's real estate developments include:

Heavy traffic

During project execution, vehicle flow in the region tends to increase, which is why Trisul has an open communication line with the São Paulo Traffic Engineering Company (CET). This dialogue makes it possible to develop strategies that minimize the project's impact on the surroundings.

Greater flow of people

Another impact is the increased movement of people resulting from the large number of employees involved. Trisul provides weekly training focused on appropriate conduct in the vicinity of the construction site.

Noise

Certain construction site activities can produce significant noise levels as a result of the equipment utilized. One solution to minimize this impact is to place the noisiest equipment in areas that cause less disturbance, such as basements.



Infrastructure projects

GRI 203-1

In 2024, Trisul implemented projects focused on infrastructure and service support for the local community, including actions such as extending water, sewage, and electricity networks, undertaking environmental offsetting measures, and donating sidewalks.

Investments are focused on public services, especially those aimed at urban infrastructure. The amount invested per project ranges from BRL 250,000 to BRL 500,000, with an estimated duration of two to four months.

The positive impacts identified in local communities include improvements to urban infrastructure and the surrounding areas, leading to increased property value, as well as the promotion of environmental benefits through the offsetting measures implemented.

Although there is no formal system in place to measure the effectiveness of these initiatives, the company views neighbor feedback and a decrease in complaints as positive qualitative indicators.



Investments in urban infrastructure added up to **BRL 500,000** per year

GEOGRAPHIC STRATEGY

SASB IF-HB-410b.1

Trisul selects land based on an assessment of existing infrastructure and the proximity to essential services. One of the premises is to prioritize consolidated urban areas, with easy access to public transport, especially close to train and subway stations. Projects are not undertaken in areas with inadequate infrastructure or where infrastructure is still being developed.

The company evaluates the adequacy of infrastructure by analyzing current legislation, the master plan, market surveys, economic studies, and assessments of competing projects. Tools such as Google Earth, Geosampa, Geosecovi and Geolmóvel are also used. These tools highlight the region's potential, the land's intended use (residential, commercial, or mixed), the type of product to be offered, and the average selling price.

When evaluating accessibility, criteria such as the availability of hospitals, schools, and other essential services are taken into account. In large-scale projects, improvements may be made to the road system or local infrastructure as required by law, in addition to the implementation of complementary infrastructure within the developments themselves.

The lack of adequate infrastructure represents a significant risk, as it compromises the attractiveness of the project and may render it unviable.

Trisul University

Trisul shares knowledge with professionals, students, customers and engineering enthusiasts on the Trisul University portal. The construction universe is presented from different perspectives through content that encourages the exchange of experiences.

The portal also brings together interviews with architects, engineers and other industry experts, in addition to publishing news about projects conducted by Trisul. And more: it is possible to follow the progress of the construction work through live broadcasts.



At Trisul University, visitors can explore topics such as **sustainability, construction solutions, construction phases, and project planning** in greater depth.





Supply chain

GRI 2-6, 3-3: Supply chain management

Trisul has a production chain made up of 23,800 suppliers, including service providers, manufacturers and distributors. In 2024, payments made to these suppliers totaled, on average, BRL 45 million per month.

Suppliers are segmented into local and national; outsourced; wholesalers and retailers – small, medium and large – who operate in the supply of products, inputs and services.

Trisul's downstream entities include customers, distributors, retailers, end consumers and logistics partners.

Trisul does not market products or services that are banned or the subject of public concern or debate in the market.

During the reporting period, there were no significant changes to the value chain, operational structure, or commercial partnerships.

Supply chain management impacts the environment, human rights and the economy at different levels. Standing out among the positive impacts is the promotion of best practices in relationships with suppliers, contributing to production chain efficiency. In contrast, potential negative impacts may arise from human rights violations, economic failures, and substandard materials and services.

Financial risks related to supply chain management include reputational damage from potential socio-environmental violations and disruptions in the supply of essential products and services.

These topics are addressed in Trisul's internal policies, in its code of ethics and conduct, in sustainability reports and certifications, as well as in procurement and supplier policies and in corporate training. Compliance with best practices is sought through certifications, such as the Acqua Seal and Edge.

Despite acknowledging these risks and impacts, no concrete measures have been implemented to mitigate negative effects or enhance positive ones. The company has not yet implemented specific initiatives aimed at active supplier management, audits or due diligence processes to assess socio-environmental risks.

23,800
suppliers registered in the productive chain

Partnership monitoring GRI 308-2, 414-2

Trisul encourages ethical practices and compliance with established social standards in its supply chain. To this end, it maintains a process of evaluating and classifying suppliers and, when necessary, seeks alternatives that are more aligned with quality, health and safety requirements.

In 2024, ten suppliers were assessed for negative environmental impacts with the aim of mitigating risks and promoting improvements throughout the supply chain. In two cases, they were identified as causing actual or potential negative impacts. Improvement actions were agreed upon for one of them, representing 50 percent of the identified cases. In the other case, the commercial relationship was terminated (50 percent of the cases identified). The supplier whose business relationship was terminated failed to meet deadlines, did not provide materials of adequate quality, and presented issues related to environmental compliance.

Among the main impacts identified are the consumption of non-renewable energy, waste generation, improper waste disposal, the effects of products and services on biodiversity, and greenhouse gas emissions.

These impacts were identified in the supplier assessment, which included documentary analysis of environmental licenses and on-site technical visits. The criteria adopted for this analysis included verification of compliance with environmental standards and regulations.

Fifteen to twenty suppliers were evaluated in 2024 with regard to social impacts. Half of them were identified as causing or potentially causing negative social impacts, mainly related to social inequality and unfair wages. No improvement agreements were formalized with the suppliers involved, and no contracts were terminated as a result of these assessments.

The situations are continuously monitored to ensure best practices and promote social responsibility among partners.

In 2024, Trisul identified no operations that presented significant risks of child labor, young workers exposed to hazardous activities, forced labor or labor akin to slavery. The company adopts preventive measures such as verifying workers' documentation, providing accessible reporting channels, collaborating with unions and representative entities, and conducting regular monitoring and audits in the work environment. GRI 408-1, 409-1



Clim ate change

GRI 3-3: Climate change

Trisul is committed to acting sustainably to minimize the climate impacts associated with its projects. The company's activities may affect the environment, human rights and the economy at local, regional, national and global levels.

Standing out among the actual positive impacts are the contribution to the generation of employment and income and urban transformation through projects that incorporate environmental concerns into their development. Negative aspects include emissions of scope 1, 2 and 3 Greenhouse Gases (GHG), of which the most relevant is scope 3.

Scope 1 emissions arise from the use of heavy vehicles and equipment powered by diesel or gasoline, such as excavators, cranes and trucks. Scope 2 emissions are associated with the consumption of electrical energy in project construction and operation.

Scope 3 emissions involve indirect activities such as the transportation of construction materials and the manufacture of carbon-intensive inputs, such as cement, glass, steel and plastic.

The company's activities that are directly associated with negative impacts include the use of machinery and energy on construction sites, logistics operations and the acquisition of raw materials with a high carbon footprint.

The Company acknowledges the impacts it faces from financial risks associated with climate change. Potential impacts include rising material costs due to resource scarcity, the need to comply with new environmental regulations, the possible introduction of taxes or fees on emissions, and the costs of adapting projects to new climate conditions, such as flood prevention or enhancements in energy efficiency.

The topic is addressed in internal documents such as the Code of Ethics and Conduct and sustainability reports, as well as within the scope of the environmental certifications adopted by the company.

Energy efficiency GRI 302-4, 302-5, SASB IF-HB-410a.1

Trisul has Procel certification at its administrative headquarters. The building has presence sensors installed in the departments, which contributes to energy efficiency and reinforces employee awareness of the importance of sustainability. **Learn more about the certifications in the box.**

In 2024, Trisul implemented initiatives to reduce energy consumption in its projects through energy efficiency programs, resulting in the achievement of recognized certifications for 40 units of the Oscar Itaim project—namely, the Procel Edifica seal and the international EDGE certification.

For the Procel Edifica seal, the development's units received an "A" rating for energy efficiency, with an **average score of 4.17 on a maximum 5-point scale**. The same project received the Aqua environmental certification, which confirmed the potential for **reduction in energy consumption by approximately 22.74 percent**, when compared to projects without the solutions implemented.

Edge certification endorses the unit's energy efficiency by means of on-site audits. According to internal calculations, the project achieved average **energy savings of 23.95 percent** compared to developments that have not implemented similar measures. The estimated savings are projected for the future, occurring gradually during the building's use and occupancy by residents. These estimates were based on comparative simulations with conventional models that did not incorporate the energy-saving solutions adopted. The reduction was determined using energy modeling, which takes into account the improvements implemented in the project design and execution.

To earn this recognition, Trisul implemented a range of energy efficiency measures, including thick external walls in the building envelope, strategically placed window openings for natural lighting and cross ventilation, light-colored interior finishes, thermal roof insulation, water heaters, and a central gas water heating system supplemented by solar energy.

The company also promoted bonuses associated with saving resources, such as taps with flow restrictors and dual-flush toilets. To achieve thermal comfort, solutions include a light-colored roof floor and perimeter walls up to 22.5 centimeters thick, which reduce the influence of external temperature. There was no reduction in energy requirements for products and services sold in 2024. GRI 302-5

350+
developments

3 million
m² of built-up areas

PROCEL ENERGY EFFICIENCY SEAL



Created by the Federal Government's National Electric Energy Conservation Program, it recognizes energy saving practices. Trisul was a pioneer in securing the Procel Residential Buildings Seal. Oscar Ibirapuera and Athos Paraíso were the first developments in Brazil to get this recognition.

EDGE (EXCELLENCE IN DESIGN FOR GREATER EFFICIENCIES) CERTIFICATION



Created by the International Finance Corporation (IFC), Edge certification encourages sustainability in ventures in emerging countries. This seal recognizes initiatives aimed at efficiency in areas such as reducing energy and water usage in buildings.



Energy consumption GRI 302-1

Energy consumption is monitored monthly by internal teams to identify opportunities for improvement and reduce the environmental impacts of operations. In addition to electricity, the main office uses fossil fuel in exceptional situations where utility power supply is interrupted. A diesel generator is used in these cases. Although energy is sourced on the Free Energy Market, where the mix is predominantly clean and renewable, there is no data available to quantify the share of these sources in total consumption. Therefore, renewable energy was not included in the calculation presented.

In 2024, total electricity consumption at construction sites was 1,087,975 kWh (3,916.71 GJ), while the administrative building recorded a total consumption of 386,198 kWh (1,390.31 GJ). Thus, electricity consumption across all of the company's operations totals 1,474,176 kWh (5,307.02 GJ), including construction sites and the administrative building.

Energy consumption data for the projects and the administrative building were obtained directly from utility providers; however, conversion factors were not explicitly applied to the data related to the construction works.

1,474,176 kWh
total consumption in all operations, between
developments and the administrative building

Energy consumption within the organization ¹ GRI 302-1

Type of energy	2023	2024	Variation (%)
Electricity – Administrative Building (kWh)	337,316	386,198	+14.5%
Electricity – Administrative Building (GJ)	1,214.34	1,390.31	+14.5%
Diesel – Administrative Building (Liters) ²	775	940	+21.3%
Diesel (Estimated in GJ)	29.96	36.36	+21.3%
Total Energy Consumed (GJ)	1,244.30	1,426.67	+14.6%

¹ Consumption calculations were based on diesel purchase receipts and electricity utility invoices. The diesel to GJ conversion was calculated internally, based on the total amount consumed.

² Trisul does not sell excess self-generated electric energy, heating, cooling or steam.



Energy intensity **GRI 302-3**

Total electricity consumption at construction sites (kWh) ¹

2023

1,628,161 kWh

2024

1,087,975 kWh

Energy intensity rate (kWh per project) ¹

2023

101,760.10 kWh per project

2024

60,443.06 kWh per project



16

ongoing construction projects in 2023

18

ongoing construction projects in 2024

¹ There was a reduction of 540,186 kWh (-33.18%) in total electricity consumption at construction sites, and an absolute decrease of 41,317.04 kWh per site (-40.60%) in the calculated energy intensity rate between 2023 and 2024. The reduction in total electricity consumption is related to three main factors: 1) The construction stage in 2024, mostly in its initial phases, had a lower energy demand compared to the peak consumption stage observed in 2023; 2) in three large-scale projects, measurement failures were identified by the energy utility with approximately 20 monthly readings missing throughout the year; and 3) in four projects, the consumption calculation period was shorter than a full year—only the first two months were considered in two cases, and only one month in the other two.



Risks and opportunities

GRI 201-2, SASB IF-HB-420a.2

Trisul primarily operates in urbanized areas of São Paulo, where there are currently no specific regulatory requirements or historical records of direct impacts that would necessitate the adoption of climate risk mitigation or adaptation measures. However, the company has mapped the risks and opportunities related to climate change, focusing on the physical effects of these changes on its operations.

The main risks identified include extreme weather events—such as prolonged periods of rain and water shortages—which can affect project timelines, raise operational costs, and hinder the ability to meet delivery deadlines. Both were classified as long-term, based on Trisul's time horizon definitions for risk analysis: short term – two years; medium term – four years; and long term – eight years.

Since extreme weather events can significantly delay construction, the financial implication of this is increased costs resulting from the extension of the construction schedule. Regarding water shortages, the impact includes reduced employee efficiency and hindered execution of construction activities, which may also lead to delivery delays and additional costs.

Among the opportunities related to the topic, Trisul is mainly attentive to environmental awareness and education, which it considers factors of transformation. In this way, it positions itself as an organization committed to sustainable practices that seeks to increase public perception of the urgency of climate action, strengthening its reputation.

To this end, it adopts measures such as improving energy efficiency and using renewable energy certificates. Management-related costs include investments in personnel, training and development, tools and software, external consulting services, and data collection and analysis processes.

Trisul acknowledges that the costs associated with opportunities—such as those related to environmental education—are difficult to quantify, as they involve multiple factors and complex variables. As a result, the company does not yet have a system in place to estimate the financial costs or potential revenues related to these measures.



Land in flood areas

SASB IF-HB-420a.1

Although classified as a long-term risk, the risk of extended periods of rain is already well mapped. In 2024, using the Geosampa tool, Trisul identified three land plots under its control located in flood-prone areas with an estimated 100-year recurrence interval.

The main risks associated with projects in these areas are related to increased construction and maintenance costs, depreciation, impacts on urban planning and difficulties in the licensing process, and financial risks arising from more expensive insurance or restrictions on financing. Flood risk directly affects land pricing and project feasibility, along with the assessment of existing infrastructure, proximity to watercourses, and the area's history of flooding.

As a mitigation measure, Trisul adopts strategies aligned with the requirements of the Building and Land Use Commission (Ceuso), established by Law No. 16,402/2016, such as elevating the ground floor in accordance with the lot's slope. Additionally, it follows the guidelines of the Drainage Master Plan from the Municipal Department of Urban Infrastructure and Works (Siurb) to implement technical solutions that mitigate flood risks.

Sustainable construction works

GRI 3-3: Climate change, SASB IF-HB-160a.4, IF-EN-160a.2

Managing a sustainable project begins long before the first stake is driven: it begins with assessing the ecological sensitivity of the land before acquisition. Supported by environmental, hydrological, and urban planning consultants and experts, this study examines the area's historical usage, conducts on-site visits, and assesses potential environmental impacts associated with the proposed project.

During the process, factors such as the potential for soil contamination, the presence of endangered tree species, the existence of permanent protection areas, permeability, flood risk, and other criteria that could affect the environmental and legal viability of the project are carefully considered. Land is classified according to levels of environmental and financial risk (none, low, medium, or high), which determines whether or not the acquisition will proceed.

In the design phase, sustainable solutions are integrated to minimize ecological impacts as part of the Construction Sustainability Program (PSO), which sets standards for all construction sites and surrounding communities, regardless of location, typology, or project scale, and without differentiating based on environmental or social risk levels.

This approach ensures that all projects receive the same level of attention, promoting consistency in environmental management processes. The initiatives include obtaining environmental certifications, sourcing sustainable or remanufactured materials, conserving water and energy, optimizing the disposal of over 90 percent of waste, promoting reverse logistics, and implementing social responsibility actions and environmental education programs.

The PSO has a checklist featuring 35 strategic items that are completed during in-person assessments at construction sites. To ensure compliance with legal requirements and mitigate operational risks, the checklist includes verifying the issuance of a Waste Transportation Control (CTR) for each collected device, mandatory registrations with environmental agencies, and the maintenance and cleaning of streets and sidewalks affected by the projects. Regulatory compliance is achieved by adhering to a variety of environmental laws and standards, such as the Urban Land Subdivision Law, the Land Use and Occupation Law, the São Paulo Municipal Building and Construction Code, and Cetesb guidelines. The environmental licensing process complies with the requirements set forth by the Municipal Department for Green Areas and the Environment (SVMA) and involves several stages.

Construction and demolition waste management is aligned with the Construction and Demolition Waste Management Plan (PGRCC), which covers everything from generation to final disposal.

Regarding water body contamination, there are specific guidelines for the safe storage of chemicals from the moment they enter the construction site to minimize the risk of leaks. Hazardous waste is stored in specific bays and collected by licensed companies. Rainwater and waste management prioritizes operational efficiency and hygiene. For rainwater, drainage systems and reservoirs for reuse are considered according to the technical feasibility of each project. Waste disposal points are positioned close to exits and away from common areas.

During project execution, the company continuously monitors water and energy consumption using its internal sustainability platform—an online data management system that analyzes economic and environmental indicators. Therefore, corrective measures are implemented immediately when deviations are identified.

Sustainable initiatives at Trisul's projects include environmental certifications, acquisition of sustainable or remanufactured materials, water and energy conservation, optimization of waste disposal, reverse logistics and environmental education.



Waste and tailings management GRI 3-3: Waste and tailings management, 306-1

The construction industry generates a substantial amount of waste on construction sites. For this reason, Trisul maintains standardized waste management processes that account for both the sourcing and disposal of materials. The company offers periodic training for employees, ensures proper infrastructure for segregation and collection, and conducts internal audits to evaluate compliance with established procedures.

To prevent or mitigate risks, Trisul implements the Construction and Demolition Waste Management Plan (PGRCC). Monitoring is conducted by the Construpoint platform, with monthly performance assessments. All construction site workers receive periodic training on proper disposal. Trisul also has a specialized supplier, a partner for over four years.

SASB IF-EN-160a.2

In addition to handling waste collection and proper disposal, the supplier also supports reverse logistics by working with the industry to discuss the reuse and reintegration of materials into production processes.

The effectiveness of the initiatives is verified through internal and external audits. Waste generation targets are established in advance, using previous projects with similar construction methods as a reference. Stakeholder engagement takes place through transparent communication, reinforcing the importance of sustainable waste management among all parties involved.

Positive impacts include the possibility of raising employee awareness about the best environmental practices. Negative impacts include the risk of improper disposal and the perception of the sector as a major generator of waste.

Some waste, such as that classified in category C, is not economically feasible for recycling and is disposed of in landfills, contributing to environmental overload. Risks associated with mismanagement include legal sanctions, loss of customers and increased operating costs.

Regarding material inputs, packaging represents the greatest impact. Most materials generate packaging waste (classified as Class B), such as cardboard, plastic, timber and others. This waste is segregated, packaged in specific big bags and fully intended for recycling. To ensure traceability and environmentally appropriate disposal, Trisul requires and files monthly disposal certificates issued by the service providers responsible for waste collection.



Waste is generated on several fronts during work execution. For example, the removal of slab formwork generates timber waste; the masonry, ceramic cladding, and façade phases produce gray waste, classified as rubble; and the application of smooth plaster and/or drywall results in specific plaster residues. All these activities represent points of attention and are covered by destination certificates to ensure traceability.

In 2024, Trisul advanced in the adoption of sustainable practices related to waste management and the use of recycled materials. A total of 618 m³ of recycled aggregates—such as sand, crushed stone, and gravel—sourced from processed construction waste were used. The process involves collection, sorting, crushing, and granulometric separation, resulting in recycled materials composed of concrete, ceramics, bricks, soil, and stone fractions. These products were applied in the works as an alternative to traditional materials.

In 2024, hazardous waste was generated primarily from ongoing construction projects and included materials such as release agents, lubricants, waterproofing products, asphalt, and primer. During the year, the company promoted internal campaigns to collect electronic waste among employees, which resulted in the collection of obsolete equipment, such as computers, cell phones, printers and other items.

Non-hazardous waste is mainly composed of construction waste, such as rubble, timber, plaster, paper, plastic and cardboard. In addition, the company generated waste from soil movements and earthmoving activities.

Data compilation was conducted using control and traceability criteria. Hazardous waste was quantified using Waste Transport Manifests (MTRs) recorded in Cetesb's Sigor system, covering waste generated by three construction sites and the central office. Non-hazardous waste data was obtained from Waste Transportation Control (CTR) reports, issued for 16 construction projects active in 2024.

Trisul destined only non-hazardous waste for final disposal in 2024. All volumes classified as hazardous were sent for recycling through co-processing. Non-hazardous waste sent to landfills consists exclusively of excess soil from construction sites, classified as Class A under civil construction guidelines, and not suitable for viable recycling or reuse processes. **GRI 306-5**

Waste generated **GRI 306-3**

Type of waste	2023	2024
Hazardous waste (tons) ^{1, 2}	26.63	2.9
Waste generated in construction works	26.18	2.4
Electronic waste	0.55	0.5
Non-hazardous waste (m³)	116,723	118,684
Construction waste (RCC)	32,291	24,759
Waste from soil movements and earthmoving activities.	84,432	93,925

¹ Hazardous waste generation decreased by 89.56% between 2023 and 2024. The reduction is primarily attributed to the stage of the construction projects during the reference period. The demand for chemical waste collection typically arises during the final stages of project execution, resulting in significant year-to-year variations. Furthermore, in some cases, construction projects do not generate hazardous waste, resulting in no such collections being recorded.

² The total hazardous waste in 2023 was incorrect and was restated in this edition, decreasing from 27.63 to 26.63. **GRI 2-4**



Recycling **GRI 306-4**

Trisul adopts several initiatives to ensure the reuse of waste and the reduction of the volume discarded. Highlights for 2024 include the recycling of 95 kilograms of used coffee capsules, the implementation of reverse logistics for waste such as rubble, buckets, props, cement bags, and drywall, and the replacement of disposable cups with reusable plastic bottles on construction sites. With this latest action, which covered 12 projects, it is estimated that approximately 360,000 disposable cups were avoided.

In 2024, Trisul destined all hazardous waste generated in its activities to recycling processes, with traceability guaranteed by destination certificates. As for non-hazardous waste, there is no absolute number recorded, but it is estimated that more than 95 percent of the volume of Construction and Demolition Waste (RCC) has been destined for recycling. Materials that cannot be reused were sent to landfills or other forms of disposal. The information was compiled based on internal records and supporting documents, such as the Waste Transport Manifest (MTR) and reverse logistics reports.



Prolata reverse logistics program **GRI 306-5**

In 2024, Trisul implemented reverse logistics for steel paint cans through the Prolata program. To support the initiative, proper storage practices for paint cans were established at construction sites. The initiative resulted in a total of 2,092.6 kilos of packaging properly destined for recycling.

Trisul adopts a waste management approach that prioritizes recycling and reverse logistics. Therefore, this data only includes materials that, due to their nature, could not be recovered or reused. Data was compiled based on internal surveys and records of the volume of soil moved.



External assurance of sustainability

SASB IF-EN-410a.2, IF-HB-410a.3, IF-HB-410a.4

Since 2016, Trisul has adopted AQUA certification as a market differentiation strategy, underscoring the company's pioneering commitment to recognized sustainability standards. During the planning and design of its developments, Trisul incorporates specific measures to reduce energy and water consumption during the operational phase.

Seeking to secure environmental certifications is a way to progress toward this goal. Aqua, Edge and the Procel Building Seal require minimum performance standards, which include estimated reductions of at least 20 percent in energy and water consumption compared to conventional projects. Certifications are not mandatory, but they add value and differentiate products on the market. Obtaining these certifications is a challenge for designers, who must commit to integrating sustainability criteria and technical updates into the guidelines required by these seals.

In 2024, Trisul delivered 938 certified residences, selectively applied to the Oscar Itaim, Athos Paraíso, Horizon Paraíso, Mirant Madalena, Boreal and Ambience Upper-middle segment developments. Certifications are not mandatory, but they add value and differentiate products on the market. Project certifications achieved are communicated to customers through the corporate website. Trisul has not identified any risks associated with incorporating resource efficiency features into the design of its residences. On the contrary, it realizes that this approach provides relevant gains to the brand, adds value to the property and can contribute to sales. [Find out more in the box.](#)

Implemented regardless of local regulatory requirements, as there is no specific legislation on the subject, these solutions include the installation of efficient showers, selective collection systems, individual water meters, rainwater collection reservoirs, flow restrictors in common areas, presence sensors in hallways, efficient lighting, bike racks, and infrastructure for solar energy.

Trisul also adopts sustainable practices in land design through the choice of materials from certified suppliers, preferably domestic, with emphasis on the use of reforested wood in landscaping and finishing and flower boxes on the terraces.

Certified developments

SASB IF-EN-410a.1

In 2024, Trisul completed six residential developments certified under sustainability standards:

Oscar Itaim: Aqua, Edge and Procel	Boreal: Aqua
Athos Paraíso: Aqua	Ambience: Aqua
Horizon Paraíso: Aqua	



In addition to the completed projects, four active residential developments were in the process of securing Aqua certification in late 2024: Valen Capote Valente, Praça Omaguas, Mirant Ibirapuera and Península.

The Aqua-HQE (High Environmental Quality) seal considers aspects such as energy efficiency, waste management, rational use of water, environmental comfort and social responsibility. Granted by the Vanzolini Foundation, the seal certifies that the entire construction process of a project is recognized for effectively reducing its environmental impact.



07

ABOUT THE REPORT



Scope and materiality

GRI 2-2, 2-3

Trisul S.A.'s Sustainability Report presents the results for the period from January 1 to December 31, 2024, addressing Environmental, Social, and Governance (ESG) aspects, as well as the Company's achievements, key differentiators, market positioning, and other information relevant to its stakeholders.

Prepared in accordance with the Global Reporting Initiative (GRI) Standards—an internationally recognized methodology for sustainability reporting—the publication compiles quantitative and qualitative indicators selected based on Trisul's first materiality matrix.

The organization participates in the development of real estate projects in partnership with other entities, either directly, through related parties, or via equity interests in separate structures. During the reporting period, there were no mergers, acquisitions, or disposals of entities or parts of entities, and there are no differences in the treatment of material topics and information related to these entities throughout the report. The company has not changed its information due to minority interests.

The entities included in the report, in which Trisul holds a majority stake, are as follows:

Incosul Incorporadora e Construtora
Tricury Construções e Participações
Jardim Amaralina Empreendimento Imobiliário
Retiro Empreendimento Imobiliário
Ribeirão VIII Empreendimento Imobiliário
Ribeirão III Empreendimento Imobiliário
J J Rodrigues Empreendimento Imobiliário
Ribeirão Golf Empreendimento Imobiliário
Imoleve Alpha Empreendimento Imobiliário
Astana Empreendimento Imobiliário
Trisul Vendas Empreendimento Imobiliário
Vivant São Caetano Empreendimento Imobiliário
Boulevard do Parque Empreendimento Imobiliário
Vera Incorporadora
Molise Empreendimento Imobiliário
Calamuchita Empreendimento Imobiliário

Imoleve Vila Mascote Empreendimento Imobiliário
Larnaka Empreendimento Imobiliário
J Tavora Empreendimento Imobiliário
Naples Empreendimento Imobiliário
Roermond Empreendimento Imobiliário
Ceilandia Sul Incorporadora
Sandri Incorporadora
Morioka Empreendimento Imobiliário
Imoleve Osasco Empreendimento Imobiliário
Cancale Empreendimento Imobiliário
Trisul Artemesia Empreendimento Imobiliário
Trisul Yacon Empreendimento Imobiliário
Trisul Trimezia Empreendimento Imobiliário
Trisul Amaranthus Empreendimento Imobiliário
Trisul Pradosia Empreendimento Imobiliário
Trisul Acorus Empreendimento Imobiliário
Trisul Quisqualis Empreendimento Imobiliário

Trisul Callistemon Empreendimento Imobiliário
Trisul Myristica Empreendimento Imobiliário
Trisul Anthriscus Empreendimento Imobiliário
Trisul Licania Empreendimento Imobiliário
Trisul Celastrus Empreendimento Imobiliário
Masb 40 Empreendimento Imobiliário
Trisul Spigelia Empreendimento Imobiliário
Marosa Empreendimento Imobiliário
Trisul Mutisia Empreendimento Imobiliário
Yamagata Empreendimento Imobiliário
Nicolau Empreendimento Imobiliário
Beirute Empreendimento Imobiliário
Trisul 4 Empreendimento Imobiliário
Trisul 5 Empreendimento Imobiliário
Trisul 11 Empreendimento Imobiliário
Trisul 1 Empreendimento Imobiliário
Trisul 3 Empreendimento Imobiliário
Trisul 6 Empreendimento Imobiliário
Trisul 7 Empreendimento Imobiliário
Trisul 8 Empreendimento Imobiliário
Trisul 9 Empreendimento Imobiliário
Trisul 10 Empreendimento Imobiliário
Omaguas Empreendimento Imobiliário
Ascendino Reis Empreendimento Imobiliário
Trisul 20 Empreendimento Imobiliário

Cuxiponés Empreendimento Imobiliário
Trisul 12 Empreendimento Imobiliário
Trisul Paulistânia Empreendimento Imobiliário
Trisul 14 Empreendimento Imobiliário
Trisul 15 Empreendimento Imobiliário
Trisul 16 Empreendimento Imobiliário
Trisul 17 Empreendimento Imobiliário
Trisul 18 Empreendimento Imobiliário
Trisul 19 Empreendimento Imobiliário
Trisul 21 Empreendimento Imobiliário
Trisul 23 Empreendimento Imobiliário
Trisul 25 Empreendimento Imobiliário
Trisul 26 Empreendimento Imobiliário
Trisul 27 Empreendimento Imobiliário
Trisul 28 Empreendimento Imobiliário
Trisul 31 Empreendimento Imobiliário
AGEO Empreendimento Imobiliário
Osaka Empreendimento Imobiliário
Trisul 33 Empreendimento Imobiliário
Trisul João Moura Empreendimento Imobiliário
Trisul 35 Empreendimento Imobiliário
Trisul Fresia Empreendimento Imobiliário
Trisul Mamona Empreendimento Imobiliário
Trisul 34 Empreendimento Imobiliário
Trisul Mangaba Empreendimento Imobiliário

Trisul Reseda Empreendimento Imobiliário
Trisul Dalia Empreendimento Imobiliário
Trisul Mioporo Empreendimento Imobiliário
Easypay Soluções de Pagamentos
Trisul Tungue Empreendimento Imobiliário
Trisul Property Ltda
Trisul Property Crema Empreendimento Imobiliário
Trisul Property Marfil Empreendimento Imobiliário
SCP Trisul 22 Empreendimento Imobiliário
Trisul Tagete Empreendimento Imobiliário

Trisul holds a minority stake in the following ventures: TSC Itaquá Shopping Center, Trisul Arenda Empreendimento Imobiliário, Trisul Vetiver Empreendimento Imobiliário and Trisul Vila Clementino Empreendimento Imobiliário.

The information in this Sustainability Report, as well as in other reports published by the organization, was reviewed and approved by the Governance Board. Although the Company's financial reporting is conducted quarterly, the sustainability report is issued annually, following the same cycle as the financial statements.

For more information about the Sustainability Report, as well as on Trisul's strategy and management of sustainability and ESG aspects, please contact the Investor Relations department at ri@trisul.com.br.

Materiality matrix GRI 2-29, 3-1

Trisul's definition of material topics follows a structured approach to identify and prioritize the most relevant impacts for the organization and its stakeholders. The process was conducted with the support of the consultancy firm Grupo Report and involved consultation with various stakeholder groups, including shareholders and investors, customers and consumers, direct and outsourced workers, suppliers, and other stakeholders such as landowners.

The methodology included individual interviews, online consultations, internal and external document analysis and working meetings. The scope of the process takes into account the company's activities, enabling the identification of impacts that may affect its operations, business relationships, and sustainability strategy.

The dual materiality approach was used, which considers the company's impacts on the environment and society and the financial effects of these impacts on the business. The most recent process was completed in early 2024 and had already been used in the 2023 Sustainability Report.

To prioritize material topics and their impacts, criteria such as likelihood and severity (including intensity, extent, and reversibility of impacts), likelihood and magnitude of impacts, and relevance to stakeholders were considered. These criteria ensure that the selected topics reflect the most critical issues for the sustainability of the company and its stakeholders.

After consolidating all this information—from the analysis of frameworks and benchmarks to validation by Trisul's senior leadership in the fourth stage—ten material topics were defined, with corresponding actions and goals aligned with the Sustainable Development Goals (SDGs).



Material topics GRI 3-2

Topics		Description	SDG	
1	Transparency and customer relations	Ensure transparency throughout the relationship with the customer, with particular attention to addressing post-purchase complaints. Demand for increased transparency regarding property features.		
2	Data privacy and security	Secure management of the collection, retention, and use of sensitive and confidential data, ensuring cybersecurity and privacy in the use of information, in compliance with the General Data Protection Law (LGPD).		
3	Health, well-being and safety	Ensuring health and safety practices for employees, third parties, and other stakeholders through a robust framework that prioritizes physical and mental well-being, with special attention to activities considered high-risk. Promotion of well-being through the management of the organizational environment, prioritizing the safety, mental and physical health of employees, contractors, and their families.		
4	Ethics, integrity and compliance	Ethical conduct in relationships. Ensuring accounting transparency, adhering to anti-corruption standards, laws, and practices, promoting the code of conduct and ethical principles throughout organizational processes, and actively combating anti-competitive practices and bribery.		
5	Product quality and safety	Management and investments to ensure product quality and safety throughout the production cycle, as well as the appropriate routing and resolution of problems after delivery.		
6	Waste management	Robustness of management systems to reduce, reuse, treat, recycle and properly dispose of waste and tailings, including hazardous materials. Management of environmental liabilities, preventing contamination and tracking the processes involved. Initiatives to increase the durability/ useful life of products, enhance ways of valuing waste and the responsible use of materials.		
7	Climate change	Management of Greenhouse Gas (GHG) emissions from the construction sector, from the manufacture of materials to the operation of projects. Management of risks (physical and transition) and opportunities associated with the materialization of climate change.		 
8	Diversity, inclusion and equity	Ensuring equity and promoting inclusion across dimensions such as race/ethnicity, gender, sexual orientation (LGBTQIAPN+), age, regional origin, and persons with disabilities (PwDs), while also fostering respect for a diversity of opinions.		 
9	Supply chain management	Demand, control and monitoring, and development of suppliers and partners, including socio-environmental criteria, both in contracting and throughout the operation.		
10	Local development and relationship with communities	Management of impacts on communities surrounding operations. Mobilization of partnerships, volunteer programs, and private social investment to build a promising legacy for the community. Strengthening of communication channels and inclusive decision-making. Guaranteeing resources of cultural value for local communities.		

The 17 UN SDGs

The 17 Sustainable Development Goals make up a global agenda with 169 targets in areas of critical importance for humanity and the planet, with a completion deadline set for 2030.



GRI Content Summary

Statement of Use	Trisul reported the information mentioned in this GRI content summary for the period ranging from January 1 to December 31, 2024 based on the GRI Standards
GRI 1 used	GRI 1: Fundamentals 2021

GRI Standards	Content	Location
GRI 2: General Disclosures 2021	General disclosures	
	2-1 Organizational details	9
	2-2 Entities included in the organization's sustainability reporting	92, 93
	2-3 Reporting period, frequency, and contact point	93
	2-4 Restatements of information	66, 88
	2-5 External assurance	None.
	2-6 Activities, value chain, and other business relationships	9, 10, 11, 12, 78
	2-7 Employees	55, 56, 57
	2-8 Workers who are not employees	55, 57
	2-9 Governance structure and composition	26, 27, 28, 29, 30
	2-10 Nomination and selection of the highest governance body	28, 29, 30
	2-11 Chair of the highest governance body	26
	2-12 Role of the highest governance body in overseeing the management of impacts	28, 30
	2-13 Delegation of responsibility for managing impacts	26

GRI Standards	Content	Location
General disclosures		
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	28
	2-15 Conflicts of interest	26
	2-19 Remuneration policies	31
	2-22 Approach to stakeholder engagement	5, 6
	2-23 Policy commitments	32
	2-24 Embedding policy commitments	28
	2-25 Processes to remediate negative impacts	34
	2-26 Mechanisms for seeking advice and raising concerns	34
	2-27 Compliance with laws and regulations	In 2024, Trisul did not receive any fines or non-monetary sanctions for non-compliance with laws and regulations.
	2-28 Membership associations	14
	2-29 Approach to stakeholder engagement	14, 94
	2-30 Collective bargaining agreements	55

GRI Standards	Content	Location
Material Topics:		
GRI 3: Material Topics 2021	3-1 Process of determining material topics	94
	3-2 List of material topics	95
Ethics, integrity and compliance		
GRI 3: Material Topics 2021	3-3 Management of material topics	32
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	33
	205-3 Confirmed incidents of corruption and actions taken	33
GRI 206: Anti-competitive Behavior 2016	206- 1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	33
Climate change		
GRI 3: Material Topics 2021	3-3 Management of material topics	80, 81, 82, 83, 84, 85, 86
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	84
GRI 308: Energy 2016	302-1 Energy consumption within the organization	82, 83
	302-3 Energy intensity	83
	302-4 Reduction of energy consumption	81
	302-5 Reductions in energy requirements for products and services	81
Waste management		
GRI 3: Material Topics 2021	3-3 Management of material topics	87, 88, 89
GRI 306: Effluents and Waste 2020	306-1 Waste generation and significant waste-related impacts	87, 88
	306-3 Waste generated	88
	306-4 Waste diverted from disposal	89
	306- 5 Waste directed to disposal	88, 89

GRI Standards	Content	Location
Health, well-being and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	60, 61, 62, 63, 64, 65
GRI 403: Health and safety at work 2018	403-1 Occupational health and safety management system	60, 61
	403-2 Hazard identification, risk assessment, and incident investigation	61, 62
	403-5 Worker training on occupational health and safety	63
	403-6 Promotion of worker health	65
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	61, 62
	403-8 Workers covered by an occupational health and safety management system	60, 61
	403-9 Work-related injuries	64
Diversity, inclusion and equity		
GRI 3: Material Topics 2021	3-3 Management of material topics	66
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	66, 67, 68, 69, 70, 71
	405-2 Ratio of the basic salary and remuneration of women to men	72
Supply chain management		
GRI 3: Material Topics 2021	3-3 Management of material topics	78, 79
GRI 308: Environmental assessment of suppliers 2016	308-2 Negative environmental impacts in the supply chain and actions taken	79
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	79
GRI 409: Forced labor or similar to slavery 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	79
GRI 414: Social evaluation of suppliers 2016	414-2 Negative social impacts in the supply chain and actions taken	79

GRI Standards	Content	Location
Local development and relationship with communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	74, 75, 76
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	76
GRI 413: Local communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	74, 75
Product quality and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 19, 20, 21
GRI 416: Consumer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	18
	416-2 Incidents of does non-compliance concerning the health and safety impacts of products and services	18
Transparency and customer relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	24
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	19
Data privacy and security		
GRI 3: Material Topics 2021	3-3 Management of material topics	35, 36
GRI 418: Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	36

SASB Content Summary

Topic	Code	Title	Material topic	Location
SASB Engenharia e Serviços de Construção (IF-EN)				
Environmental Impacts in Project Development	IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards, and regulations.	Climate change	There was no record.
	IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction.		85, 86
Structural Integrity and Safety	IF-EN-250a.1	Amount of defect- and safety-related rework costs.	Product quality and safety	21
	IF-EN-250a.2	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents.		21
Workforce Health and Safety	IF-EN-320a.1	1. Total Recordable Incident Rate (TRIR). 2. Fatality rate for: (a) Direct employees. (b) Contracted employees.	Health, well-being and safety	64
Life Cycle Impacts of Buildings and Infrastructure	IF-EN-410a.1	Number of: 1. Commissioned projects certified to a third-party multi-attribute sustainability standard. 2. Active projects seeking such certification.	Climate change	90
	IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design.		90

Topic	Code	Title	Material topic	Location
SASB Engenharia e Serviços de Construção (IF-EN)				
Climate Impacts on the Business Mix	IF-EN-410b.1	Amount of backlog for: 1. Hydrocarbon-related projects. 2. Renewable energy projects.	Climate change	Trisul does not have hydrocarbon-related and renewable energy projects.
	IF-EN-410b.2	Amount of backlog cancellations associated with hydrocarbon-related projects.		Trisul does not have hydrocarbon-related and renewable energy projects.
	IF-EN-410b.3	Amount of backlog for non-energy projects associated with climate change mitigation.		Trisul S.A. does not have projects of this type.
Corporate Ethics	IF-EN-510a.1	1. Number of active projects. 2. Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.	Ethics, integrity and compliance	Zero. All Trisul projects are in Brazil.
	IF-EN-510a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of: 1. Bribery or corruption. 2. Anticompetitive practices.		33
	IF-EN-510a.3	Description of policies and practices for prevention of: 1. Bribery and corruption. 2. Anti-competitive behavior in the project bidding process.		32, 33, 34
Activity Metrics	IF-EN-000.A	Number of active projects	N.A.	41
	IF-EN-000.B	Number of commissioned projects		48
	IF-EN-000.C	Total backlog		41

Topic	Code	Title	Material topic	Location
SASB Home Builders (IF-HB)				
Land Use and Ecological Impacts	IF-HB-160a.1	Number of: 1. lots and 2. homes delivered on redevelopment sites	Climate change	Zero. Trisul does not own or operate on these types of land.
	IF-HB-160a.2	Number of: 1. lots and 2. homes delivered in regions with high or extremely high baseline water stress		
	IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations.		None.
	IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction.		85, 86
Workforce Health and Safety	IF-HB-320a.1	1. Total Recordable Incident Rate (TRIR). 2. Fatality rate for: (a) Direct employees. (b) Contracted employees.	Health, well-being and safety	64
Design for Resource Efficiency	IF-HB-410a.1	1. Number of homes that obtained a certified residential energy efficiency rating and 2. Average rating.	Climate change	81
	IF-HB-410a.2	Percentage of installed water fixtures certified to a water efficiency standard.		0%. They were not installed during the period.
	IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard.		90
	IF-HB-410a.4	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers.		90

Topic	Code	Title	Material topic	Location
SASB Home Builders (IF-HB)				
Community Impacts of New Developments	IF-HB-410b.1	Description of how proximity and access to infrastructure, services, and economic centers affect site selection and development decisions.	Local development and relationship with communities	76
	IF-HB-410b.2	Number of: 1. lots and 2. homes delivered on infill sites		Zero.
	IF-HB-410b.3	1. Number of homes delivered in compact developments. 2. Average density.		50
Climate Change Adaptation	IF-HB-420a.1	Number of lots located in 100-year flood zones.	Climate change	85
	IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.		84
Activity Metrics	IF-HB-000.A	Number of controlled lots	N.A.	41
	IF-HB-000.B	Number of homes delivered		48
	IF-HB-000.C	Number of active selling communities		41

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