



Sustainability Report 2023



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WELCOME



Message from Management

GRI 2-22



Jorge Cury - CEO of Trisul

The year 2023 was promising for Trisul as we closed a difficult chapter marked by the Covid-19 pandemic. With the macroeconomic outlook, which had been uncertain, showing signs of gradual improvement, our optimism grew. As a result, we achieved significant milestones: We launched five projects, contributing to a Potential Sales Value (PSV) of BRL 905.3 million, encompassing 1,956 units, consistent with the guidance provided in September.

Highlights of the year include not only the drop in the Selic Rate (the economy's basic interest rate) but also our adaptation to significant changes in São Paulo's Strategic Master Plan (SMP) and a recovery in the economic housing segment, driven by the new rules for the "Minha Casa Minha Vida" Program (MCMV). Moreover, due to our versatility, we adapted to new market demands throughout the year and further diversified our product portfolio. All of this led to a substantial boost in the Company's sales, which reported the best results in its history. In 2023, Trisul's Gross Sales amounted to BRL 1.2 billion, with a low level of cancellations.

We aim to blend the experience we have acquired with our ability to identify opportunities, focusing on modernity and innovation. To achieve this, we have a distinctive landbank, with plots located in prime and easily accessible locations. This enhances our position and sets us apart in the real estate market. In the coming years, we plan to advance and further diversify our operations with a portfolio segmented into: (1) Low-income, (2) Medium and (3) Medium High, each with a third of the share of the volume launched, starting in 2026. We believe this strategy is well-suited to address the evolving market demands. With an anticipated decrease in the economy's basic interest rate, we expect to see a corresponding increase in Trisul's sales volume. Among market challenges, we closely monitor the enactment of laws within the Master Plan that are still pending a few decrees. The search for specialized labor is also a key focus for those who prioritize training and quality. In the macroeconomic scenario, we are closely monitoring the government's fiscal deficit, which could potentially impact the trajectory of interest rates.

Attuned to ESG practices, Trisul is solidifying its commitment to creating a progressively positive impact on society. Our strategic planning increasingly incorporates environmental issues, with the management team being receptive to new initiatives that are integrated into the Company's culture. Our projects also promote social interaction and foster more conscientious and sustainable habits. We believe in creating more welcoming cities with enhanced quality of life for both current and future generations.

We have a lot to accomplish. We are Trisul.

We invite everyone to read our inaugural Sustainability Report.

The Management.

2023 Highlights

Resumption of investments in the Economic segment

'Minha Casa Minha Vida'

5 launches

Praça Omaguás Pinheiros, Side Sacomã, The Collection Moema, DF 345 Vila Clementino, Elev Alto do Ipiranga

Total Landbank

BRL4.6 billion

in Potential Sales Value (PSV)

Increase of

37.7%

in Net Operating Income, compared to 2022

1,956

units launched

7

projects delivered

1,091

units delivered

1,942

units sold

And in 2023, the Oscar Ibirapuera project achieved:

2023 Master Imobiliário Awards - Winner of the Residential Development category in the 29th edition of the awards organized by the International Real Estate Federation (Fiabci-Brazil) and the Union of Companies for Purchase, Sale, Rental, and Management of Properties and Residential and Commercial Condominiums (Secovi-SP).

2023-2024 Central & South America Property Awards - Initiative promoted by the International Property Awards, which annually awards the best real estate developments in the world. The official announcement was made in September during an event in held in Vancouver, Canada.

2023 Urban Design & Architecture Design Awards - Organized by the Architecture Press Release (APR) portal, one of the world's most prestigious architecture and design awards, which selected the project designed by Perkins&Will as one of the "2023 gold winners".

About the **report** GRI 2-2, 2-3, 2-14

Welcome to the inaugural Sustainability Report of Trisul S.A., which encompasses information from January 1 to December 31, 2023. This report details the results achieved throughout the year in Environmental, Social, and Governance (ESG) aspects, highlights the Company's accomplishments, unique attributes, market positioning, and provides other data pertinent to our stakeholders.

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

These indicators include the same entities considered in the company's financial statements, all of which are controlled by Trisul, which holds a majority stake in them. They are:

- ✦ AGEO Empreendimentos Imobiliários,
- ✦ Ascendino Reis Empreend. Imob.,
- ✦ Boulevard do Parque Empreend. Imob.,
- ✦ Calamuchita Empreend. Imob.,
- ✦ Cuxiponés Empreend. Imob.,
- ✦ Imoleve Alpha Empreend. Imob.,
- ✦ Imoleve Osasco Empr. Imob. Ltda.,
- ✦ Imoleve Santana Empreend. Imob.,
- ✦ Imoleve Vila Mascote Empr. Imob.,
- ✦ J. Tavora Empreendimentos,
- ✦ Larnaka Empreend. Imob.,
- ✦ Marosa Empreend. Imob.,
- ✦ Masb 40 Empreend. Imob.,
- ✦ Nicolau Empreend. Imob S.A.,
- ✦ Osaka Empreend. Imob.,
- ✦ Retiro Empreend. Imob.,
- ✦ Ribeirão Golf Empreend. Imob.,
- ✦ Roermond Empreend. Imob.,
- ✦ Soc. Incorp. Residencial Sandri,
- ✦ Taquari Empreend. Imob.,
- ✦ Trisul 1 Empreend. Imob.,
- ✦ Trisul 6 Empreend. Imob.,
- ✦ Trisul 8 Empreend. Imob.,
- ✦ Trisul 20 Empreend. Imob.,
- ✦ Trisul 16 Empreend. Imob.,
- ✦ Trisul 23 Empreend. Imob.,
- ✦ Trisul 26 Empreend. Imob.,
- ✦ Trisul 27 Empreend. Imob.,
- ✦ Trisul 28 Empreend. Imob.,
- ✦ Trisul 31 Empreend. Imob.,
- ✦ Trisul 34 Empreend. Imob.,
- ✦ Trisul 35 Empreend. Imob.,
- ✦ Trisul Dália Empreend. Imob.,
- ✦ Trisul Fresia Empreend. Imob.,
- ✦ Trisul João Moura Empreend. Imob.,
- ✦ Trisul Lotus Empreend. Imob.,
- ✦ Trisul Mamona Empreend. Imob.,
- ✦ Trisul Property Marfil empreend. Imob.,
- ✦ Trisul Quisqualis Empreend. Imob.,
- ✦ Vivant São Caetano Empreend. Imob. e
- ✦ Yamagata Empreendimentos Imobiliários.

The information presented in this Sustainability Report, along with other reports published by the organization, has been reviewed and approved by the Governance Board. For questions, comments and suggestions, please e-mail us at:

ri@trisul-sa.com.br



Materiality Matrix

GRI 2-14, 2-29, 3-1, 3-2

Trisul's materiality matrix adopted the dual materiality concept, a methodology that considers socio-environmental and financial impacts, both negative and positive, real and potential, related to its activities and business relationships. The prioritization of material topics and their impacts was based on criteria such as likelihood, severity (including intensity, extent, and reversibility), magnitude, and relevance to stakeholders.

The company's initial materiality process was conducted in 2024 for the 2023 Sustainability Report, so there are no previous material topic lists available for comparison. Matrix construction was structured based on a process divided into four stages: Identification, prioritization, review and validation.

1

Mapping of the stakeholders

In the initial stage, we mapped the stakeholders by identifying and classifying the key ones. The following audiences were selected, with priority given to the first five: **Customers, suppliers, employees, service providers, landowners**, shareholders and investors, associations and organizations, the press, NGOs/third sector, oversight and regulatory bodies, and labor and trade unions. Next, a list of identified topics was defined as a starting point for gathering potentially material and relevant impacts and risks for Trisul. A general description was prepared for each topic, including socio-environmental and financial impacts, as well as risks.

2

Prioritization stage

At the second stage, prioritization, interviews were conducted with two members of Senior Management and online consultations were held, yielding 25 responses from executives, four from shareholders, and five from financial institutions. This process aimed to capture aspects related to financial materiality (x-axis of the matrix). Internal and external experts participated in interviews and working meetings to define the y-axis, that of socio-environmental materiality. The other stakeholders involved participated in online consultations to assess the relevance of the listed topics (z-axis), and this resulted in a total of 195 responses.

3

4

Consolidation of material topics

Material topic consolidation was completed after integrating all the information that had been gathered, analyzing frameworks and benchmarks (third stage), and receiving validation from Trisul's senior leadership (fourth stage). Ten material topics were defined for the Company, whose actions and goals are aligned with the Sustainable Development Goals (SDGs).



Material topics GRI 3-2

<p>Transparency and relationship with customers</p>		<p>Ensuring transparency throughout the relationship with the customers, with particular emphasis on addressing after-sales complaints. Demand for more transparency about property characteristics.</p>	
<p>Data privacy and security</p>		<p>Secure management of the collection, retention, and use of sensitive and confidential data, ensuring cybersecurity and privacy in handling information, in compliance with the General Data Protection Law (LGPD).</p>	
<p>Health, well-being and safety</p>		<p>Ensuring health and safety practices for employees, third parties, and other stakeholders through a robust structure that prioritizes physical and mental well-being, with particular attention to activities deemed as of higher risk. Promotion of well-being by managing the organizational environment and prioritizing the safety, mental, and physical health of employees, third parties, and their families.</p>	
<p>Ethics, integrity and compliance</p>		<p>Ethical conduct in relationships. Accounting transparency, compliance with anti-corruption standards, laws and practices, promotion of the code of conduct and ethical attributes in organizational processes and combating anti-competitive practices and bribery.</p>	
<p>Product quality and safety</p>		<p>Management and investments to ensure product quality and safety throughout the production cycle, as well as effective handling and resolution of issues arising after delivery.</p>	
<p>Waste and tailings management</p>		<p>Strength of management systems for reducing, reusing, treating, recycling, and properly disposing of various types of waste and tailings, including hazardous materials. Management of environmental liabilities, preventing contamination and tracking the processes involved. Initiatives to increase product durability/useful life, enhance ways of valuing waste and the responsible use of materials.</p>	
<p>Climate change</p>		<p>Management of greenhouse gas (GHG) emissions in the construction industry, covering the entire process from material production to project operation. Management of physical and transitional risks, as well as opportunities, related to the impacts of climate change.</p>	
<p>Diversity, inclusion and equity</p>		<p>Ensuring equity and promoting inclusion across various dimensions such as color/race/ethnicity, gender, sexual orientation (LGBTQIAPN+), age, regional origin, and people with disabilities (PwD or PwSN), while fostering respect for diverse opinions.</p>	
<p>Supply chain management</p>		<p>Demand, control and monitoring, as well as the development of suppliers and partners, including socio-environmental criteria, both in contracting and throughout the operation.</p>	
<p>Local development and relationship with communities</p>		<p>Management of impacts on communities located nearby operations. Mobilizing partnerships, volunteerism programs, and private social investments to build a lasting legacy for the community. Strengthening channels for dialogue and inclusive decision-making. Guaranteeing resources of cultural value for local people.</p>	

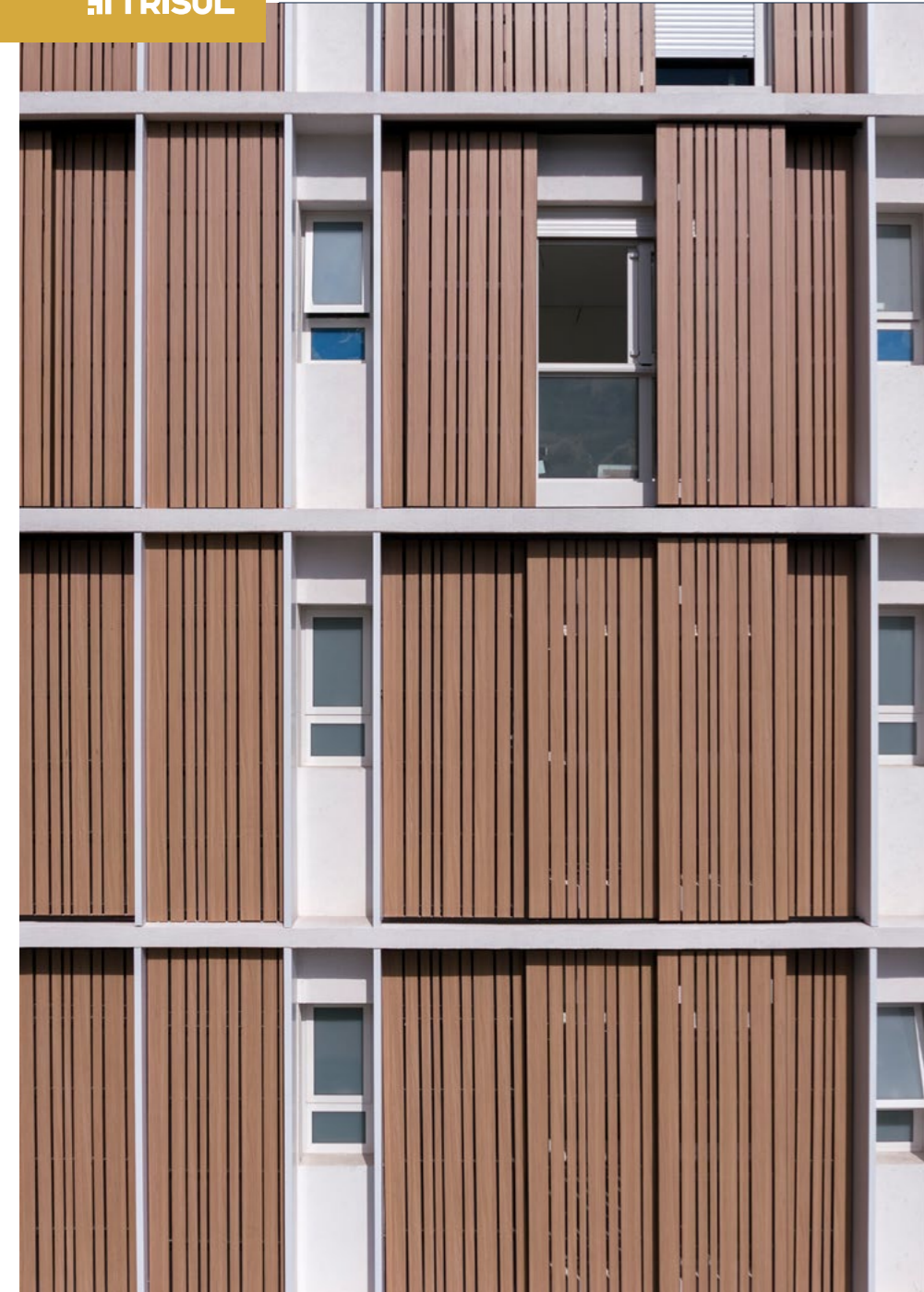
The 17 UN SDGs

With a deadline set for 2030, the 17 Sustainable Development Goals form a global agenda with 169 targets across key areas crucial to humanity and the planet.

<p>1 NO POVERTY</p>		<p>2 ZERO HUNGER</p>		<p>3 GOOD HEALTH AND WELL-BEING</p>		<p>4 QUALITY EDUCATION</p>	
<p>5 GENDER EQUALITY</p>		<p>6 CLEAN WATER AND SANITATION</p>		<p>7 AFFORDABLE AND CLEAN ENERGY</p>		<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>		<p>10 REDUCED INEQUALITIES</p>		<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>			
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>		<p>13 CLIMATE ACTION</p>		<p>14 LIFE BELOW WATER</p>			
<p>15 LIFE ON LAND</p>		<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>		<p>17 PARTNERSHIPS FOR THE GOALS</p>			

TRISUL





40

years of experience in real estate



More than 350 projects



3 M

m² of built-up areas

About us GRI 2-1, 2-6

The company is currently exclusively focused on operations within the city of São Paulo.

Trisul S.A. was established in April 2007 as a result of the merger of Incosul Incorporação e Construção Ltda. (founded in the 1970s) and Tricury Construções e Participações Ltda. (created in the 1980s) – two traditional development and construction companies, with years of experience in the real estate market in the metropolitan region of São Paulo. More than 15 years after the unification, the activities arising from each company are now fully and solidly integrated into the Company.

This represents over 40 years of experience in civil construction, with more than 350 projects, totaling 3 million square meters of built up area across completed and ongoing developments. This includes over 60,000 units located in the city of São

Paulo, the Greater São Paulo region, 20 cities in the interior and coastal regions of the state, as well as in the Federal District.

Trisul, a listed company, conducted its IPO (initial public offering) on the B3 stock exchange in October 2007 and introduced its new brand and market positioning in 2015. Headquartered in Indianópolis, in the southern area of the capital of São Paulo, the company currently has an exclusive focus on operations in the city of São Paulo.



Business areas **GRI 2-6**

A company operating out of the construction sector, Trisul works with engineering and services in the main residential and commercial real estate production chains (active façades):

Development

For Trisul, development is the foundation of a successful project, crafted by a multidisciplinary team that includes urban planners, architects, engineers, and lawyers, among others. Specialized professionals go into the field to carefully identify the most suitable land for developing projects, within the company's quality standards.

This work considers the municipality's master plan, rational land use, the region's infrastructure, access roads, construction potential and appreciation.

Construction

Trisul is committed to delivering the highest quality product, overseeing every stage from project conception to delivery, a process that includes land preparation, foundations, structural work, plumbing, electrical systems, masonry, and finishing.

All aspects related to advanced engineering, aesthetic refinement, technology, sustainability and comfort are also greatly important to provide top well-being to residents.



In addition to development and construction, Trisul's expertise allows it to also operate in the sales, investments and services segments.

Trisul Vendas (Trisul Sales)

With its own team, it has a wide range of products and is concerned with the excellence of its customer service and the constant specialization of its professionals, so that each customer can find the property that meets their expectations.

T-Cash

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

t-cash.net.br



Personalize Trisul (Trisul Customize)

A service that provides customizable finishing options for apartments to match each buyer's personal style. Customized finishing kits designed by interior design professionals are made available for each environment.

personalizetrisul.com.br



Trisul Parcerias (Trisul Partnerships)

Offering real estate agencies and independent brokers opportunities to market their products.



Elev Alto do Ipiranga - 3D façade

from **18**
minimum wages

Performance segments **GRI 2-6**

Trisul operates in two segments, the Economic and the Upper-middle (MAP) standards. The affordable products – included in the Social Interest Housing (SIH) and Popular Market Housing (PMH) categories – are intended for families with incomes of up to ten minimum wages. Meanwhile, the Upper-Middle Standard products – for which average sales prices start at BRL 12,500/m²– are intended for families with a monthly income of 18 minimum wages and above.

Learn more about the distinctions that set Trisul's projects apart from others in each segment in **Values and distinctions**.

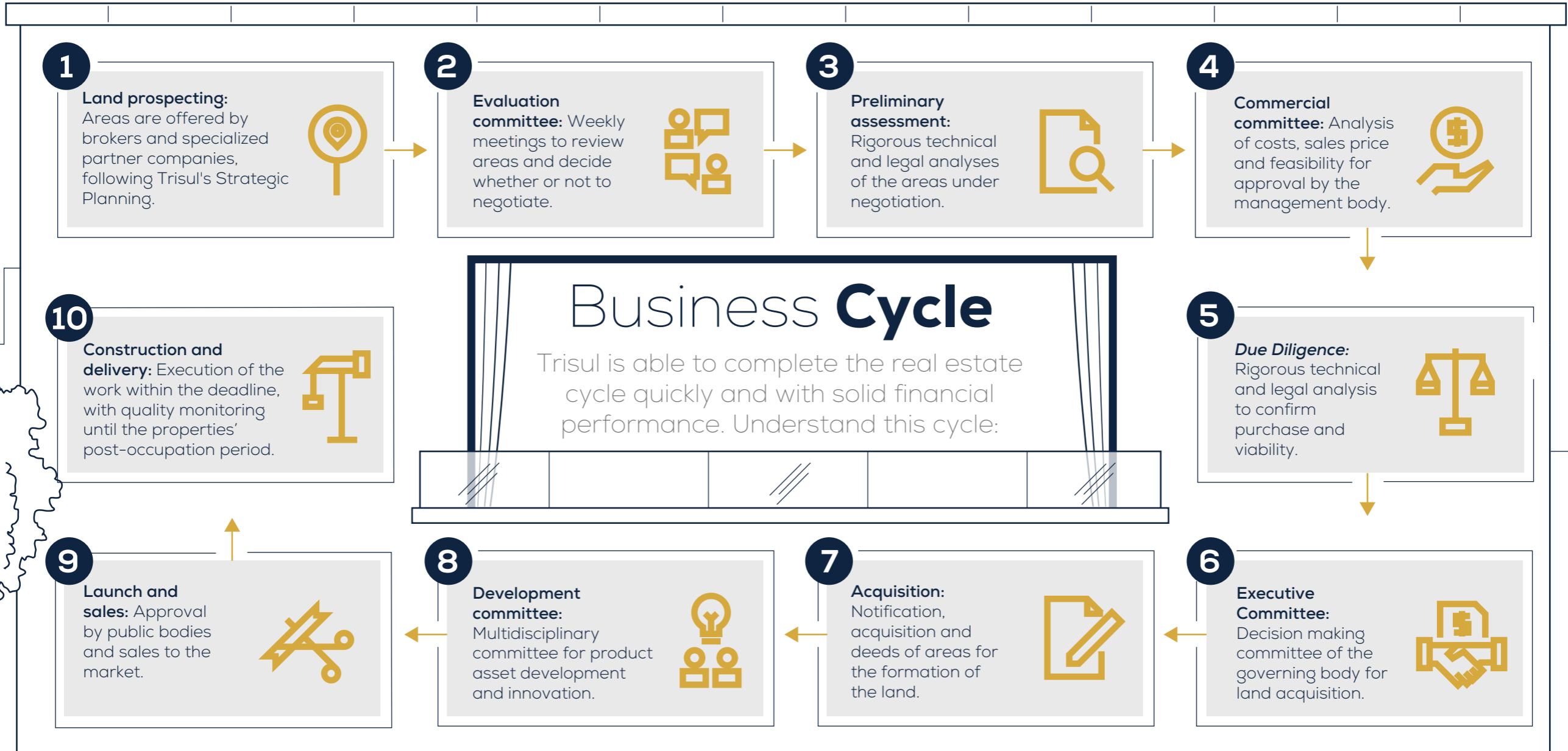
up to **10**
minimum wages

Upper-middle Segment



Oscar Ibirapuera – Aerial view

Economic Segment





Values and distinctions

PURPOSE

We are aware of the fact that our work has a fundamental impact on society. Our goal is to drive positive transformation by delivering projects that consistently add value to and foster the development of their surrounding communities.

VALUES

Excellence made to last

Our concern for quality knows no limits. We have a critical eye for everything we do and seek continuous improvement. Teamwork and synergy across various departments are essential to the success of our projects and the long-term sustainability of the company.

We contribute to a positive transformation

We are jointly responsible for building a more sustainable society and a better São Paulo. We understand the city's challenges and contribute to a positive transformation, committing to sustainable construction and use practices for projects.

We focus on customer satisfaction

Our customer's satisfaction is essential. We think the way we would like to be treated. This reflection guides our decisions and changes.

We are resilient and innovative

We face difficulties with persistence, determination and a dose of optimism. We believe that innovation and the continuous improvement of processes are crucial to ensuring the company's long-term sustainability.



Stakeholder engagement

GRI 2-29

Guided by its purpose and values, Trisul adopts open and transparent communication with business partners, customers, employees, shareholders, investors, suppliers, labor unions, civil society organizations and local communities. The organization fosters engagement with these groups through active feedback and continuous evaluation, utilizing various communication channels and upholding corporate social responsibility practices.

The goal is to identify real and potential impacts, establish lasting relationships, understand needs and expectations, enhance decision-making, comply with regulatory requirements, build reputation and brand image, meet investor expectations, define prevention and mitigation strategies for negative impacts, manage risks and opportunities, and foster innovation.

To foster meaningful engagement, Trisul sets performance goals and provides training and awareness programs, incorporating these efforts into business processes to ensure effective and productive interactions with all stakeholders.

Membership associations GRI 2-28

- Brazilian Association of Real Estate Developers (Abrainc);
- Regional Council of Engineering and Agronomy (Crea);
- Union of Companies for Purchase, Sale, Rental, and Management of Properties and Residential and Commercial Condominiums (Secovi).



Attention to detail

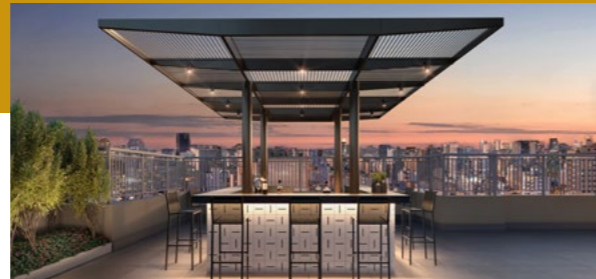
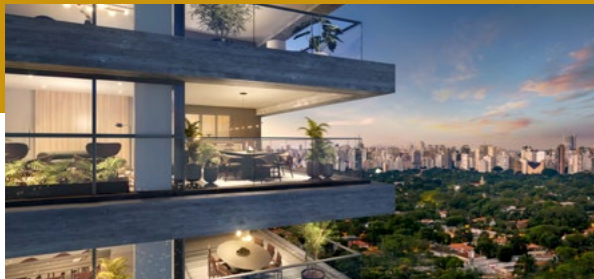
Trisul believes that large projects must be thought out down to the smallest detail. It has established itself in the production of medium and high-end real estate, reproducing, with each launch, the best of the knowledge acquired throughout its history. It is also recognized for its projects featuring timeless, sustainable, and innovative designs, which foster community interaction and promote more conscientious habits, aiming to enhance the quality of life for current and future generations. Standing out among its distinguishing features are:

- A family business, with close ties between the first and second generations;
- Own sales team, separated by segments;
- Specialized in the city of São Paulo: Operating in unique locations, close to subway stations and important access points, as well as in prime regions for high-income individuals;
- Verticalized and integrated business model, with a reduced construction cycle;
- Attractive prices;
- Tradition and experience aligned with innovation;
- Flexibility and versatility: It operates in the MAP segments and returned to the Economic segment in 2023, focused on the Minha Casa Minha Vida (MCMV) Program.

Understand the differences between each segment

Medium and High standards

Prime location; market intelligence; products developed with concept, quality, design, sophistication, and exclusivity; tailor-made solutions; renowned team; excellence in finishes; comprehensive leisure facilities; trends and innovations.



Lifestyle Boutique

Signature created for high-end Trisul developments. It defines good taste, well-being at its best and exclusivity. Developed and designed by experts who value excellence in architecture, landscaping, and interior design.

Average ticket: BRL 3 million.

The Collection

Inspired by the urban being's lifestyle, it brings together modern and practical architectural projects. Developments located near colleges, hospitals, shopping malls and subway stations. Line designed for those who prioritize comfort and mobility, as well as those looking to invest in a great business, due to its potential for appreciation.

Average ticket: BRL 480,000,

Economic segment

Project rationalization; optimization; adaptation; standardization; creativity. In 2023, given the new rules of the "Minha Casa Minha Vida (MCMV)" program, Trisul resumed its investments in the Low Income segment, incorporating approximately one-third of its landbank into the program.



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.

Average ticket: BRL 600,000.

Elev

It is committed to offering democratic and affordable 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.

Average ticket: BRL 300,000.



Quality and safety in delivery

GRI 3-3: Product quality and safety

Trisul has a Quality Management System (QMS) that follows the criteria established by the Service and Works Conformity Assessment System (SIAC) and aims to increase customer satisfaction, continuously improve end product quality and adopt sustainable actions, from product conception to work delivery. The company operates pursuant to the following accreditations:



2 M+ ISO 9001-certified companies. Trisul is one of them

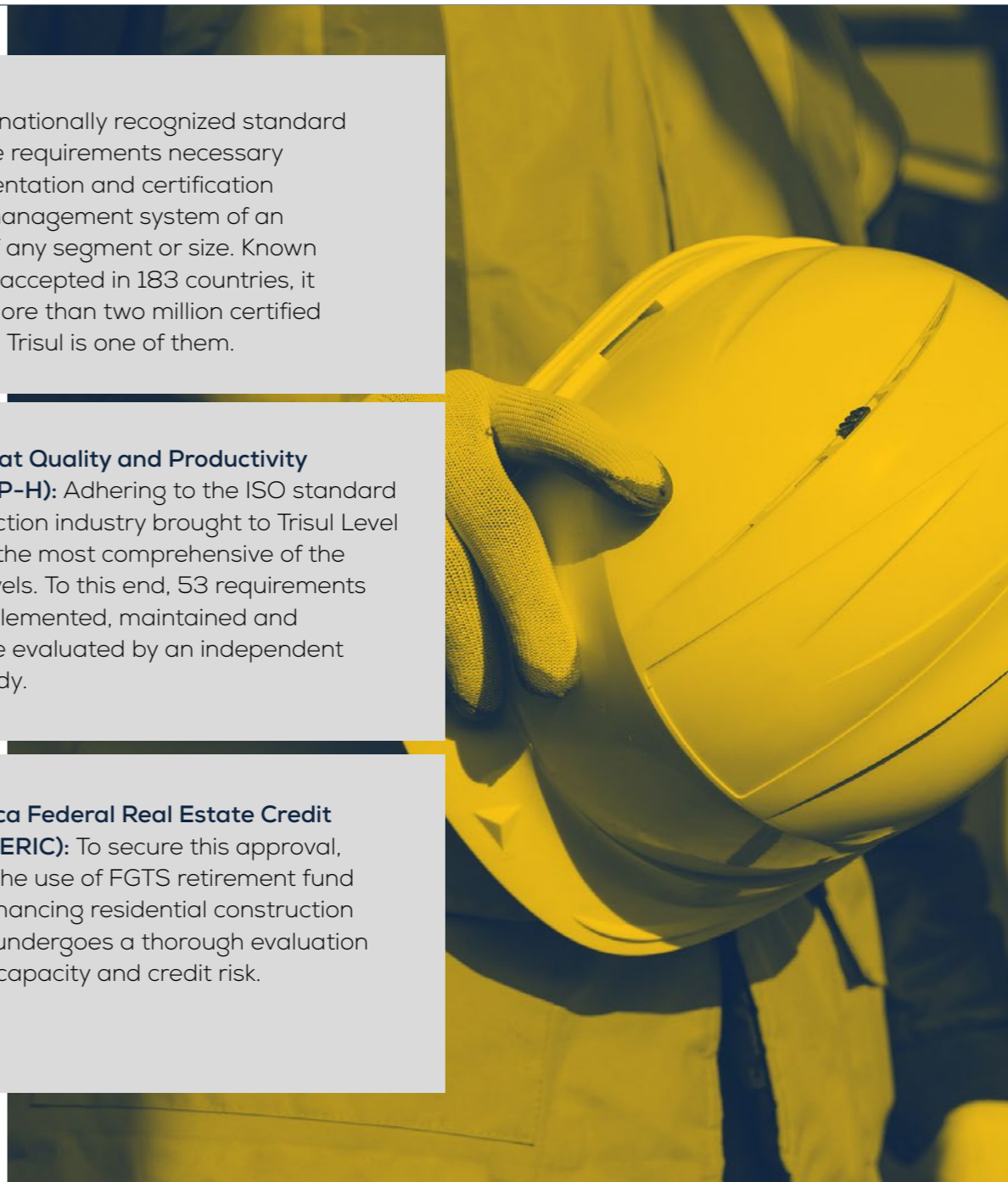


53 requirements developed, implemented, maintained and evidenced

ISO 9001: Internationally recognized standard that defines the requirements necessary for the implementation and certification of the quality management system of an organization, of any segment or size. Known worldwide and accepted in 183 countries, it currently has more than two million certified companies and Trisul is one of them.

Brazilian Habitat Quality and Productivity Program (PBQP-H): Adhering to the ISO standard for the construction industry brought to Trisul Level A certification, the most comprehensive of the four existing levels. To this end, 53 requirements developed, implemented, maintained and evidenced were evaluated by an independent certification body.

Caixa Econômica Federal Real Estate Credit Department (GERIC): To secure this approval, which permits the use of FGTS retirement fund resources for financing residential construction projects, Trisul undergoes a thorough evaluation of its payment capacity and credit risk.





Furthermore, Trisul prioritizes agility and decisions based on knowledge of the terrain, implementation, plan and context of its objective. It invests in qualified professionals within the home & living segment who are dedicated to researching technological and sustainable solutions, with a focus on identifying the ideal floor plan for each target audience. Therefore, its Quality Policy is propped on these pillars:

Search for **customer satisfaction** through the quality of its products and compliance with deadlines;

Continuously improve its **processes and the training of its employees**, aiming at development success and company longevity;

Build observing aspects related to **sustainability and safety** of work, aware of the challenges that the city imposes.

Adept of the **Made to last** concept, all Trisul projects are built to be used over a long life cycle, which inspires the company in different aspects:



Product development

Aiming to ensure the precision of its products and, thus, quality and safety in delivery, Trisul has established the Product Development Cycle. This initiative includes policies, formal commitments with certifications, and the promotion of training and corporate education activities. This is an internal management methodology that aims to ensure synergy between different themes, areas and departments within the organization. The cycle is periodically monitored by a multidisciplinary group called the Product Development Committee (CDP).





Focused on the sustainable expansion of Trisul's activities and leveraging its competitive advantages, the strategy is built on the following premises:

Methodology with predetermined construction patterns

that can be replicated in architectural, structural, hydraulic and electrical projects, as well as building loyalty with suppliers of finishing materials such as doors, windows and tile supplies, providing economies of scale and reducing costs, ensuring margins of profitability.

Short cycle of land development 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.

An attractive business model, characterized by flexibility and a solid methodology,

is primarily driven by the following factors: Strategic acquisition of land at favorable prices and conditions; maintenance of construction margins through skilled engineering teams, experienced construction foremen and proprietary equipment; low operational and administrative costs; and the capacity to identify and develop the most suitable products for each piece of land, ensuring enhanced liquidity and profitability.

Strong quality control at all stages of the process,

including greater planning capacity with contractors and raw material suppliers to ensure an adequate supply even in a scenario of strong growth in the Company's activities.

Adjustment of construction schedules

to the Company's cash flow from receivables.

Strategic disposition and active participation

in the entities representing the industry.

Experienced management

focused on results and efficiency.

Better cost control and greater scale in the purchase of raw materials:

The strategy implemented for Trisul projects, featuring predetermined and modular construction standards, allows for large-scale production at competitive costs by standardizing construction materials and finishing. This approach also boosts labor productivity, leading to greater profitability.

Impact management

To manage the positive impacts related to the “product quality and safety” material topic, the company promotes actions conducted in its specific projects. To mitigate potential negative effects, the engineering team holds monthly meetings with other departments to address impacts related to property construction, acquisition of raw materials and equipment, and their potential effects on people and human rights. These issues can lead to customer dissatisfaction and disruptions from potential product quality concerns.

The identified financial impacts and risks (which could lead to the loss of customers and reduced revenues) are mainly reputational in nature, related to failed deliveries and difficulties in resolving customer complaints. The effectiveness of these measures is assessed through internal and external audits and includes specific goals and objectives for evaluating progress. This includes ensuring the delivery of quality products within pre-established deadlines and costs.



Customer relations

GRI 3-3: Transparency and relationship with customers

Trisul values long-lasting relationships with its customers, based on the following principles:



Attention to listen to suggestions, criticism and questions, valuing the customers’ positions;



Transparency in information provided and throughout the relationship;



Confidentiality of information received as a result of commercial relations;



Equal treatment – there is no special customer or one subject to different service conditions, regardless of their position in the market or the influence of employees.



Timely and effective response to all requests;



Communication

Trisul maintains a communication policy focused on proximity to customers, facilitating access to information and the presentation of their demands. An important aspect of this relationship program is the visit made during the final phase of the works, during which all customers have the opportunity to see the development and the model unit.

The primary communication channel with customers is the website <https://portalclientes.trisul.com.br/>. Additionally, Trisul offers an ombudsman channel and pays special attention to the 'Reclame Aqui' website. To access its financial position, documents and, most importantly, monitor the progress of the work, customers can use the Trisul app.



The Customer Relations department oversees calls made by customers, directing them to specific departments. There is also an internal committee dedicated to acting on the main issues identified, escalating negotiations at all levels.

The effectiveness of the adopted measures is assessed through internal and external audits, impact assessments, measurement systems, stakeholder feedback, grievance mechanisms, and external performance evaluations and benchmarking.

Trisul also incorporated significant learnings in the management of this topic from the Net Promoter Score (NPS) tool, which measures customer satisfaction. In 2023, Trisul's NPS was 62.4, an indicator obtained from replies from around 30 percent of customers. One of the highest rates of spontaneous praise collected was the level of service, considered excellent by 80 percent of respondents. The quality of Trisul's customer experience is also proven through the approval of properties, which was 98 percent in the first inspection in 2023.

Addressing impacts involves directly engaging affected stakeholders through continuous communication, consultations to gather opinions, participation in decision-making, and collaboration to achieve common goals.

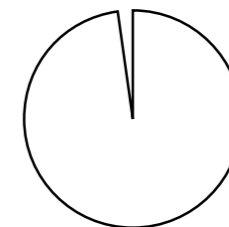
Marketing practices are reviewed continuously to ensure compliance with established legal and voluntary standards, reinforcing the commitment to accountability and transparency. In 2023, corrective measures were implemented for the sales team following the recording of 15 cases of non-compliance with laws and/or voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. All identified cases were related to violations of the Clean City Law, stemming from pamphleting activities conducted by real estate agents and which led to fines or penalties for the company. **GRI 417-3**

80% of respondents considered the level of service to be excellent, garnering spontaneous praise.



62.4

was Trisul's NPS in 2023



98%

approval of properties in the first inspection



Strategy and performance

Due to an uncertain macroeconomic scenario, Trisul started 2023 with a more conservative vision. However, throughout the year, three important factors brought optimism to the market, as highlighted below. With versatility as its key differentiator, the company has been adapting to new demands by diversifying its product portfolio. The year 2023 was dedicated to organizing and structuring the business, aiming at the growth expected for the coming years.

2023 Scenario Highlights



Strategic Master Plan (SMP) for the city of São Paulo

The review sanctioned in July 2023 consists mainly of population density in the area of influence of transport axes. It expands the construction potential in upscale neighborhoods, such as Itaim Bibi and Jardins, and helps to increase the supply of developments. With this measure, Trisul is estimated to have a factor

15%

in the Potential Sales Value (PSV) of your landbank.

The Company went from a PSV of BRL 4.2 billion to

BRL 4.9 billion

also due to the inclusion of areas in transport axis zones, with incentives for larger constructions.



New rules for the 'Minha Casa Minha Vida' (MCMV) Program

Among the main measures is the increase in the maximum property value by income bracket. Thus, for families with income between

BRL 4,400 and BRL 8,000

(range 3),

the financing ceiling per family increased from BRL 264,000 to up to

BRL 350,000

in all states.



Selic rate downward trajectory

The gradual movement of cuts in the basic interest rate began in August, ending the year at

11.75% p.a.

gain that benefits the Economic segment in which Trisul operates, which has high growth potential.

Results of the year

In 2023, Trisul reported a gross sales volume (Trisul percentage) of BRL 1.2 billion. Net sales (Trisul percentage) in the same period were BRL 1.1 billion. In the year, the Company totaled net revenue of BRL 1 billion. It is worth noting that this represents the largest volume in Trisul's history since its IPO in 2007. **GRI 2-6**

For 2024, it is expected to reach around BRL 1.5 billion in PSV from launches. With the recovery of the Economic segment in 2023, Trisul intends to expand its presence in the 'Minha Casa Minha Vida' program, reaching around BRL 350 in launches in this segment alone in 2024.



Financial highlights (BRL million)	2021	2022	2023	Variation 2022 x 2023
Net Revenues	774,161	760,270	1,046,690	37.7%
Gross Profit	283,864	225,242	244,519	8.6%
Gross Margin	36.7%	29.6%	23.4%	-6 p.p.
Net Profit	120,552	67,913	123,880	82.4%
Net Margin	15.6%	8.9%	11.8%	3 p.p.
Adjusted Ebitda	172,223	135,783	213,618	57.3%
Adjusted Ebitda Margin	22.2%	17.9%	20.4%	3 p.p.

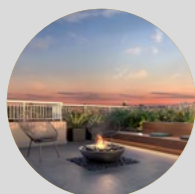


Landbank

On December 31, 2023, Trisul's landbank totaled

BRL 4.6 bn

in Potential Sales Value (PSV), considering land that is:



On Balance: Already included in the Company's balance sheet, i.e., has already reached the minimum area to make a project viable.



Off Balance: Not included in the Company's balance sheet, since it is still in the prospecting phase, i.e., payment has not yet started.

Launches

In 2023, Trisul launched five projects, totaling a Trisul PSV of BRL 905.3 million across 1,956 units. This aligns with the guidance issued in September 2023, which projected total launches valued between BRL 1.8 billion and BRL 2.2 billion from July 2023 through the end of 2024.

Operational highlights (BRL million)	2021	2022	2023	Variation 2022 x 2023
Projects launched				
Potential Sales Value (PSV) (Trisul %)	1,727,732	1,000,000	905,289	-9.5%
Number of projects	9	4	5	25.0%
Units launched	2,207	1,241	1,956	57.6%
Contracted sales				
Gross sales (Trisul %)	828,194	776,773	1,253,863	61.4%
Cancelations	75,862	101,448	86,714	-14.5%
Contracted sales (Trisul %)	752,331	675,325	1,167,149	72.8%
Number of units sold	1,513	1,180	1,942	64.6%
Delivered				
PSV delivered (Trisul %)	946,000	655,000	933,300	42.5%
Number of projects delivered	10	6	7	16.7%
Number of units delivered	2,823	716	1,091	52.4%

Launches ¹	Date	Standard	No. of units	Trisul %	Total PSV % BRL M	Trisul PSV % BRL M
In 2023						
Praça Omuaguás	Mar-23	High	53	55%	172.3	94.8
Side Sacomã	Apr-23	Affordable	604	100%	217.1	217.1
The Collection Moema	Sep-23	Medium	338	100%	173.1	173.1
DF345 Vila Clementino	Nov-23	Medium	267	100%	219.4	219.4
Elev Alto do Ipiranga	Dec-23	Affordable	694	100%	200.9	200.9
Total			1,956		982.8	905.3
In 2024						
The Collection Vila Clementino	Jun-24	Medium	537	100%	230.00	230.00
Vila Verde Sabará - Phase 4	Jun-24	Affordable	266	100%	72.00	72.00
Total			803		302.00	302.00

1. The Vila Verde Sabará - Phase 4 development is located in the city of São Carlos, in the interior of São Paulo.

2. All other projects are located in the city of São Paulo.

Works delivered in 2023 and 2024

Projects ¹	Delivery date	Standard	Total units	Trisul %	Total PSV % BRL M	Trisul PSV % billion M
In 2023						
Athos Paraíso	Jun-23	High	136	100%	143.8	143.8
Side Ipiranga	Jun-23	Medium	240	100%	145.7	145.7
Arky Caiowaa	Jul-23	High	138	100%	135.5	135.5
Ambience Vila Mariana	Oct-23	High	84	100%	88	88
Mirant Vila Madalena	Dec-23	High	60	100%	141.8	141.8
Boreal Madalena	Dec-23	High	230	50%	177.1	88.6
Marquez Alto do Ipiranga	Dec-23	High	203	100%	190	190
Total			1,091		1,021.80	933.3
In 2024						
Vista Campo Belo	May/24	High	130	100%	149.3	149.3
Side Barra Funda	May/24	Medium	594	100%	272.4	272.4
Side Alto da Boa Vista	May/24	Medium	200	100%	141.1	141.1
Nattur Nova Klabin	Jun/24	Medium	246	100%	182.7	182.7
Total			1,170		745.6	745.5

1. All located in the city of São Paulo.

CORPORATE GOVERNANCE

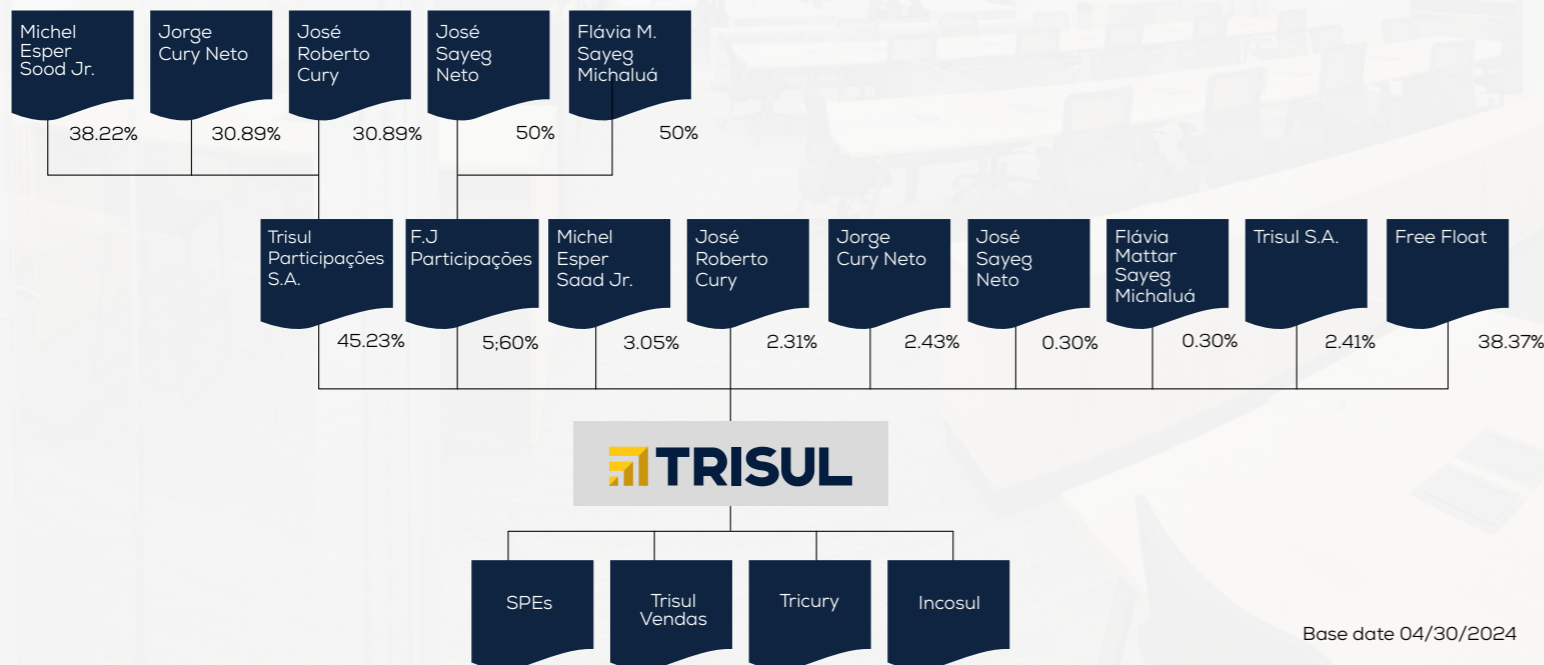




Ownership breakdown GRI 2-1

Listed on Corporate Structure is led by its four founding partners, who hold majority control with 62 percent of the shares, and prioritize the sustainability of the business. For Trisul, being a publicly traded company with this “owner’s perspective” is a major differentiator, which provides greater security to

shareholders. The founding partners aim to blend tradition with innovation, balancing a family structure with professionalization through a succession plan. They seek to enhance governance processes with a more strategic perspective for Trisul, positioning the company for a new phase of growth.



Base date 04/30/2024

Shareholding

Shareholders	Actions	Percentage
Trisul Participações S.A.	84,412,295	45.2%
FJ Participações	10,446,535	5.6%
Controllers and Administrators	16,368,523	8.8%
Treasury Stock	4,505,000	2.4%
Outstanding Shares	70,885,185	38.0%
Total	186,617,538	100.0%

Base date 06/28/2024

Administrative structure

Under its Articles of Association, a Board of Directors and an Executive Board are tasked with Trisul's management. However, its structure also includes a permanent Executive Committee and the following advisory committees: Audit Committee, ESG Committee, Credit Committee, Commercial Committee, Procurement Committee and Campaign Committee.

GRI 2-9

[Check out the Bylaws](#)



Board of Directors

GRI 2-10, 2-12

The Company's highest governance body, the Board of Directors (BD) deliberates collectively on the formulation and monitoring of general business policies, including the long-term strategy. Among other duties, it is responsible for appointing and overseeing the management of the Statutory Board, hiring independent auditors and setting guidelines related to sustainable development, supervising this strategy and approving its policies and objectives. The Board of Directors also verifies the effectiveness of the organization's processes with regard to economic, social and environmental impacts, which it does by evaluating results. It is also responsible for the company's decision-making process on these issues.

The Board of Directors meets quarterly and extraordinarily whenever summoned by its chairman or Deputy Chair. All Board of Directors decisions are taken by a majority vote of the members present at any meeting.

The Board of Directors must have at least five and at most six members. The 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 will remain in office until their successors are elected, unless otherwise decided by the General Meeting of Shareholders.

Candidates for the Board of Directors can be nominated either by the Board itself or by any shareholder of the Company, in accordance with applicable laws and regulations. The nominated candidates are submitted for deliberation by the 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 take into account the candidates' availability, diversity, and complementary expertise, along with qualifications

such as impeccable reputation, specific knowledge of the real estate sector, alignment with the Company's values and culture, prior experience as an executive or board member, financial and accounting knowledge, strategic vision, and understanding of good corporate governance practices.

According to the Novo Mercado Regulation, the members of the Board of Directors must include at least 2 (two) independent directors or twenty percent (20%) of the total number of members, whichever is greater. Prior to taking office, the new directors must also sign a term of consent for management, as provided for in the Novo Mercado Regulations.

The chairman of the Board of Directors does not hold an executive position in the Company. However, its Deputy Chair is also the CEO of Trisul. Potential conflicts of interest are prevented and mitigated through transparency policies and procedures, which are subject to regular review by the Ethics Committee and

external monitoring regarding compliance with legal requirements. Furthermore, issues related to conflicts of interest are part of the organizational culture and are addressed in education and training practices. **GRI 2-11, 2-15**

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



Statutory Board

The Company's Officers are its legal representatives, primarily responsible for the day-to-day management of Trisul and for implementing the general policies and guidelines established by the Board of Directors.

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

The Officers are elected by the Board of Directors, with a two-year term, with re-election permitted. At any time, they may be dismissed by the Board of Directors, and must remain in office until the new Officers take office.

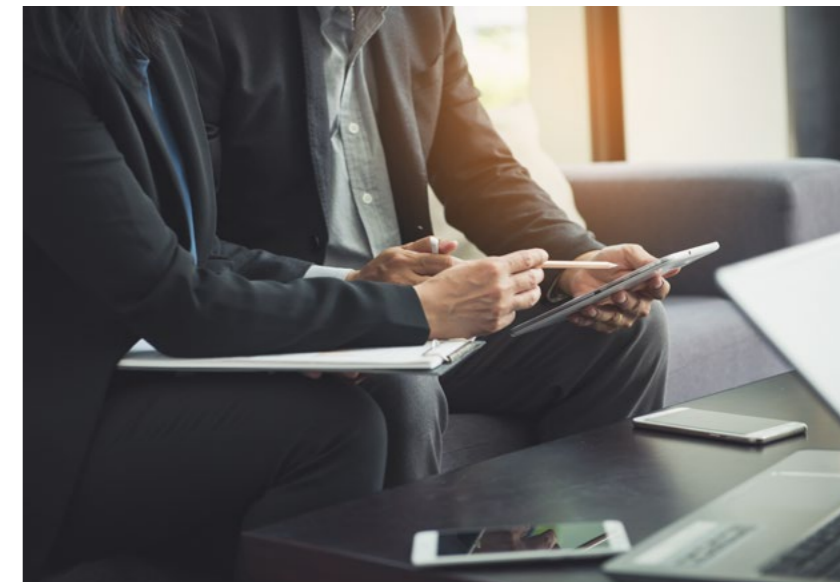
The Statutory Board is composed of at least two and at most seven appointed members: Chief Executive Officer, Vice President of Finance, Vice President of

Operations, Investor Relations Officer, Technical Officer, and others without a specific designation or whose designation will be made upon appointment by the Board of Directors. The delegation of responsibilities for impact management is overseen directly by the CEO and implemented through the company's various departments. **GRI 2-13**

Regarding the commitments established by the company, it is the CEO's responsibility to ensure that these are integrated and upheld at all levels of the organization. To this end, goals are defined with objectives distributed according to the different hierarchies, so that each level is aware of its responsibilities. Responsibilities are assigned based on the employees' skills and competencies, with adjustments made as necessary through periodic evaluation of the delegation process, which includes regular communication and a monitoring system that monitors progress toward established goals through reports that keep all stakeholders informed about the results achieved. **GRI 2-24**

In early 2024, the role of Vice President of Operations was established to drive the execution of the business plan and

strategic initiatives. This position is pivotal in advancing professional excellence, upholding corporate governance, and fostering the development of innovative products. The new position aims to pay more attention to the details of each product, providing greater assertiveness and, consequently, increasing the company's profitability.



Name	Position	Election date	End of term
Jorge Cury Neto	CEO	05/09/2024	Through EGM/AGM 2026
Fernando Salomão	Vice President of Finance and Investor Relations	05/09/2024	Through EGM/AGM 2026
João Eduardo de Azevedo Silva	Chief Operating Officer	05/09/2024	Through EGM/AGM 2026

Top Leadership Compensation **GRI 2-19**

The compensation for the Board of Directors is set at a fixed amount and paid in 12 annual installments, independent of meeting attendance. This remuneration aims to directly compensate for the services provided, in line with industry practice and reflecting 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 receive additional compensation, determined at the time of election to the committee.

Statutory Directors receive fixed remuneration, including 12 annual installments (paid as a directors fees according to market standards), benefits comparable to those provided to other employees of the Company, and variable remuneration. The variable component consists of bonuses and extraordinary incentives, which are awarded based on the achievement or surpassing of individual and Company goals, as determined by merit-based criteria and indicators set by the Board of Directors. Like members of the Board of Directors, executives who participate in Company committees may receive additional compensation, as determined in the election for the applicable committee.

The Company's Remuneration Policy does not mention termination payments.

For details on the résumés and experience of the members of Trisul's Board of Directors and Executive Board, go to this [website](#), on the Company's Investor Relations page. **GRI 2-9**

Remuneration Policy 



Ethics, integrity and compliance

GRI 2-23, 2-26, 3-3: Ethics, integrity and compliance

Trisul's Senior Management is dedicated to conducting business ethically and transparently, upholding laws, best practices, and internal policies. The company publishes its financial statements quarterly, in accordance with the international standards of the International Financial Reporting Standards (IFRS).

The Company's commitments to ethics and responsible business conduct are guaranteed through the Code of Ethical Conduct and the Risk Management Policy, documents approved by the Board of Directors and the Statutory Board. These commitments, which emphasize the application of the precautionary principle and respect for human rights, are upheld in Trisul's activities and business relationships. They apply to employees, third parties, customers, local communities, and suppliers alike.

Code of Ethical Conduct



To make sure that all employees and stakeholders have access to the necessary information, the company provides manuals and other guidance documents that cover various aspects of organizational policies and practices. These resources serve as a guide to understanding and correctly applying established principles and procedures. Alongside the documents, personalized mentoring and advice are provided to clarify doubts and ensure that responsible practices are properly understood and followed.





The Code of Ethical Conduct provides guidance for the personal and professional behavior of all company employees. 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 authorities.

Commitment with the best environmental, social and corporate governance (ESG) practices. [Learn more in the Social and Environmental Responsibility chapter.](#)



Accounting records and controls: The adoption of robust procedures for accounting records is essential for detecting irregular and illegal activities. Trisul maintains detailed, analytical and historical accounting records and adopts strict internal processes and controls to ensure that all transactions are in line with internal policies and approval authority levels;

Antitrust matters: Commitment to comply with all laws and to repudiate any practice that may restrict trade and free competition, especially illegal practices of forming cartels and defrauding competition.



Conflict of interest.

Respect in the workplace.

Data protection and security.

Anti-corruption: In all interactions with public entities and officials, Trisul employees must conduct themselves with transparency, honesty, and ethical integrity, ensuring compliance with all applicable laws and regulations. Alongside adhering to the Brazilian Anti-Corruption Law, Trisul strives to align with international best practices by complying with the U.S. Foreign Corrupt Practices Act (FCPA) and the OECD Convention against Transnational Bribery;

"Contato Seguro" (Safe Contact)

GRI 2-25, 2-26

Trisul has established robust mechanisms for managing complaints, providing stakeholders with various accessible and convenient communication channels, including a hotline, e-mail address, and social media. Standing out among these mechanisms is Safe Contact, which was made available from 2023 so that anyone can report concerns about the organization's conduct confidentially and securely. This is an additional, external tool to identify and handle complaints efficiently. A third party manages complaints, which promotes impartiality and objectivity in dealing with the issues raised.

Complaints received by means of Safe Contact are communicated directly to the organization's highest governance body, so that they can be duly analyzed and resolved. In 2023, the company received two complaints from employees regarding specific issues of dissatisfaction. Both complaints were addressed seriously and diligently and were resolved effectively.



Risk management

Trisul's Risk Management Policy outlines principles and guidelines for identifying, assessing, and monitoring risks faced by Trisul S.A. and its subsidiaries, as well as those associated with their industry of activity. It must be observed by all Company administrators and employees, including Directors, Board members, and advisory committee members.

Degree of exposure of the Company to risks

The classification is conducted according to the magnitude of its potential impacts and the likelihood of its occurrence.

After the respective review, the assessment stage determines which risks are most significant and should be prioritized and addressed based on the respective established risk limits. The Audit Committee suggests the risk limits for each category, which are then approved by the Board of Directors.

Addressing and monitoring risks

After risks are reviewed and evaluated, they go on to be addressed. This involves the implementation of planned actions such as acceptance, mitigation, transfer, and interruption, while adhering to established risk limits. Once the action has been defined, the responsible internal parties must be notified. The risk will continue to be monitored through regular reassessments, coordination with the internal responsible party, and reporting to the Risk Management and Compliance Areas of the Company.

Trisul identifies, assesses and monitors the risks to which it is exposed.

Categories of risks to which the Company is subject:

Compliance Risks

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

Strategic Risks

Events related to the strategic decisions of the Company's Senior Management, regarding the perception of the business environment or the implementation of action plans that may generate substantial losses in its economic value.

Financial Risks

Events that result in financial losses, 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, 418-1

Privacy, security and transparency are essential values for Trisul in all its services. Trisul addresses data privacy and security through internal policies and corporate education activities. Personal data may only be collected, processed and used when truly necessary, for clear, previously defined and legitimate purposes and according to applicable laws.


 The company's website has a [link](#) to the Privacy Policy, which covers its Special Purpose Entities (SPEs) and partners and was created to show its commitment to always handling personal data in accordance with applicable legislation. The document clarifies which personal data are collected, how they are used, stored and shared, as well as the owner's rights in relation to such data based on Act No. 13,709/2018, the General Personal Data Protection Law (LGPD). The website also provides a contact channel for questions,

complaints, or requests related to data privacy. It is available via e-mail at protecaodedados@trisul.com.br. 


The company has made significant investments in data security by hiring specialized services, acquiring advanced equipment and software, conducting audits and vulnerability tests, and implementing contingency and data recovery measures. Practices include data encryption in transit and at rest, two-factor authentication, regular updates to operating systems and applications, use of virtual private networks (VPNs), incident response plans, and a disaster recovery plan (DRP).

To ensure adherence to practices and tools, Trisul periodically reviews the implemented controls, continuously monitors data traffic, and performs regular backups. Project governance tracks status, changes, and outcomes through reports, ensuring the effective management of both real and potential positive impacts.

Trisul's goals include maintaining a security environment with continuous improvements and completing the disaster recovery plan. The goals include reviewing the effectiveness of the implemented measures by comparing the results of previous internal audits with current ones, ensuring continuous improvement of the environment. Indicators such as the vulnerability index are used to measure progress. After internal audits, the company raises awareness in business areas to improve the security of its services and conducts internal campaigns to raise awareness among users and suppliers about the proper use of credentials.

The company typically does not receive complaints from third parties or regulatory bodies. The complaints received come from potential customers who access the websites, register on the online chat and subsequently do not complete the purchase. This data is kept for sending promotions. To opt out of receiving these communications, customers are advised to request the deletion of their data by means of the e-mail protecaodedados@trisul.com.br 

There are also some customer complaints regarding contacts of furniture companies. When this occurs, an official response is sent and requested via e-mail that the customers send screenshots of the approaches and their authorization to send extrajudicial notifications to the legal representatives of the companies involved. In addition to extrajudicial notifications, the organization has already initiated legal action against furniture companies that engaged in inappropriate approaches toward customers.

Complaints arrive via official CSC channels, via e-mail dataprotection@trisul.com.br and through the customer's app, where we opened a campaign so they can report what happened. 



Engaging with stakeholders is crucial for fostering cooperation and achieving shared goals regarding privacy and data security, offering valuable insights to inform the measures implemented.



HUMAN CAPITAL





Team profile

Trisul is dedicated to fostering a safe and harmonious work environment within its teams, with a strong commitment to promoting health, safety, diversity, and quality of life for all employees and partners. Provided by the Engineering area, the company offers specific training for the implementation of its commitments. These are training courses so that employees are able to meet individual and corporate goals, established based on the commitments set forth in the strategic planning. **GRI 2-24**

At the close of 2023, the Company had a total workforce of 367 individuals, consisting of 346 employees under CLT and corporation systems, 14 Civil Engineering interns, three young apprentices, and four outsourced workers (two in security and two in infrastructure and IT). To foster team connectivity, the company utilizes an intranet, where each department is responsible for contributing relevant information. Trisul's internal communication is primarily conducted through e-mail. On a daily basis, internal communications are made that encourage respect and adherence to the Code of Conduct. **GRI 2-7, 2-8**



346

employees under CLT and corporation systems



14

Civil Engineering Interns



3

Young Apprentices

The Company ended 2023 with a workforce of 367 people.





Trisul adopts a hybrid work model, which is generally defined by the respective area. The company acknowledges the significant role of legally established trade unions and professional associations, respects collective bargaining, and upholds the legitimacy and adherence to collective agreements. Collective bargaining takes place in May, following a collective labor agreement made between the Trade Union of Civil Construction Industry Workers of São Paulo (Sintracon-SP) and the Civil Construction Industry Union (SindusCon).

Among the benefits offered by Trisul, the following stand out: Transportation vouchers, meal vouchers, food vouchers, health insurance (Amil) and dental insurance (Porto Odonto), as well as the Golden Farma pharmacy card.

Actions aimed at employees in 2023/2024

Various bazaars throughout the year: Trisul provides space for partner stores to sell their products on a specific day, during business hours;

Gifts and tributes on special dates (Mother's Day, Father's Day, Women's Day);

Flu vaccination campaign;

New Value Benefits Club, an app that offers discounts on different categories of services;

Collaboration with Sesc to facilitate the registration of membership cards directly at the office;

Layette for new mothers and fathers;

Family Christmas (Supper kit);

Lectures and vision examination campaigns;

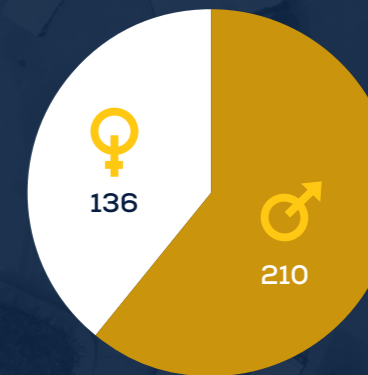
Lectures on prevention and action in cases of fire. Fire Brigade training takes place annually, in partnership with the company Fogo Zero, at Trisul headquarters;

Health Week (for renewing employees' medical exams);

Quick massage sessions three times a week, lasting 20 minutes per employee;

Wellhub (formerly Gympass), providing access to a variety of gyms.

Employees by gender, region, working hours and type of employment ^{1,2,3} GRI 2-7



Total: 346

2023	With guaranteed working hours	Without guaranteed working hours	Total
Men	127	83	210
Women	79	57	136
Total	206	140	346

1. We consider our employees under the CLT and corporation systems. The number of employees is calculated based on direct counting, in which the company counts all employees. The report is extracted from the payroll system (FatorRH) and the data provided was in effect at the end of the reporting period.
 2. There are no part-time employees or employees with fixed-term contracts.
 3. All Trisul employees are located in São Paulo.

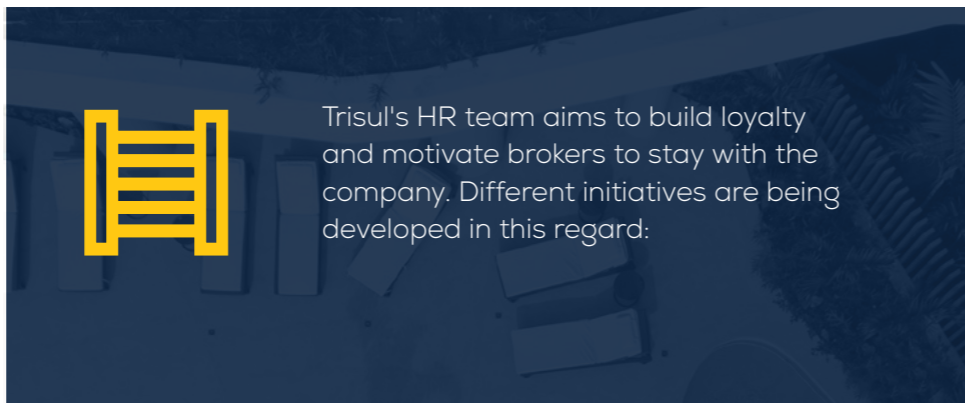


Trisul Vendas

Trisul's broker base has 760 accredited people (335 women), and 284 active brokers. The Company is recognized in the market for its high standard of service. The Sales Team has 22 coordinators and 25 managers. All are independent brokers, registered with Creci, the Regional Council for Real Estate Brokers.

Trisul sales are made by:

- ▮ **In-house brokers** who make up the Trisul Sales team and work on the Company's sales shifts.
- ▮ **Associated brokers**, part of Trisul Parcerias.



Trisul's HR team aims to build loyalty and motivate brokers to stay with the company. Different initiatives are being developed in this regard:

Integration

Newly hired brokers attend a three-day onboarding (Wednesdays, Thursdays and Fridays), which includes a tour of Trisul's top five products at the moment.

Belonging Policy

A loyalty program that boosts commissions for brokers, coordinators, and managers based on criteria like company tenure and sales performance (for brokers).

Code of ethics and conduct of the Sales team

The service includes posture rules, dress code guidelines, expectations regarding conduct while on duty, and safety procedures for visiting construction sites, among other aspects.

"Incentivar" (Encourage) Campaign

It works like a virtual currency. Based on their sales, brokers accumulate Dotz, which they can exchange at various partner stores for items of their choice.

Communication and integration channels

In April 2024, Trisul Sales established an official communication channel through the Trisul Vendas community on WhatsApp.

Trisul Highlights

Annual action that rewards the best performances among managers, brokers and team coordinators with the highest number of units sold.

Evaluation of coordinators

Form completed online and anonymously by brokers, with the aim of promoting continuous improvement in sales processes.

Termination form

This approach seeks to understand the professionals' view of Trisul, the team and the processes.

De-accreditation interview

Performed in the event of discontinuation of the sales intermediation partnership.

Ombudsman's Office

Trisul provides a service aimed exclusively at brokers, so that they can express their observations with confidence. Managers, coordinators and sales directors do not have access to this information.



Sales Team training and qualification

Brokers

In 2023, a training schedule was conducted for brokers working at the Company. These training sessions were carried out at Trisul facilities and several nearby offices.

Incubator

A new training modality involving newly associated brokers was also conducted in 2023. These are people who already worked at Trisul, but in some other area and, at a certain point, showed interest in becoming brokers.

Training for Management

Started in April 2024, it is directed towards coordinators and managers and is intended to train leadership management focused on the real estate market. It will be conducted throughout the year.



Health, well-being and safety

GRI 3-3: Health, well-being at and safety, 403-1, 403-2, 403-5, 403-7, 403-8

Based on the regulatory standards set by the Ministry of Labor and Employment, Trisul's occupational health and safety management system complies with various legal requirements, including labor laws, the civil code, the penal code, collective agreements and conventions, Public Ministry of Labor (MPT) requirements, civil and criminal liability, licensing and authorizations, supervision and inspection, and other sector-specific regulations.

Prioritizing the safety and well-being of its employees, all of the company's activities and workplaces are covered by the management system, which aims to ensure the safety of employees on site and reduce the rates of work accidents and absenteeism. In 2023, the system covered a total of 198 employees, i.e. 57.23 percent of them, in addition to 100 percent of the outsourced workers.

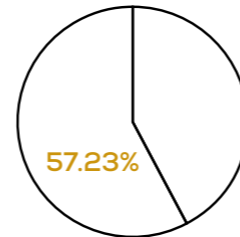
Methodologies used for occupational health and safety management include regular inspections and assessments, accident and incident reports, occupational health data, and training and awareness information. Health and safety management was audited internally, although there was no independent third-party certification for either group.

Trisul takes a comprehensive approach to identifying and assessing hazards and risks in workplaces, using routine processes to ensure that all aspects of the environment are monitored and maintained in compliance with safety standards, such as safety inspections, ergonomic, chemical and task-specific risk assessments.



198

employees covered by the management system



In non-routine situations, there are accident and incident reviews, as well as emergency drills to respond effectively to unexpected events and continually improve safety protocols.

In 2023, Trisul focused the mapping on hazards and risks involved in the activities at controlled work sites and on operations or business partners over which the enterprise does not have direct control. In this way, it monitors risks during business trips, remote work, in the field and/or external environments, as well as at customer, supplier or business partner facilities. Trisul has no operations that pose a risk of child labor or of young workers exposed to hazardous work conditions.

GRI 408-1, 409-1

The main hazards and risks mapped were falls, musculoskeletal injuries, vehicle accidents, falling objects, exposure to chemical substances and biological agents, burns, equipment accidents, electric shock injuries, trauma injuries, accidents at heights, fire and explosion and injuries caused by vibration and noise.

To prevent and mitigate hazards and risks, Trisul provides personal protective equipment (PPE), adequate safety signage, risk analyses, preventive maintenance, emergency and evacuation procedures, compliance monitoring and occupational health monitoring programs for workers, in addition to training.

The Company undergoes internal and external audits throughout the year with the aim of ensuring that the Trisul standard is maintained in all its projects. The processes used to investigate work incidents include detailed recording and documentation, identifying the dangerousness of the incident and implementing improvements to the management system.

Training – Trisul offers ongoing health and safety training to all its workers, including:

-  Guidance for new employees
-  Firefighting
-  First Aid
-  Use of Personal Protective Equipment (PPE)
-  Use of risk assessment tools
-  Work at height
-  Emergency response

The objective is to ensure that all employees, whether in-house or outsourced, get comprehensive training focused on occupational health and safety issues.



Trisul facilitated workers' access to medical and health services by offering complementary health insurance plans to all employees, regardless of the type of contract or working hours.

The Trisul construction site workforce training program provides practical teaching conditions on the construction site, during working hours, for professionals who are interested in performing activities included in the program and who have not had the opportunity to learn throughout their professional lives. The courses are offered to both Trisul employees and partner outsourced companies.

Although the company does not have specific policies guaranteeing workers the right to withdraw from potentially hazardous work situations, Trisul implements preventive measures to ensure employee safety and integrity. These measures include collective protection for slabs, floors, elevator shafts, fall protection, and nets on construction sites. Precautions also extend to protecting neighboring properties to prevent damage to third parties and adjacent areas, controlling the impact on the surrounding community, and ensuring safety for brokers and customers visiting its construction sites.

Quality of life

GRI 403-6

Trisul has a health promotion and disease prevention program. Implemented in 2023, the company introduced free in-office vaccination campaigns, access to the Gympass platform to promote physical activity, and quick massage sessions during work hours to help manage stress.

Furthermore, in 2023, Trisul facilitated workers' access to medical and health services by offering complementary health insurance plans to all employees, regardless of the type of contract or working hours.

The channels for accessing and providing information on health promotion services for workers include internal communication, the corporate e-mail, and online applications and platforms. One of the goals that has been set is to introduce at least one annual lecture at each construction site, addressing topics related to promoting worker health.

The company preserves the confidentiality of personal information related to its employees' health, ensuring that this data is not used for other purposes, as guaranteed by strict privacy, responsibility and data protection policies.

Diversity, inclusion and equity

GRI 3-3: Diversity, inclusion and equity

Trisul values a good relationship among all its employees, so that they can experience an ethical, respectful and empathetic work environment.

The company's goal is to improve policies that promote the reduction of inequality and respect for human rights and labor laws.

Therefore, it recognizes the importance of creating an inclusive and equitable work environment, where all employees feel valued and respected, and is preparing to adopt concrete measures aimed at building an organizational culture, with team diversity and gender equity. To this end, it intends to invest in adequate and fair training to promote leaders, taking into account the diversity of the team, and to have a positive impact on the surrounding communities, promoting education, boosting the local economy and establishing social inclusion policies.

The main impacts related to the theme of Diversity, Inclusion and Equity in the company are related to the mental health of employees and the maintenance of gender and racial stereotypes. These negative impacts are directly related to hiring, promotion and career development activities, as well as interpersonal relationships within the organization. The company is aware of the associated risks, such as the degradation of its reputation as an employer, failure to comply with regulations on minority groups and the possibility of facing legal proceedings and sanctions.

These risks can result in replacement and training costs, legal issues and even affect the company's cost of capital. Currently, the organization does not have specific policies on diversity, inclusion and equity. However, it is attentive to the regulations and awaiting the publication of the report by the Ministry of Labor and Employment (MTE) to implement effective and comprehensive actions.



Diversity of governance bodies and employees in 2023 GRI 405-1

Governance Bodies								
Board of Directors	By gender			By age group				Under-represented groups
	Men	Women	Total	Aged fewer than 30 years	Aged 30 to 50 years	Aged more than 50 years	Total	Blacks
Number	8	0	8	0	0	8	8	0
Percentage	100%	0%	100%	0%	0%	100%	100%	0%

Diversity in the workforce

Office of the President ²

Number	2	0	2	0	0	2	2	0
Percentage	100%	0%	100%	0%	0%	100%	100%	0%

Executive board

Number	9	0	9	0	7	2	9	0
Percentage	100%	0%	100%	0%	77.8%	22.2%	100%	0%

Managers

Number	22	12	34	1	27	6	34	2
Percentage	64.71%	35.29%	100%	2.94%	49.41%	17.65%	100%	5.88%

Superintendent

Number	2	3	5	0	3	2	5	0
Percentage	40%	60%	100%	0%	60%	40%	100%	0%

Diversity in the workforce (continued)

Board of Directors	By gender			By age group				Under-represented groups
	Men	Women	Total	Aged fewer than 30 years	Aged 30 to 50 years	Aged more than 50 years	Total	Blacks

Coordinator

Number	23	18	41	5	32	4	41	0
Percentage	56.1%	43.9%	100%	12.2%	78.0%	9.8%	100%	0%

Analyst

Number	65	69	134	50	79	5	134	8
Percentage	48.51%	51.49%	100%	37.31%	58.96%	3.73%	100%	5.97%

Assistant

Number	5	11	16	12	4	0	16	1
Percentage	31.25%	68.75%	100%	75.00%	25.00%	0%	100%	6.25%

Helper

Number	8	5	13	6	5	2	13	3
Percentage	61.54%	38.46%	100%	46.15%	38.46%	15.38%	100%	13.04%

Consultant

Number	0	4	4	1	3	0	4	1
Percentage	0%	100%	100%	25%	75%	0%	100%	25%

Diversity in the workforce (continued)								
Board of Directors	By gender			By age group				Under-represented groups
	Men	Women	Total	Aged fewer than 30 years	Aged 30 to 50 years	Aged more than 50 years	Total	Blacks

Controller

Number	1	0	1	0	0	1	1	0
Percentage	100%	0%	100%	0%	0%	100%	100%	0%

Technician

Number	1	0	1	0	1	0	1	0
Percentage	100%	0%	100%	0%	100%	0%	100%	0%

Attorney

Number	1	5	6	1	5	0	6	0
Percentage	16.67%	83.33%	100%	16.67%	83.33%	0%	100%	0%

Stock-room clerk

Number	14	1	15	2	11	2	15	0
Percentage	93.33%	6.67%	100%	13.33%	73.33%	13.33%	100%	0%

Architect

Number	0	1	1	0	1	0	1	0
Percentage	0%	100%	100%	0%	100%	0%	100%	0%

Diversity in the workforce (continued)								
Board of Directors	By gender			By age group				Under-represented groups
	Men	Women	Total	Aged fewer than 30 years	Aged 30 to 50 years	Aged more than 50 years	Total	Blacks

Engineer

Number	13	5	18	6	12	0	18	0
Percentage	72.22%	27.78%	100%	33.33%	66.67%	0%	100%	0%

Foreman

Number	18	0	18	0	7	11	18	1
Percentage	100%	0%	100%	0%	38.89%	61.11%	100%	5.56%

Others¹

Number	20	2	22	5	11	6	22	0
Percentage	90.91%	9.09%	100%	22.73%	50.00%	27.27%	100%	0%

Total²

Number	210	136	346	89	208	49	346	16
Percentage	60.69%	39.31%	100%	25.72%	60.12%	14.16%	100%	4.62%

1. The 'Other' category includes: Recruiter (one woman); Information security specialist (one man); Valet (two men); Structure manager (four men); Construction manager (ten men); and Warehouse manager (one man).

2. The two members of the Office of the President also hold positions on the company's Board of Directors. Therefore, there is a double count of these people in the sum of the columns. For this reason, we excluded the count of these individuals in each corresponding category (men, over 50 years old) once to consolidate the total number of employees within their diversity categories.

Ratio of basic salary and remuneration of women to men by employee category in 2023^{1,2} GRI 405-2

Office of the president ³	N/A
Executive Board ³	N/A
Managers	0.85
Superintendent	0.65
Coordinator	0.94
Analyst	0.98
Assistant	1.09
Helper	0.94
Consultant ³	N/A
Controller ³	N/A
Technician ³	N/A
Attorney	1.11
Stock-room clerk	0.87
Architect ³	N/A
Engineer	1.02
Foreman	0.98

1. The information considers all Trisul operational units.

2. The salary ratio was calculated by dividing the average salary; for women by that received by men, by employee category.

3. Non-applicability (N/A) occurs when one of the employee categories is occupied only by employees of one gender. The Office of the President, executive board, controller and technician categories are occupied only by men, while the categories of consultants and architects are occupied only by women. For this reason, it is not possible to calculate salary ratio rates for these positions.

Direct communication

Trisul provides reporting channels accessible to all its employees, allowing anyone to anonymously report any suspected irregularities. Collaboration with labor unions is another measure the company has adopted to strengthen the monitoring of working conditions and ensure that workers' rights are respected. In addition, Trisul implements a monitoring system and periodic audits to verify compliance with its work policies and practices.



SOCIAL AND ENVIRONMENTAL RESPONSIBILITY





Community and local development

GRI 3-3: Local development and relationship with communities, 413-2

Trisul monitors and measures the impacts of its activities on economic, social, and environmental aspects to inform its decisions regarding the development of real estate projects. Therefore, it considers these topics:

- 1 **Socio-environmental responsibility** actions and attitudes with customers, employees and third parties;
- 2 Attention to **100 percent of the current legislation** in terms of environment, labor and good civilized coexistence;
- 3 **Compatibility** between generating value for shareholders and the development objectives of the communities where it is present;
- 4 Relevant ways to **develop the community** where it operates;
- 5 Possible **impacts on the environment and community** resulting from the implementation of its projects.

Consistently engaging positively with surrounding communities, the Company aims to promote education, drive the local economy, and implement social inclusion policies. Furthermore, all of its employees are motivated to voluntarily participate in the economic and social development of local communities, respecting cultures and business customs. The Company's mission is to create a positive impact on the communities where it operates, maintaining an open channel of communication with each of them.

During the execution of the works, one of the impacts is the increase in the flow of vehicles in the region. To mitigate this effect, the company maintains communication with the São Paulo Traffic Engineering Company (CET) to develop and implement strategies and logistics, aiming to reduce the impact on the area where the project is being carried out.

Another significant impact is the increase in the flow of people, especially employees involved in operations. To address this issue, there are weekly training sessions focused on appropriate conduct in the vicinity of the construction site. The noise

generated by some construction site activities is another relevant concern.

To minimize the impact noise has on neighbors, the logistics department works to concentrate the noisiest equipment in locations that cause the least disturbance. An example of this strategy is the placement, when necessary, of noisy equipment in basements, which helps to reduce the noise level perceived in the surrounding residential areas.

Recognizing the impacts generated in the neighborhood, the company strives to minimize effects such as environmental and noise pollution. In this sense, it has the Construction Sustainability Program (CSP) that brings together the aforementioned initiatives and establishes a sustainability standard on construction sites and in the surrounding communities.



At six moments considered to be the most impactful during the project, the sustainability department sends letters to neighbors, informing them about the specific phase of construction and the impacts inherent to these activities. This communication has had positive effects, because when letters are delivered in person, neighbors feel recognized and valued.

Negative impacts are identified through the CSC, through which neighbors can log their complaints. Letters that are delivered also provide contact information, making communication easier. When a complaint is received, the site team immediately addresses the issue, either in person or by telephone, ensuring that all concerns are quickly addressed.

The CSP also features an online data management system for monitoring and generating sustainability indicators related to the efficient use of water, energy, and waste management on construction sites. There is also concern with the surroundings and the community, which includes, for example, the maintenance and improvement of sidewalks.

Local investments GRI 203-1

In 2023, Trisul made significant investments in infrastructure and support for services aimed at the local community. Standing out among the main projects are the extension of the network and environmental compensation. These projects vary in their stage of development, with some in planning and others in execution, depending on the specific undertaking.

Investments have generated direct and indirect positive impacts on local communities, especially in improving the surroundings and infrastructure. No negative impacts resulting from these projects were identified, therefore no mitigation measures were necessary.

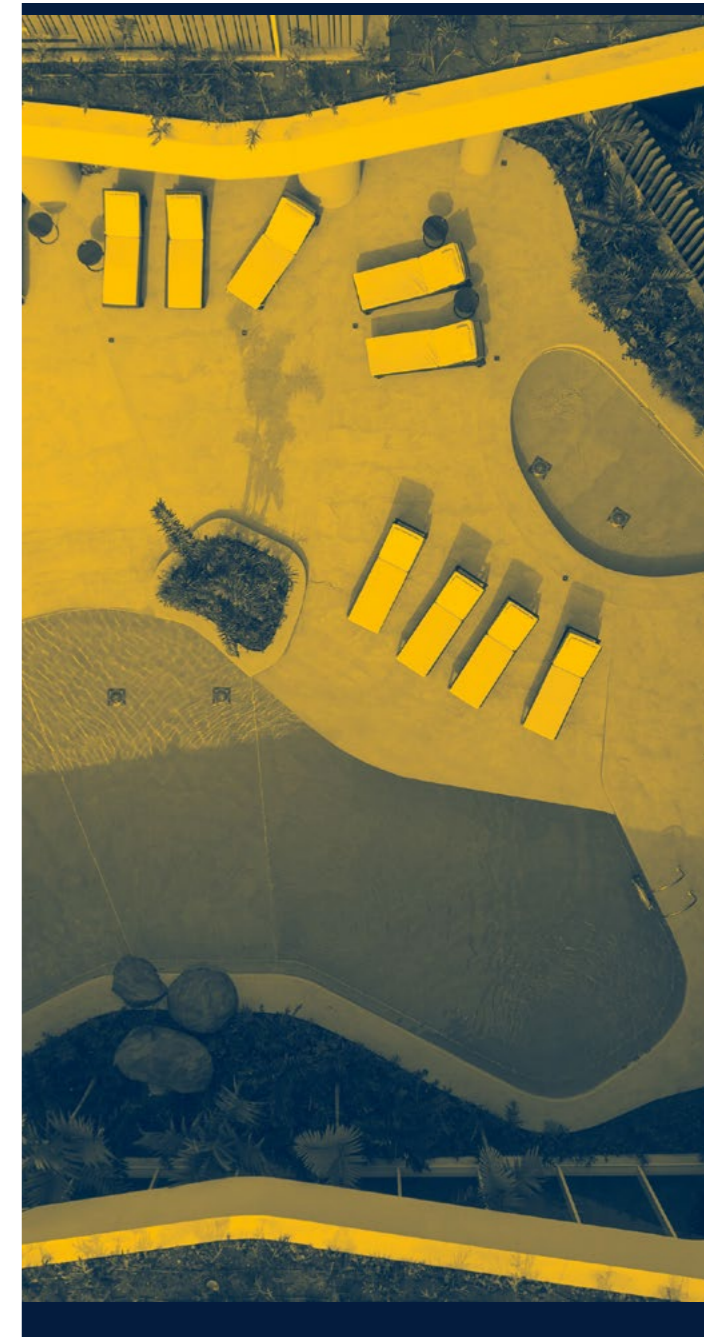
The investments and services provided are of a commercial nature, reflecting Trisul's commitment to the development of the areas where it operates. Each project lasts two to four months and gets funding ranging from BRL 250,000 to BRL 500,000.

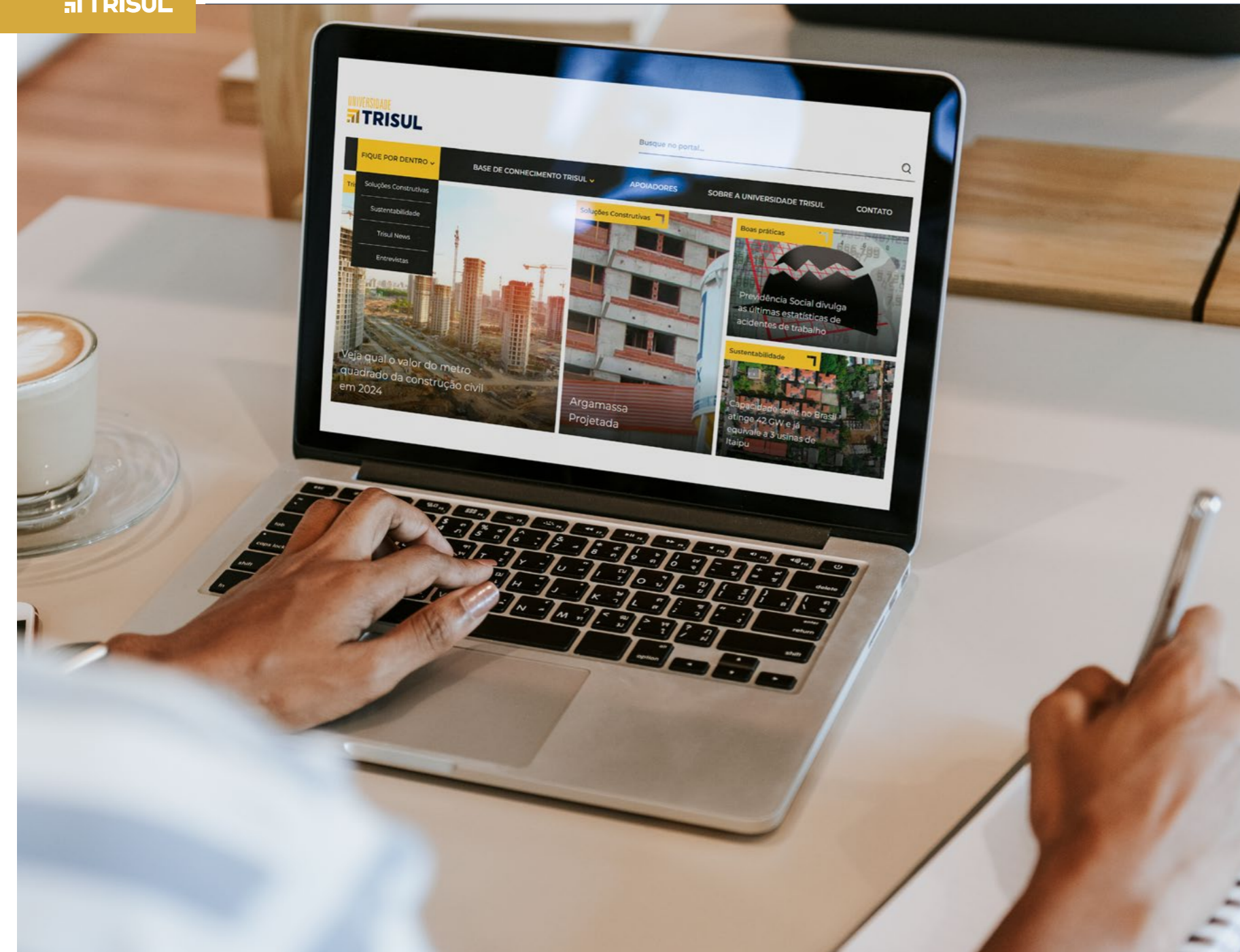
The need for infrastructure improvements for connections and extensions of water, sewage and energy networks was considered, in addition to environmental compensation, both at the project site and in external areas. Trisul also included sidewalk donations as part of its infrastructure initiatives.



Each project lasts two to four months and gets funding ranging from

BRL 250,000
to BRL
500,000





Trisul University

Trisul values information and seeks, through the Trisul University portal, to share knowledge with professionals, students, customers and engineering enthusiasts in general, with different approaches involving the construction universe. The channel encourages the exchange of experiences, gathers relevant information about the segment and publicizes initiatives and news. It also covers the entire step-by-step process of executing Trisul projects, from land preparation to delivery.

www.universidadetrisul.com.br





Supply chain

GRI 2-6, 2-24, 3-3: Supply chain management, 408-1, 409-1, 414-2

The organization's production chain has around 23,800 thousand suppliers, including service providers, manufacturers and distributors. The company estimates that, throughout 2023, it made payments of approximately BRL 40 million per month to its suppliers.

The network is made up of local and national suppliers; outsourced suppliers; small, medium and large wholesalers and retailers who operate in the product, input and service areas.

The entities downstream of the organization include distributors, retailers, end consumers, and logistics partners.

Trisul seeks to ensure that its supply chain operates ethically and in compliance with established social standards, reinforcing the importance of responsible practices in its operations. Encouraging these and other best practices is considered to be positive impacts of Trisul on the chain.

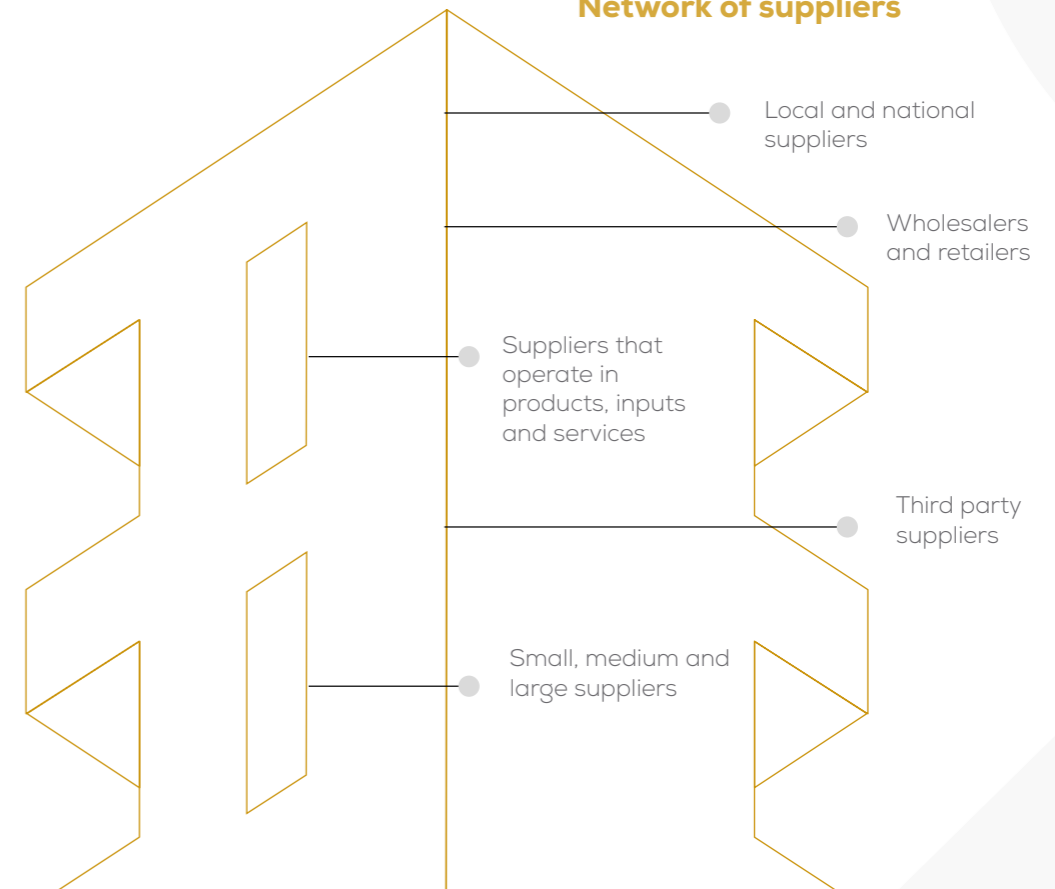
The company issues an official statement of zero tolerance for forced or slave-like labor in its institutional documents, reinforcing its commitment to ethics and human rights in its operations.

To prevent these risks in its operations, the company includes specific contractual clauses in its social relations to ensure compliance. It also verifies supplier documentation to make sure laws that prohibit child labor and protect young workers from hazardous working conditions are observed.



23,800 suppliers

Network of suppliers



Continuous monitoring

GRI 308-2, 414-2

Trisul conducts regular audits and monitoring with its business partners to ensure that the standards the organization requires are maintained. Periodic supplier assessments focus on the social and environmental impacts of each activity. The criteria used in the assessments include compliance with current standards and regulations. During the contracting process, the suppliers' environmental permits are reviewed to ensure they meet the required standards. Furthermore, visits are carried out on site to mitigate environmental impacts.

Fifteen suppliers were assessed for social impacts in 2023. As a result of these assessments, eight suppliers were identified as potential or actual contributors to negative social impacts, such as social inequality and unfair wages. The company terminated its contract with one of these suppliers due to non-compliance with current laws and regulations.

Regarding environmental impacts, Trisul evaluated eight suppliers during the year. Of these, two were identified as causing negative environmental impacts. Improvements were agreed with one of them as a result of these evaluations. However, due to the severity of the impacts and the failure to meet deadlines and material quality, the relationship with the other one was terminated.

The primary negative environmental impacts identified in the supply chain include environmental degradation, consumption of energy from non-renewable sources – particularly related to the supply of cement, concrete, steel, and cinder blocks – generation of waste in manufacturing processes, and greenhouse gas (GHG) emissions associated with the production of these materials. Additionally, improper waste disposal was identified as a potential impact.

Trisul conducts regular audits and monitoring with its business partners to ensure that the standards the organization requires are maintained.



Climate change

GRI 3-3: Climate change

Recognizing the socio-environmental impacts of the civil construction industry and aligning with key market trends, Trisul strives to maintain sustainable and socially responsible operations.

The impacts of the company's activities on climate change are wide-ranging, affecting the environment, people and their human rights, as well as the economy at local, regional, national and global levels. Among the most significant impacts are the creation of jobs and income and the transformation of the city with projects that incorporate various environmental concerns.

Activities that contribute to these impacts include the use of machinery and energy, logistics operations and the acquisition of raw materials. Although these aspects are clearly related to climate change, the topic

is not currently addressed in specific internal policies or formal company commitments.

However, aware of its responsibility, since 2021, Trisul has been part of the Construction Sector Companies Training Group in ESG, through the Building Technology Center (CTE), which aims to make companies protagonists in environmental, social and governance responsibility practices. The idea is to promote efficiency by reducing costs, minimizing legal interventions, increasing productivity, increasing employee engagement and optimizing investments in capital goods.



In addition, Trisul monitors its energy consumption and implements practices to improve energy efficiency and reduce the environmental impact of its operations. The company is also investing in infrastructure projects and support for services that promote sustainability, such as environmental compensation and power grid extension.



Certifications



PROCEL ENERGY EFFICIENCY SEAL

In recognition of its highly energy-efficient projects, Trisul was a pioneer in securing the Procel Residential Buildings Certification. The first certified development was Oscar Ibirapuera. It is worth mentioning that this project was the first in Brazil to receive this type of certificate. The Procel seal of energy savings for buildings was created by the federal government's National Electric Energy Conservation Program.



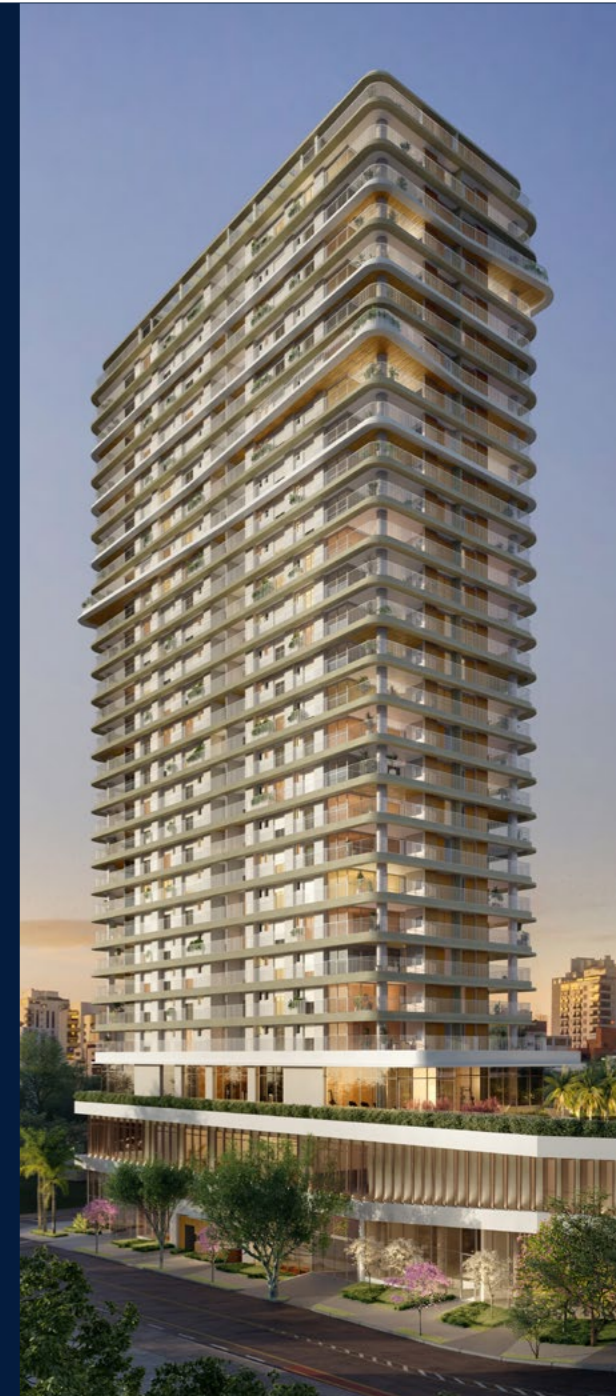
Processo **AQUA**
CONSTRUÇÃO SUSTENTÁVEL

AQUA PROCESS CERTIFICATION

Granted by the Vanzolini Foundation, it acknowledges the commitment to sustainability throughout the various stages of certified buildings. It ensures high environmental quality – verified by an independent inspection body that guarantees compliance with acoustic, thermal, and lighting comfort standards – as well as significant reductions in water and energy consumption, material quality, waste management, and other benefits.



Península Vila Madalena, a high-end development in the Lifestyle Boutique by Trisul line, is recognized by the **AQUA Certification**. It provides enhanced comfort through water and energy savings, reduced greenhouse gas emissions and pollution, increased sustainability awareness, and a lower impact on the surrounding neighborhood, among other benefits. Launch: June 2022. Delivery: October 2025.





OSCAR ITAIM

Located in the southern region of São Paulo, this high-end project features a water reuse system for showers and taps, as well as smart light bulbs that consume 18 percent less energy. For this project, Trisul contracted production funding worth BRL 60 million, with an interest rate discount for meeting sustainability criteria (Green Credit).



EDGE (EXCELLENCE IN DESIGN FOR GREATER EFFICIENCIES) CERTIFICATION

This certification was created by the International Finance Corporation (IFC), an entity with ties to the World Bank, with the aim of encouraging sustainability in different types of projects in emerging countries. It enables design teams and owners to evaluate the most cost-effective ways to incorporate energy and water reduction options into their buildings. EDGE certification has six project typologies: Residential, hospitals, office buildings, educational or school, retail and hotel buildings.



Energy management

GRI 302-1, 302-3, 302-4, 302-5

In 2023, the energy consumption of the Trisul administrative building amounted to 337,316 kWh, which is equivalent to 1,214.34 gigajoules. This total is made up of 322,965 kWh consumed in the office and 14,351 kWh in the cafeteria. The building has two environmental certifications: AQUA and Procel, which, together, guarantee a 20.09 percent reduction in energy consumption compared to other projects without both requirements.

One of the building's features is the use of presence sensors distributed among departments, ensuring that lights remain off in unoccupied areas, thus affording significant energy savings. This practice not only contributes to energy efficiency, but also raises awareness among employees about the importance of sustainability, encouraging the adoption of sustainable practices in everyday life.

Detailed consumption monitoring enables the company to identify areas for improvement and implement more sustainable practices. This approach aligns with its sustainability and environmental responsibility strategy, emphasizing energy efficiency and reducing the environmental impact of its operations. All of the company's energy consumption is monitored monthly by internal teams, using information from invoices in kWh. During the period, no energy was used for heating, cooling, or steam, with total energy consumption limited solely to the use of electricity.

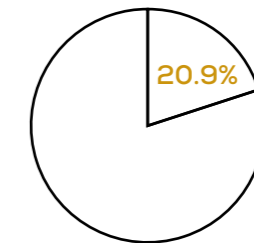
In addition to electricity consumption, Trisul uses fossil fuels, specifically diesel fuel, in situations of need, when there is power shortage from the utility. In these cases, a diesel-fueled generator is activated in the administrative building. In 2023, 775 liters of diesel were used. No renewable fuels are used in the company's operations.



Administrative Building



The building has two environmental certifications: AQUA and Procel



20.9%

of power consumption reduction



Athos **Paraíso**



The Athos Paraíso development secured the Procel Edifica Seal, granted to units with level A in the energy efficiency label. It also secured the AQUA environmental certification.



The reductions obtained totaled

23.74 GJ

Regarding its operations on construction sites, Trisul also implements initiatives to reduce energy consumption, as confirmed by certifications. In 2023, the Athos Paraíso development received the Procel Edifica Seal, granted to units with level A in the energy efficiency label. The certification was granted after several characteristics that demonstrate its high energy efficiency were reviewed. The project also secured the AQUA environmental certification, which assessed the same characteristics and determined a potential reduction of 23.74 percent in energy consumption compared to projects without these characteristics. This initiative stood out as an energy efficiency program, contributing to reducing power consumption. The reductions achieved totaled 23.74 GJ.

These reductions were conducted internally, using methodologies and tools developed by the organization itself. Modeled energy reduction was used to determine the reduction, comparing similar projects with and without the energy efficiency technologies implemented. Trisul also monitors energy consumption within the organization, resulting in an energy intensity rate of 101,760.06 kWh in current works in 2023.

The information on kilowatt-hour consumption for the construction operations was reported, showing that 1,628,161 kWh were consumed across the 16 projects during the year. To calculate this energy intensity rate, the total energy consumption for the operation at the works was divided by the number of works in progress in 2023, a metric used as a reference for calculating the rate. The types of energy included in this calculation were fuels and electricity. Energy intensity analysis allows the company to identify opportunities to improve energy efficiency and implement measures that contribute to reducing energy consumption.

Risks and opportunities GRI 201-2

The risks arising from climate change associated with Trisul's activities are related to extreme weather events and water shortages, both of which present physical risks and directly impact operations. Extended rainy periods may hinder project construction, leading to delays in the construction schedule and, thus, in project delivery to customers. This situation generates additional financial implications, requiring adjustments to deadlines and possible extra costs to maintain quality and commitments made to customers.

The lack of water also impacts construction flow, potentially delaying final project delivery, leading to financial implications, requiring the adoption of measures to mitigate the impacts and ensure the continuity of works within quality standards. Both scenarios highlight the importance of Trisul being prepared to face climate challenges, adopting effective strategies to minimize impacts.

In 2023, Trisul identified opportunities arising from climate change in terms of environmental awareness and education. Classified as opportunities of a physical nature, environmental awareness initiatives and education on the topic have positive impacts, in which the company can envision a more prosperous future, driven by the appreciation and adoption of practices aimed at preserving the environment, minimizing negative impacts.

The company is investing in systems and equipment that contribute to reducing water and energy operating costs. Improved waste management is another tangible benefit that has a significant positive impact. Environmental awareness and education also increase employee involvement, creating a more engaged work environment, one that is committed to the Company's sustainable goals.

Therefore, the methods Trisul uses to manage risks and opportunities include improving energy efficiency and obtaining renewable energy certificates. Costs involve personnel, training and development, tools and software, external consultancy and data collection and analysis. However, the organization does not have an estimate of the financial costs involved or to make revenue projections.



Trisul invests in systems and equipment that contribute to reducing water and energy operating costs.



Waste and tailings management

GRI 3-3: Waste and tailings management, 306-1, 306-3, 306-5

Trisul constantly works to reduce the impact of its actions on the environment, including optimizing more than 90 percent of the waste.

To achieve this purpose, it uses certified wood and ecological materials (such as clay bricks, when possible). The company pays close attention to the type of paint, waste management, reuse of materials, workplace safety and training. It reuses the spilled mortar, properly disposes of paint cans, uses recycled aggregate and uses reused water to clean the works.

In 2023, Trisul shipped a total of 116,723 m³ of non-hazardous waste and 27.63 tons of hazardous waste for end disposal. Non-hazardous waste mainly included

construction tailings (32,291 m³) sent for recycling and soil (84,432 m³) shipped to landfills. There was no incineration, either with or without energy recovery, for these types of waste.

Among the hazardous waste, 26.18 tons were generated from construction activities and included materials such as release agents, lubricants, waterproofing agents, asphalt, and primers. Another 0.55 tons came from campaigns carried out throughout the year to collect electronic waste from employees. All 27.63 tonnes

of hazardous waste were destined for incineration with energy recovery, a process done outside the organization.

The company considers both the positive and negative impacts of managing waste and tailings generated by the works. Significant impacts, both actual and potential, primarily occur in processes involving material inputs, as well as in processing and production activities.



With regard to material inputs, the company identifies a significant impact on the generation of packaging waste (Class B). Nearly all units on the construction site produce some form of waste, primarily from the receipt of materials, leading to the disposal of various packaging materials. Regarding processing and production activities, the most impactful processes include the removal of slab formwork, which generates wood waste, and the execution of masonry, façades, and ceramic cladding, which results in leftover debris (gray waste). Additionally, the execution of smooth plaster and/or drywall generates plaster waste.

Trisul segregates this waste in “bigbags,” which are shipped to recycling. To manage these impacts, Trisul implements several certified policies and commitments, ensuring the traceability and proper disposal of 100 percent of the waste through Destination Certificates provided monthly by waste transporters.

Through the Construction Waste Management Plan (CWMP), Trisul implements specific internal procedures tailored to the unique characteristics of each construction site, ensuring daily application under the supervision of multidisciplinary teams. All employees are periodically trained to ensure the proper disposal of residual materials.

On-site, waste is identified and sorted according to its classification, with the sustainability department conducting monthly oversight and issuing reports that highlight opportunities for improvement. Chemical waste gets special treatment and is stored in specific stalls to ensure safety. The effectiveness of these measures is verified through internal and external audits. Chemical waste data were obtained through Waste Transport Manifests (WTM), generated directly on the Cetesb website (State Online Solid Waste Management System, Sigor), ensuring traceability and compliance with environmental regulations.

Waste generation targets are defined before each project gets underway and consider previous projects with similar construction methods and areas. These goals are monitored and critically analyzed as activities progress. Trisul's waste management is well defined and interpreted by employees, reflecting the experience and dedication of the teams involved. The company ensures transparent communication with its stakeholders by sharing information on the effectiveness of the waste management measures adopted.



The last 15 projects delivered within this initiative led to an estimated savings of

1,272 m³
of rubble waste

PERSONALIZE

To assist customers with property construction, in 2018, Trisul created the Personalize program, an initiative with apartment finishing options. In addition to providing flooring, wall coverings, countertops, fixtures, and even air conditioning systems with a more attractive cost-benefit ratio, the program also helps minimize waste generated during renovations.





Recycling

In 2023, Trisul launched campaigns at the head office to promote proper waste management, leading to the recycling of 201 kilograms of spent coffee capsules. All employees were instructed to discard the capsules in designated locations, allowing the company's sustainability department to correctly dispose of this material. This initiative highlights Trisul's commitment to recycling and environmental awareness among its employees.

To ensure excellence in waste management, Trisul installed specific bins in all departments, allowing for the proper segregation of waste at the source. Each disposal point is equipped with two types of bins, simplifying the process for employees to sort the waste. The subsequent logistics involve training cleaning professionals to ensure waste segregation is maintained until it is collected by the contracted carrier. Organic waste is sent to landfills, while recyclable waste is sorted and sent for recycling, ensuring an efficient and environmentally responsible process.

In addition to internal initiatives, Trisul organized campaigns to collect electronic waste, resulting in the collection of 550 kilograms of obsolete equipment, including printers, notebooks, cell phones, various machines, household appliances, and batteries. Trisul also follows specific procedures for the disposal or donation of materials that employees wish to discard, including obsolete ceramic tile displays, frames, taps, vinyl flooring, and wooden packaging. These materials get special treatment to ensure their proper disposal or reuse, reaffirming the company's commitment to sustainability and waste reduction, as well as employee awareness and active participation in reducing environmental impact.



201 kg
of coffee capsules
sent for recycling



550 kg
of obsolete
equipment
collected

Reverse logistics

In 2023, Trisul began participating in a pilot project for Promaflex's reverse logistics program, which consists of the reallocation and reuse of tons of materials that would otherwise be rejected, also involving the entire reuse chain, from manufacturing in the industry to the transformation of waste into recycled raw material, including retail, consumption and collection.

The implementation aims to solve an old industrial issue regarding the disposal of post-consumer packaging, but it is also a solution to the most recent challenge of new national solid waste policies. By joining, institutions have zero costs for providing collection units, training personnel and managing waste at the construction site. Once the process is complete, the construction company receives proof through the Final Destination Certificate (CDF) seal, which attests to sustainable work, promoting

a positive impact for the brand. Receiving annual reports from this program facilitates understanding of the figures and strengthens the commitment to responsible waste management.

Collaboration - Since August 2021, Trisul has had a collaboration in place with Placo do Brasil, a manufacturer of drywall belonging to the Saint-Gobain group, which has undertaken to collect residual plasterboard material generated on site with the aim of returning it to its manufacturing process. This collaboration is in line with Trisul's initiatives in reverse logistics, i.e., returning construction waste to the material manufacturers themselves.



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, 2023, based on the GRI Standards.
GRI 1 used	GRI 1: Fundamentals 2021

GRI Standards	Content	Location
General disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	11, 29
	2-2 Entities included in the organization's sustainability reporting	6
	2-3 Reporting period, frequency, and contact point	6
	2-4 Restatements of information	None. This is the inaugural report.
	2-5 External assurance	The report has not undergone external third-party verification.
	2-6 Activities, value chain, and other business relationships	11, 12, 13, 25, 55
	2-7 Employees	40, 41
	2-8 Workers who are not employees	40, 42
	2-9 Governance structure and composition	30, 31, 33
	2-10 Nomination and selection of the highest governance body	30
	2-11 Chair of the highest governance body	31
	2-12 Role of the highest governance body in overseeing the management of impacts	30
	2-13 Delegation of responsibility for managing impacts	32
	2-14 Role of the highest governance body in sustainability reporting	6, 7
	2-15 Conflicts of interest	31
2-19 Remuneration policies	33	

GRI Standards	Content	Location
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	4
	2-23 Policy commitments	34
	2-24 Embedding policy commitments	32, 40, 55
	2-25 Processes to remediate negative impacts	55
	2-26 Mechanisms for seeking advice and raising concerns	34, 35
	2-27 Compliance with laws and regulations	Trisul did not receive any fines or non-monetary sanctions in 2023 for non-compliance with laws and regulations.
	2-28 Membership in associations	16
	2-29 Approach to stakeholder engagement	7, 16
	2-30 Collective bargaining agreements	All 346 Trisul employees (100%) are covered by collective bargaining agreements.
Material topics		
GRI Standards	Content	Location
GRI 3: Material Topics 2021	3-1 Process of determining material topics	7
	3-2 List of material topics	7, 8
Transparency and relationship with customers		
GRI 3: Material Topics 2021	3-3 Management of material topics	22, 23
GRI 417: Marketing and Labeling 2016	GRI 417-3: Incidents of non-compliance concerning marketing communications	23
Data privacy and security		
GRI 3: Material Topics 2021	3-3 Management of material topics	37, 38
GRI 418: Customer privacy	418-1 Complaints concerning breaches of customer privacy and losses of customer data	37, 38 In 2023, Trisul logged no proven complaints regarding leaks, theft or loss of customer data.

GRI Standards	Content	Location
Health, well-being and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	44, 45, 46
GRI 403: Health and safety of work 2018	403-1 Occupational health and safety management system	44, 45
	403-2 Hazard identification, risk assessment, and incident investigation	44, 45
	403-5 Worker training on occupational health and safety	46
	403-6 Worker access to non-occupational medical and healthcare services	46
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45
	403-8 Workers covered by an occupational health and safety management system	44
Ethics, integrity and compliance		
GRI 3: Material Topics 2021	3-3 Management of material topics	34, 35
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	The company has not conducted risk assessments related to corruption for its operations. The company's primary activity is building construction, and such constructions are its end products. Trisul does not consider it possible to validate risks regarding corruption involving its end products.
	205-3 Confirmed incidents of corruption and actions taken	None.
GRI 206: Unfair competition 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None.
Product quality and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 19, 20, 21, 22
	416-2 Incidents of not-compliance concerning the health and safety impacts of products and services	None.
Waste and tailings management		
GRI 3: Material Topics 2021	3-3 Management of material topics	63, 64, 65, 66

GRI Standards	Content	Location
GRI 306: Effluents and Waste 2020	306-1 Significant actual and potential waste-related impacts	63, 64
	306-3 Waste generated by composition	63
	306-4 Waste diverted from disposal	All waste generated gets proper end disposal. All waste generated has a proven end destination.
	306-5 Waste directed to disposal	63, 65
Climate change		
GRI 3: Material Topics 2021	3-3 Management of material topics	57, 58, 59, 60, 61, 62
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	53
GRI 308: Energy 2016	302-1 Energy consumption within the organization	60, 61
	302-3 Energy intensity	60, 61
	302-4 Reductions in energy consumption	60, 61
	302-5 Reductions in energy requirements for products and services	60, 61
Supply chain management		
GRI 3: Material Topics 2021	3-3 Management of material topics	55, 56
GRI 308: Environmental assessment of suppliers 2016	308-2 Negative environmental impacts in the supply chain and actions taken	56
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	45, 55
GRI 409: Forced labor or similar to slavery 2016	409-1 Operations and suppliers at significant risk for cases of forced or compulsory labor	45, 55
Social evaluation of suppliers 2016	414-2 Negative social impacts in the supply chain and actions taken	55, 56

GRI Standards	Content	Location
Diversity, inclusion and equity		
GRI 3: Material Topics 2021	3-3 Management of material topics	47
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	48, 49
	405-2 Ratio of the basic salary and remuneration of women to men	50
Local development and relationship with communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	52, 53
GRI 203: Indirect economic impacts 2016	203-1 Investments in infrastructure and service support	53
GRI 413: Local communities 2016	413-2 Operations with potential significant actual and potential negative impacts on local communities	52, 53

Sustainable Development Goals

1. No poverty
2. Zero hunger
3. Good health and well-being
4. Quality education
5. Gender equality
6. Clean water and sanitation
7. Affordable and clean energy
8. Decent work and economic growth
9. Industry, innovation, and infrastructure
10. Reduction of inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate action
14. Life below water
15. Life on land
16. Peace, justice, and strong institutions
17. Partnerships and means of implementation

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