

2025 SUSTAINABILITY REPORT



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INTRODUCTION

WELCOME

Trisul S.A. reaffirms its commitment to transparency by sharing the progress of its ESG strategy. Now in its third consecutive year of publishing its *Sustainability Report*, the company highlights the achievements of an eventful cycle, marked not only by significant accomplishments but also by its resilient response to new challenges.

For us, sustainability goes beyond metrics—it is reflected in our daily commitment to improving every aspect of the business. We strive to ensure that every construction site and every home handover fosters harmonious living, promoting respect for life and for the communities where we operate.

Our journey is one of continuous improvement across environmental, social, and governance dimensions. We invite you to discover how we are shaping the future and transforming the São Paulo skyline with the responsibility and purpose that define the Trisul DNA.

We hope you enjoy the report!



MESSAGE FROM THE CEO

GRI 2-22

In 2025, Brazil's construction industry demonstrated remarkable resilience, and Trisul responded with agility in capturing market opportunities. It was a year in which we reinforced our ability to create value and execute our strategy with precision. With a disciplined and analytical approach, we focused our efforts on demand, maintaining operational efficiency even amid a macroeconomic environment of persistently high interest rates.

In the affordable housing segment, which now represents two-thirds of the market, demand continues to be supported by subsidized financing. At the other end of the spectrum, the high-end market remained strong, driven by buyers who rely on their own capital rather than credit. Although we recognize the challenges the middle class continues to face in accessing market-rate financing, our versatility enabled us to deliver industry-leading performance.

Operationally, we achieved a record BRL 2.9 billion in new project launches during

the year. GranOscar was the standout development, representing a potential sales value (PSV) of BRL 1.2 billion on its own. Our operational efficiency also resulted in a potential sales portfolio exceeding BRL 1.8 billion.

More than launching and selling projects, we deliver them with excellence. In 2025, we completed four developments, all supported by consistent bank disbursements, ensuring cash flow stability and marking the beginning of a disciplined deleveraging process. With eight additional project completions scheduled for 2026, we are confident that we will achieve positive cash flow as early as the second half of the year. This financial strength is directly reflected in our commitment to investors. Over the past 12 months, we reported BRL 254 million in dividends and distributed BRL 154 million during 2025, while maintaining our disciplined policy of reinvesting 50% of profits into the business to support sustainable growth. This balance reflects what we call the "Trisul DNA." We remain under the control

of our founding families and have a well-established succession plan, aligning management's interests with those of our shareholders. We remain focused on the city of São Paulo and on residential real estate, while continuing to uphold the governance and ESG principles that define our business. These standards are applied consistently across every project, from affordable housing to luxury developments.

In this context, caring for people is a fundamental pillar of our business. In 2025, this commitment was embodied in the concept of "empowerment," ensuring that employee development kept pace with the company's growth.

Looking ahead, my message is one of optimism. I encourage everyone to view Brazil's outlook from this perspective. We believe that fiscal responsibility and controlled inflation will pave the way for lower interest rates, creating the conditions for the middle class to return to the housing market and for foreign investment to

increase. Trisul is well positioned, with an outstanding management team and a proven strategy, to capitalize on these opportunities.

JORGE CURY
CEO of Trisul



MESSAGE FROM THE BOARD

GRI 2-22

Trisul is guided by a clear strategic principle that informs every decision we make: growing is not enough—we are committed to growing the right way. In line with this philosophy, the company reaffirmed its institutional maturity and resilience in 2025. Against the backdrop of a challenging and volatile macroeconomic environment, the Board of Directors acted with the discipline required to ensure that Trisul maintained the financial and operational strength needed to support the long-term sustainability of the business.

For the Board, growing the “right way” means prioritizing financial discipline and consistency over expansion. Accordingly, during the year, the company focused on generating cash and ensuring the outstanding quality of its new developments, resulting in record sales volumes. We closely oversee capital allocation, ensuring that every new project aligns with our long-term vision and our culture of disciplined risk management.

A direct outcome of this prudent approach was the approval of a special dividend distribution at year-end. This move represented a calculated demonstration of financial health and an effort to maintain the optimal balance between equity and return on investment. In doing so, we reaffirmed our ability to reward shareholders without compromising the financial security required to support future developments.

Trisul's competitive strengths enable us to remain agile in an inherently cyclical industry. Our vertically integrated business model—which combines real estate development, construction, and an in-house sales operation responsible for 95% of sales volume—together with our network of partners and highly committed workforce, gives the company exceptional flexibility. This structure allows us to balance our operations between the affordable housing and high-end segments, adapting quickly to changes in interest rates and market demand.

In governance and sustainability, we continue to advance realistic ESG objectives that are fully integrated into our business strategy. Throughout the year we approved important updates to our policies and risk matrix, ensuring that the company continues to follow best governance practices and meet capital market requirements.

Looking ahead, rather than attempting to predict future market cycles, I can say with confidence that Trisul is prepared for them.

EVEN IN A CHALLENGING ENVIRONMENT, TRISUL REAFFIRMED ITS ABILITY TO GROW CONSISTENTLY WHILE BALANCING PROFITABILITY, RISK MANAGEMENT, AND A LONG-TERM VISION.

We thank our shareholders for their continued trust and our employees for their dedication in helping keep Trisul a benchmark for excellence and reliability in Brazil's real estate market.

MICHEL SAAD JR.

Chairman of the Board of Directors of Trisul



2025 HIGHLIGHTS

7 launches

AFFORDABLE HOUSING

Elev Butantã
Elev Park Sacomã II
Elev Park Sacomã III
Elev Park Sacomã IV

MEDIUM

The Collection Via Mariana

HIGH-END

Gran Oscar Ibirapuera
Quarten Ibirapuera

4 developments completed

3 in the Collection line (compact units)
1 Valen Capote Valente (high-end)

Company certified in
quality and sustainability

AQUA, Edge, Procel, and ISO 9001



ALL-TIME HIGH

BRL 2.87 B

in PSV (% Trisul) with 3,640 units launched

1,261

2,689

29.3%

E p.p. above 2024

BRL 213

MILLION

21.9% higher than 2024

BRL 154M

dividend distribution

BRL 4.6 B

in landbank (% Trisul)

BRL 2.7 B

off-balance

BRL 1.8 B

on balance



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

+de 350 projetos entregues

+de 60 mil aptos. entregues

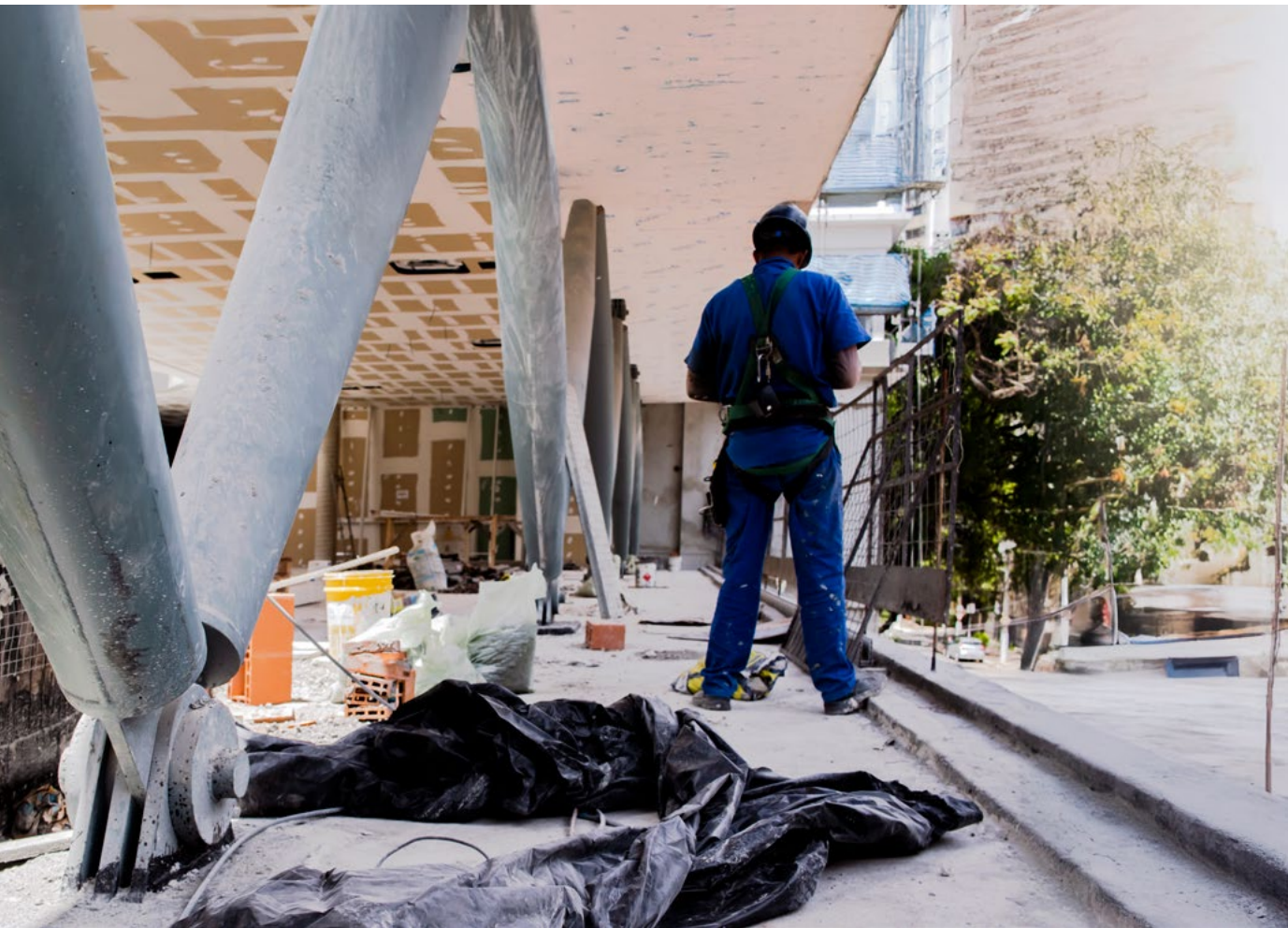
Capital aberto TRIS3

Trisul. Projetos feitos para durar

TRISUL

02

TRISUL



40+
years of experience

350+
developments
delivered

60,000+
units delivered

PROFILE

GRI 2-1, 2-6

Trisul S.A., commercially known as Trisul, is one of São Paulo's most established real estate developers and construction companies, specializing in residential projects. Its origins date back to the strategic merger, in April 2007, of two real estate developers: Incosul Incorporação e Construção (founded in the 1970s) and Tricury Construções e Participações (established in the 1980s).

With more than 40 years of experience in the construction industry, the company is a Corporation while remaining under family control. The continuity of its management supports a vertically integrated business model.

The company operates in the real estate market with agility and precision. Headquartered in the Indianópolis district of São Paulo, the company operates exclusively in Brazil.

Trisul's activities in real estate development, engineering, construction, and real estate services are integrated across its development, construction, and sales operations. Over the past four decades, the company has built more than 3 million square meters, completed more than 350 developments, and delivered more than 60,000 residential units across the city of São Paulo, the Greater São Paulo metropolitan area, the state's coastal and inland regions, and the Federal District.

Today, the company has strategically concentrated its operations in the city of São Paulo. This strategy is intended to further expand and strengthen its presence in the São Paulo market.

BUSINESS SEGMENTS

The company operates in two market segments:

AFFORDABLE SEGMENT: focused on Social Housing (HIS – *Habitação de Interesse Social*) and Affordable Housing (HMP – *Habitação de Mercado Popular*) for families with a monthly income of up to ten minimum wages through the Elev (*Minha Casa, Minha Vida* – MCMV, the federal affordable housing program) and Side product lines.

MID- AND HIGH-END (MAP) SEGMENTS: comprising developments with average sales prices ranging from BRL 12,500/m² to BRL 20,000/m², targeting households with monthly incomes above 18 minimum wages, as well as ultra-luxury developments with average sales prices of up to BRL 30,000/m².

In addition, the company's strategic plan for 2026 includes resuming operations in the mid-market segment, targeting households with monthly incomes of between 11 and 17 minimum wages.

FINANCIAL STABILITY

Trisul strengthened its position in the capital markets following its initial public offering (IPO) on B3 in October 2007. In 2015, the company refreshed its corporate identity with the launch of a new brand and strategic positioning.

The company enhances its results through a shortened construction cycle while maintaining a robust landbank, which closed 2025 with a potential sales value (PSV) of BRL 4.6 billion. In 2025, the company reported net sales (Trisul's share) of BRL 1,659 million and net revenue of BRL 1,378.6 million.

The company has adopted rigorous approval criteria for new developments and a land acquisition strategy based on installment payments or structured transactions through investment funds. This approach has enabled the company to expand its launch pipeline without placing undue pressure on short-term

cash flow. Financial discipline is further reinforced through profitability thresholds requiring gross margins above 28% for Elev (Affordable Segment) developments and above 31% for Medium and High-end (MAP) projects.

The company's value chain is supported by a network of approximately 26,000 active suppliers, including manufacturers, distributors, and service providers of various sizes and specialties operating at both the local and national levels.

Managing this supply chain involves approximately BRL 45 million in monthly payments for products, materials, and specialized services.



OPERATING IN THE AFFORDABLE, MEDIUM AND HIGH-END SEGMENTS, TRISUL COMBINES OPERATIONAL EXPERTISE, FINANCIAL STRENGTH, AND STRATEGIC PLANNING TO SUPPORT ITS **SUSTAINABLE GROWTH.**

MISSION, VISION, AND VALUES

As part of the maturation of its management, and in line with its 2025-2027 Strategic Plan, Trisul has redefined its corporate identity to reflect a new cycle of growth and commitment.

The update to the Mission, Vision, and Values reinforced the company's purpose of integrating excellence in construction, urban innovation, and social and environmental responsibility.



Mission

To develop projects that have a positive and transformative impact on both the region and our customers' lives.

To always prioritize financial stability through discipline, focusing on operational efficiency and achieving high profitability in our ventures.



Vision

Our goal is to be among the most profitable real estate developers in our segment, with a strong focus on customer satisfaction and high-quality construction.

We will achieve this through continuous innovation, talent development, and a focus on customer satisfaction.



Values

CUSTOMER FOCUS
RESILIENT
DISCIPLINED
WE VALUE PEOPLE

OWNER'S PERSPECTIVE
ENTREPRENEURS
ETHICAL

BUSINESS AREAS

GRI 2-6

Trisul offers a comprehensive, vertically integrated platform spanning the entire real estate value chain, from property development to specialized engineering and construction services.

Its business model covers every stage of the process, from land prospecting and strategic acquisition to project development, construction, and the sale of residential and commercial properties.

Beyond its expertise in real estate development and construction, Trisul has expanded its presence in the real estate market by operating in complementary service and urban infrastructure segments. This integrated approach enables the company to optimize costs, maintain rigorous technical standards across every project, and deliver solutions tailored to different income segments, reinforcing its position as a leader in quality and financial strength in the Brazilian market.

To maximize profitability in each segment, dedicated teams have been established for land acquisition, architecture, project development, and engineering—one exclusively focused on affordable housing and another dedicated to Medium and high-end developments.

Trisul: Real Estate Development, Construction, and Sales

REAL ESTATE DEVELOPMENT

For Trisul, real estate development is a fundamental driver of the success and sustainability of every project. Through a rigorous prospecting process, specialized professionals identify strategically located sites with strong development potential.

Key factors such as efficient land use, surrounding urban infrastructure, and access to major roads and public transportation are carefully evaluated. Market intelligence also assesses each property's development and appreciation potential, creating long-term value for both customers and investors.

The commercial success of these projects is driven by a multidisciplinary team of urban planners, architects, engineers, and legal experts.

This integrated approach enables every development to be planned with precision, combining financial feasibility with innovative architectural concepts that enhance the urban landscape.

One of the company's strategic priorities for the coming years is to facilitate new developments through land acquisitions structured as installment purchases or transactions with investment funds.

The strategy also reinforces a differentiated approach to land acquisition through Silent Partnership (SCP) structures combined with financial swaps.

CONSTRUCTION

Trisul is involved in every stage of a project, from its initial conception through final delivery. This end-to-end oversight encompasses all critical phases—including site preparation, foundations, structural works, plumbing and electrical systems, masonry, and finishing—ensuring that rigorous quality standards are maintained throughout construction.

In 2025, engineering was strengthened by the creation of the Department of Operational Excellence, which brings together the Quality and Occupational Safety management teams with a new unit focused on Productivity. The company adopts methodologies that combine technical excellence with the well-being of future residents. Through innovative solutions and streamlined processes, every project delivered reflects Trisul's commitment to sustainability and high-quality housing.

Trisul Sales, Investments, and Services

TRISUL SALES

Trisul reinforces its market strategy by maintaining control over the final stage of the value chain through its in-house sales operation. This vertically integrated structure ensures full alignment between product development and the customer purchasing experience.

Beyond managing a robust portfolio of developments, the sales division is committed to delivering high-quality advisory services. Continuous investment in the professional development of its sales team fosters a deep understanding of market dynamics and the needs of each customer segment. This approach enables Trisul to deliver a personalized purchase experience.

TRISUL PARTNERSHIPS

Trisul promotes a collaborative business ecosystem by offering exclusive opportunities for real estate agencies and independent brokers to market its portfolio of developments. This operation is supported by a dedicated team of specialized managers and coordinators who facilitate business relationships across the real estate market.

INVESTMENTS

T-Cash

T-Cash, a Trisul Group company, has established itself as a specialized home equity platform, offering real estate-backed loans with lower interest rates and longer repayment terms than conventional lending products. Focused on delivering an efficient customer experience, the company leverages a streamlined digital platform that enables individuals and businesses to complete the entire financing process online quickly and intuitively.

SERVICES

Personalize Trisul

Personalize Trisul is the company's customization division, dedicated to offering solutions tailored to each homeowner's preferences and lifestyle. To provide a turnkey personalized living experience, the company offers technical guidance from interior design professionals who create exclusive finishing packages for every area of the home.





ENGAGEMENT AND TRANSPARENCY WITH STAKEHOLDERS

GRI 2-28, 2-29

Trisul bases its operations on transparency and continuous dialogue with its stakeholders. Through structured communication channels, the company maintains open lines of communication with customers, employees, shareholders, investors, business partners, suppliers, local communities, licensing and urban-regulation agencies, labor unions, and civil society organizations.

The primary purpose of this active listening ecosystem is to identify actual and potential impacts early, enabling the development of agile strategies for risk prevention and mitigation. The initiative seeks to understand market expectations to improve decision-making, foster innovation, and strengthen the company's reputation. By integrating these ongoing assessments into its core business strategy, Trisul ensures the development of lasting relationships and the creation of shared value over the long term.

To make engagement effective, the company adopts practices that include publishing sustainability reports, setting clear performance targets, and providing continuous training programs. These processes are systematically monitored and evaluated so that stakeholder feedback is translated into operational improvements and corporate excellence.

Trisul engages with industry organizations to monitor real-estate market trends and discuss matters related to urban planning and the promotion of engineering and development best practices in Brazil, such as: São Paulo Union of Residential and Commercial Real Estate Purchase, Sale, Leasing, and Management Companies (Secovi-SP), the Brazilian Association of Real Estate Developers (Abrainc), and the São Paulo State Civil Construction Industry Union (Sinduscon-SP).



Investor Day

During the Investor Day held in 2025, Trisul informed the market of its new strategic plan focused on maximizing profitability and financial discipline for the 2025–2027 cycle.

Key highlights include the company's internal segmentation into dedicated teams for the Affordable (Elev) and Medium/High-end (MAP) niches, with the goal of the Elev line accounting for 50% of the PSV launched by 2027.

The company reaffirmed its commitment to strict gross-margin targets (above 28% for the affordable segment and 31% for MAP), the adoption of more selective criteria for land acquisitions, prioritizing installment or structured payments through funds to preserve cash, and the continuous pursuit of operational excellence and productivity at construction sites.



Highlights by segment

Trisul's expansion strategy focuses on high-demand areas within the city of São Paulo, prioritizing land in the South, West, and East zones.

In 2025, the company acted swiftly to acquire and bring land to market—a strategy that directly contributed to increased project profitability and a rise in ROE of approximately 14.4%. Trisul's portfolio remains balanced between the Affordable and Medium/High-end (MAP) segments: approximately 60% is part of the *Minha Casa Minha Vida* program and 40% is in the MAP segment; the landbank follows the same proportion.

LANDBANK OF:

60%

focused on the
*Minha Casa Minha
Vida* program

40%

for the Mid-range
and High-end (MAP)
segment

MEDIUM AND HIGH-END (MAP)

The company focuses on delivering developments that combine sophistication and functionality, tailored to contemporary housing needs. In the MAP segment, Trisul holds a solid landbank valued at approximately BRL 2 billion, including on- and off-balance-sheet land.

Trisul's operational excellence in 2025 is underpinned by market intelligence and a focus on sophisticated design and exclusivity—attributes that make GranOscar Ibirapuera the largest development in the company's history.

This commitment to excellence is reflected in tailor-made projects developed for individual client profiles and made possible by a team of professionals whose dedication underpins the quality of each asset. Construction standards are defined by technical precision and a relentless pursuit of perfection in finishes, complemented by an innovative approach to amenities that aligns with the latest global trends in well-being.

Product Lines

HIGH-END

LIFESTYLE BOUTIQUE

This signature represents Trisul's standard of excellence in the ultra-luxury segment, where the design of each development is entrusted to architects, landscape architects, and interior designers of international renown.

The result is original design that transcends conventional living, blending refined aesthetics and well-being to offer a sophisticated and enduring residential experience.

2025 LAUNCHES

GRANOSCAR IBIRAPUERA

THIS IS **THE LARGEST PRODUCT LAUNCH** IN THE COMPANY'S HISTORY IN TERMS OF TOTAL SALES.

88
units

A high-end, exclusive development.

BRL 1.2 B
PSV (% Trisul)



QUARTEN IBIRAPUERA

Launched in the fourth quarter in Vila Clementino, this complex spans a full city block and offers an "urban resort" concept.

192 units
BRL 668 M
PSV (% Trisul)



HIGH-END

DELIVERED

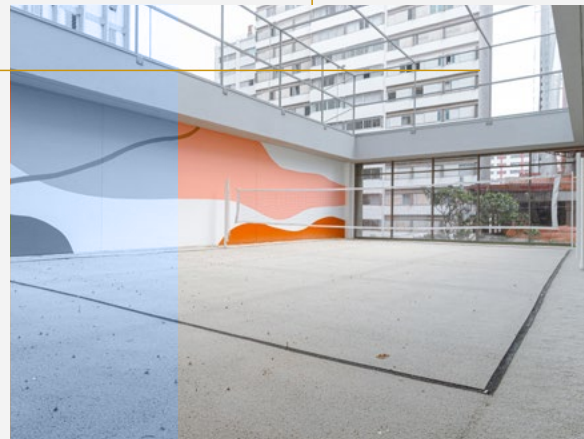
VALEN CAPOTE
VALENTE

DELIVERED
IN OCTOBER

PINHEIROS

260
units

BRL 307 M
PSV (% Trisul)



MEDIUM

In line with the lifestyle of major urban centers, Trisul's developments combine contemporary architecture with intelligent, functional design. With a strategic focus on the city of São Paulo, these projects are located in prime neighborhoods, offering convenient access to schools, healthcare facilities, leisure amenities, and the city's rail transit network. Designed for those who value both comfort and mobility.

2025 LAUNCH

THE COLLECTION VILA MARIANA

Launched in the first quarter, featuring a single tower, modern spaces, and a rooftop with a full range of recreational amenities.

717
units

BRL 287 M
PSV (% Trisul)



DELIVERED

THE COLLECTION

Delivered in December

354 units BRL 169 M
PSV (% Trisul)

THE COLLECTION MADALENA

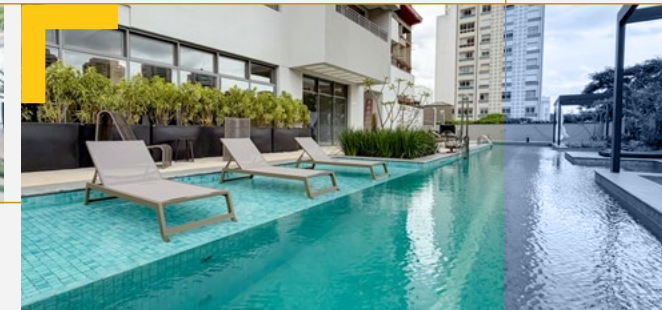
Delivered in June

311 units BRL 142 M
PSV (% Trisul)

THE COLLECTION PAULISTA

Delivered in September

336 units BRL 168 M
PSV (% Trisul)



AFFORDABLE HOUSING SEGMENT

In the affordable housing segment, Trisul applies a highly streamlined development model designed to maximize construction efficiency. By standardizing processes and optimizing resources, the company delivers functional residential units while maintaining high standards of quality and comfort.

Its notable ability to adapt quickly to the updated guidelines of the *Minha Casa, Minha Vida* (MCMV) program—particularly in the Social Housing (HIS) and Affordable Housing (HMP) categories—combined with innovative recreational areas, enables the company to deliver developments that offer a higher standard of housing and urban mobility.

The affordable housing segment also saw significant progress in the prospecting and acquisition of land for MCMV projects, managed internally under the Elev brand. This strategic initiative not only strengthens the brand's presence in the affordable housing market but also reinforces the company's objective of having the Elev portfolio account for 50% of PSV by 2027. With BRL 718 million in new launches during 2025, the segment reaffirmed its importance as a key driver of both profitability and urban inclusion within Trisul's portfolio.

The year was dedicated to advancing the physical construction and financial execution of Elev developments. Although important new projects, such as Elev Butantã, were launched during the year, no Elev developments were delivered in 2025.

2025 LAUNCHES

VILA BOULEVARD MOOCA

PHASE 1

Developed in partnership with Plano & Plano in the East Zone of São Paulo.

BRL 106.4 M
PSV (% Trisul)

702
units



Side Line

This development comprises residential units designed for those seeking a fresh start and a better quality of life, offering club-style amenities, 24-hour security, functional floor plans, and a comfortable living environment. It combines a highly accessible location with excellent transportation links and comprehensive surrounding urban infrastructure.



AFFORDABLE HOUSING SEGMENT

Elev Line

In 2025, the Elev brand strengthened its position as Trisul's primary platform for expanding access to quality housing in strategically located areas of São Paulo.

Recognized for its accessible, high-quality developments, the brand delivers projects that prioritize residents' safety, convenience, and well-being while offering the advantages of carefully selected locations.



2025 LAUNCHES

ELEV PARK SACOMÃ II

Launched in the first quarter with club amenities and extensive green space.

606 units BRL 169.5 M
PSV (% Trisul)

ELEV PARK SACOMÃ III

Launched in the third quarter with club-style amenities and extensive green space.

600 units BRL 180 M
PSV (% Trisul)

ELEV BUTANTÃ

Launched in November across from the Butantã Station featuring functional floor plans ranging from 25 m² to 38 m².

735 units BRL 262 M
PSV (% Trisul)

PRODUCT QUALITY AND SAFETY

GRI 3-3 Product quality and safety | SASB IF-EN-250a.1

Trisul's asset management is founded on a commitment to technical excellence and product safety, supported by certifications and a robust continuing education program.

In 2025, this commitment was further strengthened through the creation of the Operational Excellence Division, which brought together the Quality and Occupational Safety departments to reinforce consistent construction standards and maximize productivity across all construction sites.

The impacts of product quality and safety arise from construction activities and the procurement of materials and are reflected in both the customer experience and the company's brand, enhancing its credibility and reputation. Conversely, deficiencies in project execution or

complaint handling can lead to customer dissatisfaction, unmet expectations, and potential financial losses.

Under the 2025–2027 Strategic Plan, the company addresses this topic from two complementary perspectives: institutional and financial security, which gives buyers confidence in the company's ability to deliver its projects, and technical rigor, which helps prevent execution failures and customer dissatisfaction.

This issue is managed through training and monthly engineering meetings to address requests. The effectiveness of these measures is assessed through internal and external audits, with performance monitored against targets related to schedules, costs, and sector-specific indicators.

THE COMPANY'S QUALITY POLICY IS BASED ON THREE PILLARS

Customer Satisfaction
Delivering high-quality developments on schedule while designing projects that support residents' aspirations and foster social interaction.

Continuous Improvement
Continuously enhancing processes and strengthening employees' technical capabilities to promote operational excellence and business sustainability.

Sustainability and Safety
Developing projects in compliance with environmental and occupational health and safety standards, with a focus on the well-being of partners and the positive transformation of the urban environment.

In 2025, rework costs related to quality defects and safety totaled BRL 4.4 million, remaining within the percentages projected in the original project budgets and the provisions established for maintenance and statutory five-year warranty services. As a result, these costs were not considered material relative to total project costs.

Material costs represented the largest share of rework expenses, totaling BRL 2.3 million, or 50% of the total. Labor costs followed, amounting to BRL 1.5 million, or 35%, while equipment costs totaled BRL 0.6 million, representing the remaining 15%.

The primary causes of rework were deficiencies in service execution and on-site supervision. These data were compiled from the technical assistance

monitoring database for projects under warranty and reflect total rework costs across all monitored developments.

To reduce recurrence and strengthen quality controls, the company implemented corrective measures that included reviewing construction inspection and control procedures, conducting periodic audits, validating services through an independent team, and requalifying contractors and suppliers.

TRISUL CONDUCTS ITS OPERATIONS WITH A FOCUS ON TECHNICAL RIGOR, INSTITUTIONAL SECURITY, AND FINANCIAL STABILITY.



CERTIFICATIONS

Trisul operates in accordance with the following standards and certifications:



ISO 9001: An international standard that establishes the requirements for implementing and certifying a quality management system, regardless of an organization's industry or size. Recognized in 183 countries, ISO 9001 has been adopted by more than two million certified organizations worldwide.



BRAZILIAN HABITAT QUALITY AND PRODUCTIVITY PROGRAM (PBQPH): The Brazilian adaptation of the ISO quality management standard for the construction industry. Trisul has achieved Level A certification—the highest of the program's four certification levels—following an independent assessment covering 53 requirements.



CAIXA ECONÔMICA FEDERAL REAL ESTATE CREDIT MANAGEMENT DIVISION (GERIC): This approval authorizes the use of FGTS funds to finance residential developments. To secure this accreditation, Trisul undergoes a rigorous assessment of its financial capacity and credit risk.



SAFE PRODUCTS GRI 416-1

Health and safety impacts are assessed across all products and services through internal and external audit processes that identify risks and drive continuous improvements throughout the production chain. Technical assessments cover everything from the classification and labeling of chemical products to structural risks associated with machinery.

In operational and logistics activities, monitoring includes fall prevention measures, the use of personal protective equipment (PPE), control of physical, chemical, biological, and ergonomic hazards, safe material handling practices, and the prevention of occupational illnesses (such as repetitive strain injuries, RSIs). The company's primary objective is accident prevention, with a 2025 target of limiting workplace incidents to no more than 32 cases.



LONG-LASTING CUSTOMER RELATIONSHIPS

GRI 3-3 Transparency and customer relationships

The Customer Relations team follows clear communication guidelines and is expected to engage with customers in an approachable, welcoming, empathetic, inclusive, objective, transparent, and professional manner, addressing every request with the goal of delivering the best possible solution. This approach is aligned with the 2025–2027 Strategic Plan, which identifies improving communication and the customer experience throughout the entire product life cycle as one of the company's strategic priorities.

Trisul monitors impacts throughout every stage of the customer journey. Its strategy seeks to maximize positive outcomes—including customer satisfaction, shorter response times, and customer loyalty—which contribute

to higher property values, a stronger reputation, and reduced litigation. At the same time, preventive efforts focus on mitigating the risks associated with communication failures and construction delays, both of which can adversely affect credibility and competitiveness.

Management practices are guided by the **Code of Ethical Conduct**, supported by certifications and ongoing corporate training. To minimize potential negative impacts, we maintain expanded customer service channels and conduct technical site visits during the final stages of construction. In the event of

deviations, an interdisciplinary committee coordinates the response. It is supported by the Ombudsman's Office and active monitoring by the Reclame Aqui portal.

The Customer Relations Department monitors calls and uses the Net Promoter Score (NPS) methodology to provide feedback on internal processes. The effectiveness of these initiatives is validated through internal and external audits, benchmarking, and stakeholder feedback. The goal is to achieve an overall NPS of 30 and a score of 7 on Reclame Aqui. In 2025, Trisul's overall NPS stood at 35.1, exceeding the target.

CUSTOMER EXPERIENCE MANAGEMENT IS AN INTEGRAL PART OF TRISUL'S STRATEGIC PRIORITIES, CONTRIBUTING TO CUSTOMER LOYALTY, BRAND VALUE, AND THE MITIGATION OF REPUTATIONAL RISKS.

Communication tools

Some of the company's investment initiatives aimed at strengthening relationships with its customers:



TEAM TRAINING

Based on the brand's style guide, the Customer Relations team is provided in-depth training to ensure a natural and consistent tone across all channels (face-to-face, chat and letters).



PERSONALIZE PROGRAM

In the apartment customization service, customer interaction was designed to be casual and personal throughout the various stages of engagement, with an emphasis on courtesy and attention to detail in deliveries.



REACHING OUT AND DIALOGUE

The company's Customer Relationship Management (CRM) system is used to manage customer data and interactions, ensuring a personalized and efficient service experience.



CUSTOMER RELATIONS AREA

This area centrally monitors service requests and routes them to specialized departments. It relies on an internal committee to address critical issues and ensure agile escalation. Effectiveness is validated through audits, stakeholder feedback, the ombudsman's office, and benchmarking.



CHANNELS AND MONITORING

The website is the main channel for communicating with stakeholders. Trisul also offers a **Customer Service channel and a Call Center**. In addition, it pays special attention to Reclame Aqui, where it aims for a rating of at least 4.0. Customers use the Trisul app to access documents, view their financial status, and track construction projects.

CUSTOMER SERVICE CENTER

Capital city of São Paulo and Metropolitan Area:
(11) 4123-3000

Other locations:
0800 878-3050

GOVERNANCE AND TRANSPARENCY

03

CORPORATE STRUCTURE

GRI 2-9, 2-10

Organized in accordance with the highest standards of the Brazilian capital markets and guided by ethical, transparent management, Trisul's corporate governance structure comprises the Board of Directors, the Executive Board, led by the CEO, and its statutory and non-statutory executive officers. These governing bodies are supported by five internal committees.

CORPORATE STRUCTURE

Trisul is listed on B3's Novo Mercado, the Brazilian stock exchange's highest corporate governance segment, reserved for companies that voluntarily adopt governance and transparency standards exceeding those required by law.

The company's ownership structure is one of its key strategic strengths. Leadership remains in the hands of its four founding partners, who together hold a controlling 59.30% equity interest.

This ownership model enables Trisul to combine the discipline and agility of a publicly traded company with the long-term perspective of an owner-managed business. The controlling shareholders guide the business with a focus on its long-term sustainability, combining the founders' experience and market knowledge with innovation and continuous professional development.

The company also remains committed to strategic succession planning, reinforcing institutional stability and providing long-term confidence for shareholders and investors.

Shareholding¹



Shareholders	Shares
Trisul Participações S.A.	109,742,650
Controllers and Administrators	20,542,431
FJ Participações	13,581,320
Treasury Stock	9,100,552
Outstanding shares	89,650,585
Total	242,617,538

1. Base date: December 30, 2025.

LEARN MORE

in the [bylaws](#).

BOARD OF DIRECTORS

GRI 2-9, 2-10, 2-11, 2-12, 2-13

Trisul's Board of Directors is responsible for defining the company's long-term strategy, overseeing the Executive Board, and appointing the independent auditors, in accordance with the Brazilian Corporations Act. Decisions are made by majority vote at quarterly and extraordinary meetings. Under the current structure, Mr. Jorge Cury Neto serves as Chief Executive Officer (CEO), Deputy Chair of the Board, and Chair of the Executive Committee.

To mitigate potential conflicts of interest arising from this dual role, Trisul has adopted formal policies, multilayered controls, and transparent disclosure practices. Its governance framework is further strengthened by corporate education programs, the work of the Ethics Committee, independent oversight, and compliance with the regulations applicable to publicly traded companies, promoting ethical conduct aligned with stakeholder interests. To strengthen operational oversight and ensure closer involvement in critical business decisions, the company appointed a new Vice President of Operations in 2024.

The Board of Directors is responsible for establishing the company's sustainable development guidelines and overseeing its economic, social, and environmental (ESG) impacts, while day-to-day management is led by the CEO. The executive leadership is responsible for implementing measures to mitigate financial and operational risks, including integrating supply chain oversight into routine business operations.

Impact management is supported through stakeholder engagement and audit processes, while the Board retains ultimate responsibility for evaluating the effectiveness of these measures and communicating progress to the market. Under Trisul's Bylaws, the Board of Directors comprises between five and nine shareholders, each serving a unified two-year term and eligible for reelection or removal at any time.

TRISUL'S GOVERNANCE FRAMEWORK INTEGRATES STRATEGY, SUSTAINABILITY, AND RISK MANAGEMENT TO OVERSEE THE COMPANY'S ECONOMIC, SOCIAL, AND ENVIRONMENTAL IMPACTS.

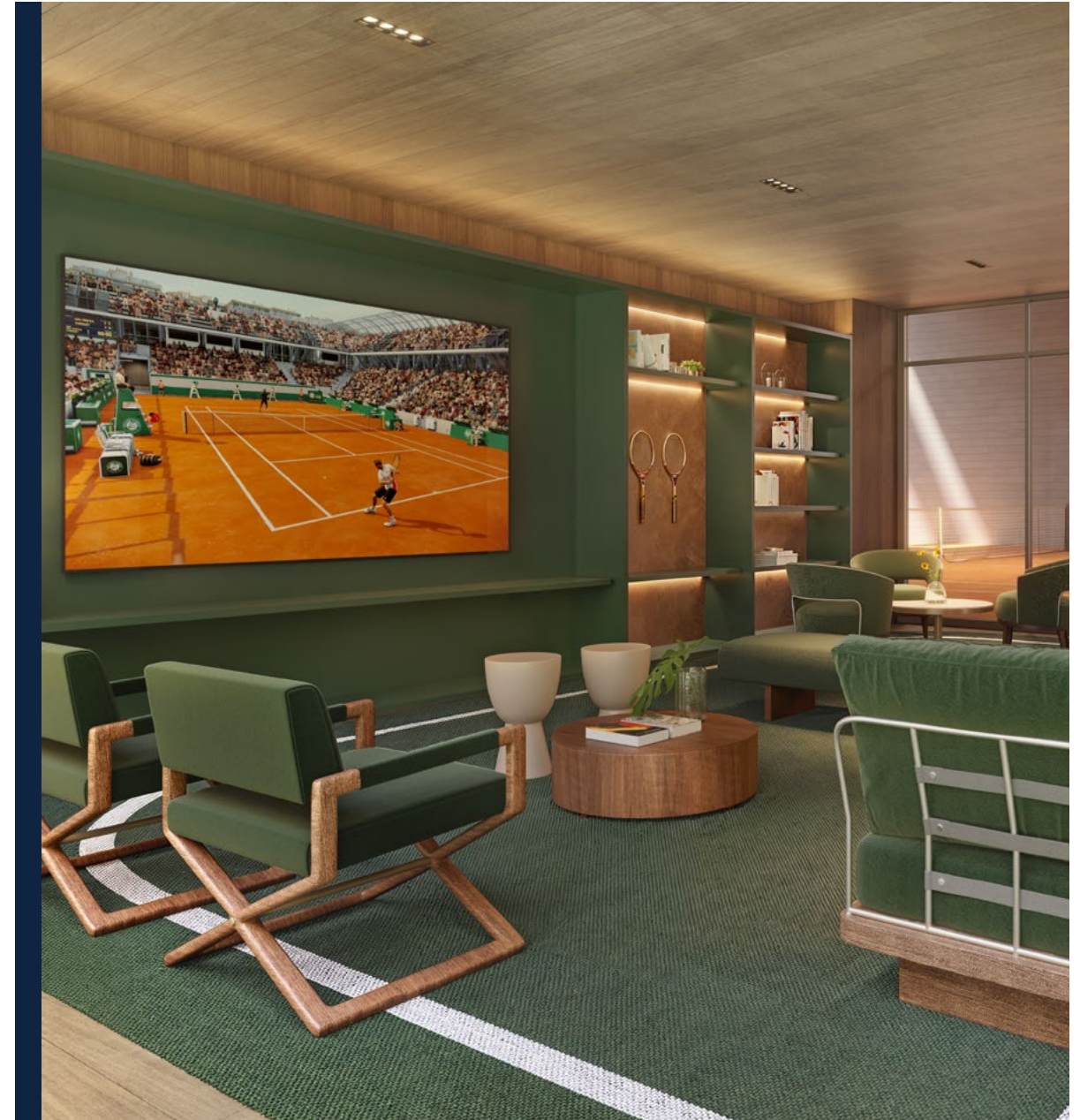
Candidates for the Board may be nominated by either the Board itself or any shareholder, ensuring that stakeholder perspectives are reflected in the Board's composition. The selection process is based on multidimensional criteria, including compliance with the requirements of the Brazilian Corporations Act and CVM Resolution No. 80, as well as candidates' availability and the complementarity of their knowledge, experience, and professional backgrounds. This governance structure is designed to provide qualified, ethical oversight aligned with the company's role and impact in the marketplace.



Composition of the Board of Directors GRI 2-9

Member	Description	Term of office (years)
Michel Esper Saad Junior	Chairman of the Board of Directors Vice President of the Executive Committee	18
Jorge Cury Neto	Deputy Chairman of the Board of Directors Chief Executive Officer Chair of the Executive Committee	18
José Roberto Cury ¹	Board Member Founding Partner of Banco Tricury	18
Ronaldo José Sayeg	Board Member	18
José Luiz de Almeida Nogueira Junqueira	Independent Member Founding partner responsible for managing Joule Asset Management's equity portfolios	2
Marcio Álvaro Moreira Caruso	Independent Member Caruso served as a full member of the Fiscal Council of Movida S.A., the Fiscal Council of Cury S.A., and the Fiscal Council of the Maria Luisa and Oscar Americano Foundation. Alternate Member of the Fiscal Council of JSL S.A. He is a member of the Statutory Audit Committee of Alphaville S.A.	3

1. Mr. José Roberto Cury passed away on December 29, 2025. Leonnardo Domingos Cury took office on April 16, 2026.



LEARN MORE

About the Board of Directors, its composition, and its experience in the Investor Relations section on the [website](#).



EXECUTIVE BOARD GRI 2-9

The Executive Board is appointed by the Board of Directors to serve two-year terms, with the possibility of reelection. Its primary responsibilities are the day-to-day management of the company and the implementation of the policies and strategic guidelines established by the Board of Directors.

Under the company's Bylaws, the Executive Board comprises between two and seven members, including officers responsible for technical, financial, administrative, new business, and real estate development. In accordance with the rules of B3's Novo Mercado listing segment, Executive Board members must sign the Management Consent Agreement as a condition of holding company shares.

Pursuant to the Brazilian Corporations Act, each Executive Board member must reside in Brazil, regardless of whether they are shareholders. In addition, no more than one-third of the members of the Board of Directors may simultaneously serve on the Executive Board.

In 2025, two organizational changes further strengthened the company's operational governance:

Operational Excellence in Engineering

The engineering function was restructured to consolidate the Quality and Occupational Safety departments under a new non-statutory directorate focused on improving construction site productivity.

Human and Organizational Development (HOD)

People management was elevated to a more strategic role through the creation of a dedicated Human and Organizational Development department.

Composition of the Executive Board GRI 2-9

Name	Position	Date of Election	End of term
Jorge Cury Neto	CEO	May 09, 2024	Until the 2026 AGM/EGM
Fernando Salomão	Vice President of Finance and Investor Relations	May 09, 2024	Until the 2026 AGM/EGM
José Eduardo de Azevedo Silva	Vice President of Operations	May 09, 2024	Until the 2026 AGM/EGM



LEARN MORE

About the Executive Board, its composition, and its experience in the Investor Relations area on the [website](#).

ADVISORY COMMITTEES

Five internal committees support the management of impacts and oversight of the company's strategic direction. The Executive Committee monitors operating performance and the implementation of strategic initiatives, while the Finance Committee oversees risk management, capital allocation, and the company's debt structure.

The Commercial and Land Acquisition Committees are responsible for identifying and developing new business opportunities, as well as for evaluating and approving asset acquisitions based on technical analyses. The Campaign Committee defines the concepts and media strategies for real estate launches, ensuring alignment between senior management and the Marketing and Sales areas.

REMUNERATION POLICY

GRI 2-19

Trisul's **Remuneration Policy** is designed to align the interests of members of the governance bodies and executive management with the company's long-term strategic objectives.

Board members receive fixed annual remuneration, paid in 12 monthly installments. Compensation reflects the responsibilities and time commitment associated with the position and is not linked to meeting attendance or the payment of bonuses or benefits. Additional remuneration is paid only for participation in technical committees, as established at the time of appointment.

Statutory executive officers receive fixed remuneration (*pro labore*), paid in 12 monthly installments, based on individual responsibilities, experience, and market practices.

Variable remuneration (bonuses) rewards the achievement or outperformance of corporate and individual objectives through merit-based performance indicators established by the Board of Directors. Employees may also receive special bonuses for outstanding performance and are eligible for the company's benefits package, including health, dental, and life insurance, in addition to compensation for serving on committees.



ETHICS, INTEGRITY AND COMPLIANCE

GRI 3-3 Ethics, Integrity, and Compliance, 205-1, 205-3 | SASB IF-EN-510a.2, IF-EN-510a.3

At Trisul, ethics and integrity are the foundation of the trust placed in the company by shareholders, customers, and business partners. This topic is formally managed through internal policies, certifications, and the sustainability report. In line with industry best practices and its new strategic cycle, the company undertook a comprehensive modernization of its governance framework in 2025. This institutional strengthening process included updating key documents, such as the **Code of Ethical Conduct**, the **Policy on Securities Trading** and the **Risk Management Policy**.

These updates are intended to ensure that decision-making at every organizational level is supported by modern mechanisms for governance, risk mitigation, and integrity.

By embedding integrity into its financial and operational performance, Trisul ensures that business growth is achieved in accordance with the highest standards of compliance.

Operationally, the compliance management system guides procurement and project approval processes, with a focus on preventing anti-competitive practices.

Governance is reinforced through the segregation of duties and specific guidelines addressing antitrust compliance. The company also extends its ethical standards throughout the value chain by requiring business partners to commit to these principles through contractual provisions and due diligence procedures applicable to customers and suppliers.

In 2025, Trisul recorded no monetary losses arising from legal proceedings related to bribery, corruption, or anti-competitive practices, nor were any cases of corruption involving the company or its employees identified or confirmed.

THE MODERNIZATION OF THE COMPANY'S GOVERNANCE FRAMEWORK REINFORCES ITS ALIGNMENT WITH THE **HIGHEST STANDARDS OF COMPLIANCE**, INTERNAL CONTROL, AND TRANSPARENCY.



NEW CODE OF CONDUCT

In 2025, Trisul's Board of Directors approved a revised **Code of Ethical Conduct** to reflect today's business environment, reaffirming its role as the guiding framework for the conduct of all employees and executives. Responsibility for administering and maintaining the Code was transferred from the Human Resources (HR) department to the Compliance department.

The document establishes clear guidelines on conduct, addressing the prevention of corruption, bribery, and conflicts of interest. It also reinforces the company's zero-tolerance policy toward corruption and bribery, strictly prohibiting any improper advantage in dealings with public officials. From a social perspective, the Code reiterates the prohibition of forced labor and all forms of discrimination and harassment, fostering a workplace founded on respect, inclusion, and diversity.

To support compliance with these principles, the company maintains anonymous reporting channels and a strict non-retaliation policy for individuals who report concerns in good faith. These governance principles extend throughout the value chain, requiring suppliers and business partners to undergo rigorous qualification processes and formally commit to the company's standards of conduct.

The Code is communicated through ongoing training and awareness programs conducted every two years, or whenever the document is updated, ensuring that the principles of integrity and respect continue to guide business decisions.

New management

The responsibility for this subject was reallocated away from HR to ensure increased independence.

Every 2 years

All employees are required to complete ethics and compliance training and awareness programs.

SECURITIES TRADING POLICY

Trisul reaffirms its commitment to transparency and fairness through its **Securities Trading Policy**, the updated version of which was approved by the Board of Directors on February 21, 2025. In accordance with CVM Resolution No. 44, the company's Securities Trading Policy establishes mechanisms to safeguard the confidentiality of material information and prevent insider trading.

CONTROL AND GOVERNANCE MECHANISMS:

MANDATORY MEMBERSHIP:

Executive management, including shareholders, and members of the Board of Directors are required to sign a Statement of Compliance. This obligation also extends to their spouses, dependents, and controlled entities.

INVESTMENT PLANS:

Investment plans must be submitted in writing, specifying predetermined dates and amounts, and observe a minimum three-month waiting period before becoming effective.

BLACKOUT PERIODS: Trading in company securities is prohibited during the 15 days preceding the disclosure of quarterly and annual financial results. The IR Officer may also establish additional confidential blackout periods when deemed necessary.

MONITORING AND SANCTIONS: Oversight of the policy is the responsibility of the Investor Relations Officer, who submits semiannual reports to both the Board of Directors and the CVM. Violations may result in full liability for the company and third parties.

Responsible conduct

GRI 2-23, 2-24

Commitments to responsible business conduct are formalized through governance instruments, particularly the Code of Ethical Conduct and specific contractual provisions governing relationships with business partners and suppliers. These instruments have been approved by the Board of Directors and apply to all internal activities and business relationships.

These commitments are embedded in the company's strategy and day-to-day operations through standardized procedures, aligned objectives, and due diligence processes. Oversight rests with the Board of Directors, while implementation is distributed across the organization according to each area's responsibilities and technical expertise.

In business relationships, these commitments are implemented through mandatory contractual clauses, audits, continuous monitoring of business partners, and the periodic disclosure of results in sustainability reports.

Conflicts of interest

GRI 2-15

The prevention and management of conflicts of interest are governed by policies and procedures that guide the conduct of management and employees, supported by compliance, audit, and independent oversight mechanisms that ensure decisions are documented and processes remain fully traceable. Potential conflicts are managed by removing the individuals or related parties involved from the decision-making process, referring the matter to the Ethics Committee for review, providing ongoing training, and periodically updating the applicable policies.

Disclosures to stakeholders include information on the company's controlling shareholders and related-party transactions, including the nature of the relationships, outstanding balances, and their financial impacts. The company also discloses cross-memberships on other governing bodies, ensuring transparency regarding multiple appointments and institutional relationships that could influence decision-making.

CONTATO SEGURO

(SAFE CONTACT) GRI 2-25, 2-26

Trisul maintains internal and external reporting channels through which concerns related to the company's conduct and integrity may be reported. The primary reporting mechanism is the Contato Seguro platform, available through the company's [website](#) 24 hours a day in Portuguese and English, ensuring anonymity and the strict confidentiality of all reports. The service is also available by phone at 0800 517 0036. The reporting channel is managed by an independent specialized provider, ensuring impartial investigations and transparency throughout the case management process.

In accordance with compliance best practices, all reported incidents are communicated to the company's highest governance body.

The effectiveness of these mechanisms is monitored through resolution rates and feedback collected through the reporting channels, including user satisfaction assessments, which currently indicate satisfactory performance. Reports cover topics related to Human Resources, people management, remote work policies, and employee benefits.

In addition to receiving reports, the company provides support mechanisms designed to promote and reinforce compliance with its internal policies. These include external advisory services, technical manuals, e-learning platforms, training programs, and the dissemination of best practices.

CONTATO SEGURO CHANNEL | Anonymity and absolute confidentiality

 Online platform **available**
24/7 on the Trisul [website](#).

 **Phone:**
0800 517 0036

Languages:
Portuguese and English

Risk management

In 2025, Trisul's Risk Management framework reached a new level of maturity, consolidating a continuous improvement process designed to support the company's growth and meet the rigorous governance standards of the capital markets. A key milestone in this process was the Board of Directors' approval of a new **Policy on Risk Management**, establishing formal guidelines for a structured, preventive approach to risk management. The policy sets out criteria for identifying, classifying, and assessing risks by systematically evaluating their potential impact and likelihood of occurrence.

To support this approach, the company updated its Risk Matrix, incorporating advanced visualization tools, including risk heat maps, to provide a more accurate assessment of business exposure.

Governance has also been strengthened through a clearly defined allocation of responsibilities among the company's governing bodies. The Board of Directors is responsible for determining the organization's acceptable level of risk exposure, while the Audit Committee reviews risk reports and recommends the appropriate risk tolerance parameters.

The Risk Management area is responsible for developing the methodology and providing technical support to business units in implementing risk mitigation measures.

To reinforce the integrity of the system, Trisul strengthened its Third Line of Defense by ensuring the full independence of the Internal Audit and Independent Audit functions, which report directly to the Audit Committee to assess the effectiveness of internal controls and compliance with applicable regulations.

THE PREVENTIVE APPROACH
ENABLES TRISUL TO IDENTIFY
RISKS MORE ACCURATELY
AND IMPLEMENT **EFFECTIVE
MITIGATION MEASURES.**



THE NEW POLICY
CLASSIFIES
RISKS INTO FOUR
MONITORING
CATEGORIES:

Strategic risks Risks associated with management decisions that may result in financial losses.	Financial risks Risks related to liquidity, market, and credit exposure.	Operational risks Risks associated with construction activities, systems, and labor obligations.	Compliance risks Risks related to regulatory, environmental, and reputational matters.
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PRIVACY AND DATA SECURITY

GRI 3-3 Privacy and data security, 418-1

Trisul manages privacy and data security through a framework that integrates internal policies, legal compliance, and ongoing corporate training.

This approach ensures that personal data are collected, processed, and used only when necessary and for clear, legitimate, and predefined purposes, in accordance with Brazil's General Data Protection Law (LGPD).

Privacy and data security management is designed to mitigate the risks associated with information breaches that could affect customer rights and regulatory compliance. Such incidents could compromise the privacy of data subjects, result in regulatory penalties, cause financial losses, and damage the company's credibility.

This topic is governed by internal policies and corporate training programs, while publicly available guidelines aligned with the LGPD are provided on the company's website. The [website](#) explains the procedures for collecting, storing, and processing personal data and provides a dedicated corporate e-mail address for inquiries and requests.

Risk prevention and mitigation efforts include expanding employee awareness programs, conducting cyber crisis simulations with response plans, strengthening internal controls, developing technology recovery plans, and continuously managing cybersecurity vulnerabilities. To ensure business continuity and operational resilience, Trisul maintains disaster recovery plans, performs effectiveness testing, and regularly maps corporate risks.

The effectiveness of these measures is verified through internal and external audits. Employee awareness training addresses critical information security topics and includes simulated cyberattacks to measure program effectiveness.

In 2025, Trisul maintained the integrity of its information infrastructure, recording no substantiated complaints regarding customer privacy breaches and no incidents involving data leakage, theft, or loss.

**THE INTEGRATION OF
TECHNOLOGY, GOVERNANCE, AND
RISK MANAGEMENT STRENGTHENS
TRISUL'S **CYBER RESILIENCE** AND
OPERATIONAL SECURITY.**



TECHNOLOGICAL INFRASTRUCTURE

Interactions through the dedicated data protection channel primarily involved opt-out requests submitted by individuals who had registered through digital channels but chose not to receive further promotional communications.

All requests are promptly processed through the official e-mail address (protecaodedados@trisol.com.br).

The company also monitors reports concerning contacts initiated by third parties, such as furniture companies and consortium administrators, centralizing customer support through its Customer Service Center (CSC), the data protection channel, and a dedicated feature within the customer app to ensure appropriate assistance and transparent handling of all inquiries.

To mitigate the risk of data breaches—recognizing that unauthorized disclosure of information may result in regulatory penalties and negatively affect credibility and customer trust—Trisol employs a comprehensive set of technical safeguards.

ENCRYPTION: Applies to data that is both in-transit and at rest.

ACCESS CONTROL: Implementation of two-factor authentication and use of Virtual Private Networks (VPNs).

SYSTEM MAINTENANCE: Regular updates to apps and operating systems.

BUSINESS CONTINUITY: Incident response plans and a Disaster Recovery Plan (DRP).

Data protection commitments

Trisol's Data Protection Policy details the procedures for collecting, storing, and safeguarding user information. In February 2025, the new **Code of Ethical Conduct** formally reinforced this governance by including a specific section dedicated to Data Protection and Security.

THE CURRENT REGULATIONS DETERMINE:

Focus on legitimacy

Commitment to protecting privacy by limiting the use of data to what is essential for predetermined purposes.

Guarantee of data subject rights

Safeguarding data subject rights to request corrections, restrictions, or the deletion of information from the systems.

Protection against unauthorized access

Strict precautions taken when transmitting information to prevent breaches.

Internal compliance

Employees are required to strictly comply with the rules set forth in the Information Technology Policy and in the Data Protection Policy.



LEARN MORE

in the [Privacy Policy](#).



PLANNING AND OPERATIONS

04



BUSINESS STRATEGY

With a strategy built on disciplined planning, sustainable growth, and long-term value creation for shareholders, Trisul is entering a new phase of accelerated expansion. The company intends to capitalize on the prospect of lower interest rates to increase the volume of operations and new developments while maintaining its current capital structure.

2025–2027 STRATEGIC PLAN

OBJECTIVES



TO ALIGN LEADERSHIP'S UNDERSTANDING AND EXPECTATIONS.



TO SERVE AS A SINGLE POINT OF REFERENCE TO GUIDE THE CHOICES THAT NEED TO BE MADE.



TO HELP COMMUNICATE THE STRATEGY TO THE ENTIRE ORGANIZATION.

OPERATIONAL PILLARS

The company's operating strategy is built on efficiency and financial strength.

OPERATING CAPACITY

To maintain agility and efficiency throughout the real estate value chain, from land acquisition and project development to construction, sales, and the delivery of the final unit.

LANDBANK

To acquire strategically located sites that support the development of differentiated products. This strategy applies to both the Medium and High-end (MAP) portfolio and the Elev affordable housing line.

ASSERTIVE LAUNCHES

To develop innovative, value-added products and services that meet customers' needs. Time project launches strategically to maximize competitiveness and commercial performance through a “rapid sales” cycle.

FINANCIAL STABILITY

To deliver superior operational and financial performance while maintaining low leverage. To preserve a solid business model that provides security and sustainable returns for shareholders.

STRATEGIC OBJECTIVES

Assumptions:

To prioritize land acquisitions in the southern and western regions of São Paulo;

To not pursue predominantly commercial developments;

To continue expanding the Elev portfolio so that it accounts for 50% of Trisul's PSV by 2027;

To give preference to land acquisitions through land swaps, with swaps representing at least 30% of transactions;

To adopt new acquisition criteria for land intended for Elev developments;

To only undertake projects developed through SPEs in which Trisul has an ownership interest;

To expand the Sales department to strengthen the marketing of investment funds and other investment vehicles, reducing risk and capital exposure;

To be among the industry's most profitable companies, delivering strong performance across both the Elev and MAP portfolios.



IMPERATIVE PROJECTS

Imperative Projects are strategic initiatives implemented across all areas of Trisul to achieve the objectives established in the Strategic Plan.

The company remains focused on delivering developments that foster social interaction and personal fulfillment while reinforcing its reputation for quality and on-time delivery. At the same time, it will continue to optimize its cost structure for an environment of lower interest rates.

In 2025, the Board of Directors established 15 Imperative Projects to guide the company's operations. They are:

- 1 **DEVELOPMENT OF THE ELEV LINE (MCMV)**
Expansion and strengthening of products within the *Minha Casa, Minha Vida* affordable housing segment.
- 2 **INVESTOR OUTREACH**
Strategies to attract partners and capital for new developments.
- 3 **APPROVAL AND LEGALIZATION**
Improvements to and streamlining of permitting, legal, and regulatory processes.
- 4 **SCP SALES**
Development of commercial structures and transactions based on the Silent Partnership (SCP) model.
- 5 **T-CASH**
A corporate initiative focused on financial management and cash flow solutions.
- 6 **G&A - PROCESS DEVELOPMENT AND GOVERNANCE**
Standardization, discipline, and ongoing monitoring of general and administrative expenses.
- 7 **PORTFOLIO - PROCESS REVIEW**
Optimization of residential, commercial, and industrial portfolios.
- 8 **BUDGET AND COST MANAGEMENT IN MEGA**
Enhancement of financial controls through the Mega management system.
- 9 **SOLUTIONS GROUP**
A multi-disciplinary group dedicated to rapidly resolving operational issues and bottlenecks.
- 10 **CS (CUSTOMER SERVICE)**
Continuous improvement of customer communication and issue resolution.
- 11 **TECHNICAL SUPPORT**
Enhancement of post-handover technical support and customer service.
- 12 **DIFFERENTIATED MAP PRODUCTS**
Development focused on differentiated products and services.
- 13 **INTEGRATED MANAGEMENT OF PEOPLE AND PROCESSES**
People development led by the HRB department.
- 14 **TARGETS FOR 2025:**
Structuring, monitoring, and reviewing the company's overall performance management framework and annual targets.
- 15 **EP/EXECUTIVE PROJECTS**
Ensure the guideline that milestones occur only when the pre-execution (pre-executive) phase is completed and that construction begins when the executive phase is 100% finished.

OPERATIONAL PERFORMANCE

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

THE COMBINATION OF NEW LAUNCHES, PROJECT DELIVERIES, AND A DIVERSIFIED COMMERCIAL PORTFOLIO STRENGTHENS TRISUL'S ABILITY TO RESPOND TO **CHANGING MARKET CONDITIONS**.

The year concluded with a record volume of launches, totaling BRL 2,871.4 million in PSV (Trisul's share) across 3,640 units, placing the company at the upper end of its guidance for the year. This performance reflects the portfolio's ability to serve multiple income segments within the city of São Paulo, with a balanced mix of four affordable housing developments, one mid-market project, and two high-end developments.

In 2025, Trisul completed the delivery of four residential developments, totaling 1,261 housing units.

The projects delivered were: The Collection Madalena, The Collection Paulista, Valen Capote Valente and The Collection.



BRL 2.87 B
in PSV (% Trisul)
launched in 2025

3,640
units launched

4
projects
completed in 2025



Four projects in the
AFFORDABLE HOUSING SEGMENT

BRL 718 M
in PSV (% Trisul)

One **MEDIUM** project

BRL 287 M
in PSV

Two **HIGH-END** projects

BRL 1.87 B
in PSV (% Trisul)

**RECORD
NUMBER OF
LAUNCHES:
7 PROJECTS**

The company also ended the year with 3,257 units in inventory across 39 projects with active sales. This portfolio comprised five newly launched developments, 17 projects under construction, and 17 completed developments. This strategic diversification between completed inventory and projects under construction allows Trisul to maintain a steady revenue stream, responding swiftly to the different needs and buying moments of its customers.

The company ended the year with 19 residential developments under construction, all in the execution phase. This active construction pipeline supports a consistent and predictable schedule of future project deliveries. During the same period, Trisul also completed the commissioning of four newly delivered residential developments, further enhancing its operational efficiency.

The company reported a backlog of BRL 1.25 billion, entirely related to its residential business. This represents contracted revenue to be recognized in future periods, providing greater visibility into future cash generation and reinforcing the company's financial sustainability over the coming operating cycles.

Trisul ended the year controlling 16 land sites, ensuring a robust pipeline of future developments. Of these, nine are owned by the company, while seven are subject to purchase options.

The optioned sites remain subject to termination provisions pending the completion of technical evaluations and due diligence prior to acquisition, reinforcing the company's disciplined land acquisition strategy and rigorous criteria for expanding its landbank.

Commercial performance



Sales

In terms of sales, Trisul reported gross sales of BRL 18 billion (4% Trisul), placing it in the middle of the guidance range announced for the year (BRL 15 billion to BRL 2 billion). This performance underscores the portfolio's ability to meet market demand across multiple segments.



Performance drivers

The company's strong operating performance was driven by its strategic emphasis on the affordable housing segment under the *Minha Casa, Minha Vida* program. Trisul successfully captured the robust demand supported by subsidized financing, as the affordable housing segment accounted for approximately two-thirds of the market's total sales volume during the year. Demand also remained strong in the high-end segment, supported by income-oriented customers and homebuyers who were less dependent on mortgage financing.



Strong cash position and deleveraging

Project deliveries progressed without disruptions to the transfer of customer financial proceeds, supporting cash generation and contributing to the company's strong cash position. Trisul also benefited from the sale of non-core assets, which provided additional capital. The company's disciplined financial management and strong cash generation supported its ability to deleverage its balance sheet.



Deliveries

In 2025, Trisul completed four developments, totaling BRL 786 million across 1,261 residential units, with the Valen Capote Valente development standing out. Following year-end, the company delivered four additional developments, representing BRL 943 million, further strengthening its cash position in the subsequent months.



Inventory (challenge)

As a point of concern and an operational challenge for future commercial activity, due to the very high volume launched, the company closed 2025 with its highest inventory level to date, totaling nearly BRL 3 billion in properties to be sold.



Dividend distribution

Supported by strong cash generation and disciplined financial management, Trisul distributed a record level of special dividends to shareholders while preserving the company's financial strength and liquidity to support future growth.

LAUNCHES

AFFORDABLE HOUSING SEGMENT

Elev Butantã



BUTANTÃ,
SÃO PAULO



SINGLE TOWER



DESIGNERS

MCAA Arquitetos
Architecture

Skiros Arquitetura
Decor

Núcleo Paisagismo
Landscaping



LAND
2,834 m²

Elev Butantã is part of Trisul's portfolio of projects focused on urban mobility and convenience in the western zone of São Paulo. Located on Avenida Vital Brasil, the project is situated across from the Butantã subway station, providing easy access to universities and service hubs in the region.

Delivery is scheduled for
October 2028.

TECHNICAL SPECIFICATIONS

T Y P O L O G Y

Units ranging from
25 m² to 38 m²

C O N F I G U R A T I O N S

Options: **1- and 2-bedroom units**
(with an en-suite bathroom and balcony)

I N F R A S T R U C T U R E

A full range of recreational facilities spread across different floors, including adult and children's pools, a solarium, coworking, a communal laundry room, a mini-market, a pet care center, and a zen area with a massage room.



LAUNCHES

AFFORDABLE HOUSING SEGMENT

Elev Park Sacomã II



IPIRANGA,
SÃO PAULO



4 TOWERS



DESIGNERS

Renato Bianconi
Arquitetos
Architecture

Skiros Arquitetura
Decor

Núcleo Arquitetura
da Paisagem
Landscaping



LAND
More than 10,000 m²

Elev Park Sacomã II is part of Trisul's portfolio of projects targeting the affordable housing segment in the southern region of the city of São Paulo. The project is located in an area with access to major transportation routes and public transport, situated near the Anchieta Highway and about 3 minutes from the Sacomã subway station.

Delivery is scheduled for
November 2027.

TECHNICAL SPECIFICATIONS

T Y P O L O G Y

Units ranging from **25 m² to 37 m²**

C O N F I G U R A T I O N S

Options ranging from 1 to **2 bedrooms**
(versions with and without an en-suite
bathroom and balcony)

I N F R A S T R U C T U R E

Club-style recreational facilities,
including adult and children's pools,
gourmet barbecue area, lounge with a
fireplace, beauty salon, studio, coworking
space, pet care and space for a
mini-market and farmers' market.



LAUNCHES

AFFORDABLE HOUSING SEGMENT

Elev Park Sacomã III



IPIRANGA,
SÃO PAULO



2 TOWERS



DESIGNERS

Renato Bianconi
Arquitetos
Architecture

Skiros Arquitetura
Decor

Núcleo Arquitetura da
Paisagem
Landscaping



LAND
More than 10,000 m²

Elev Park Sacomã III marks the completion of the third phase of Trisul's residential complex in Ipiranga. The project is located at a strategic address, at approximately a 3-minute walk from the Sacomã subway station, and includes both Social Housing (HIS) and market-rate (R2V) units.

Delivery is scheduled for
September 2028.

TECHNICAL SPECIFICATIONS

T Y P O L O G Y

Units ranging from **25 m² to 37 m²**

C O N F I G U R A T I O N S

Options with **2 bedrooms**
(versions that include an en-suite
and a balcony)

I N F R A S T R U C T U R E

A full-service recreational area spread across a large lot, including adult and children's pools, a gourmet barbecue area, lounge with a fireplace, beauty salon, studio, coworking space, pet care, and space for a mini-market and farmers' market.



LAUNCHES

AFFORDABLE HOUSING SEGMENT

Vila Boulevard Mooca



MOOCA,
SÃO PAULO



4 TOWERS



DESIGNERS

MCAA Arquitetos
Architecture

Gabriela Bosso
Arquitetura Decor

Débora Dalanezi
Arquitetura
Decor

Núcleo Arquitetura
da Paisagem
Landscaping



LAND
8,653 m²

Vila Boulevard Mooca is part of Trisul's portfolio of developments targeting the affordable housing and medium segments in the eastern part of the city of São Paulo. Located on Rua dos Trilhos, the project combines the neighborhood's tradition with modern social housing units (HIS-1 and HIS-2) and a market.

Delivery is scheduled for **2028**.

TECHNICAL SPECIFICATIONS

T Y P O L O G Y

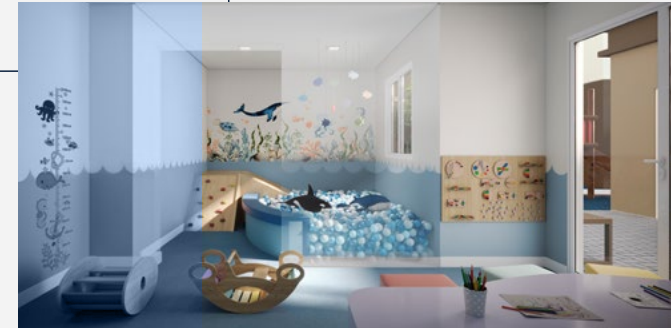
Units ranging from **25 m² to 37 m²**

C O N F I G U R A T I O N S

Options: **1- and 2-bedroom units** (with an en-suite bathroom and balcony)

I N F R A S T R U C T U R E

A full-service recreational area spread across a large lot, including adult and children's pools, a gourmet barbecue area, lounge with a fireplace, beauty salon, studio, coworking space, pet care, and space for a mini-market and farmers' market.



The Vila Boulevard Mooca project was developed and launched in partnership with the **Plano & Plano construction company**, and thus has its own brand and identity. The project is part of the *Minha Casa Minha Vida* (MCMV) program.

LAUNCHES

MEDIUM SEGMENT

The Collection Vila Mariana



VILA MARIANA,
SÃO PAULO



SINGLE TOWER



DESIGNERS

Le Arquitetos
Architecture

Debora Dalanezi
Arquitetura
Decor

Roberta Ventura
Paisagismo
Landscaping



LAND
3,140.80 m²

The Collection Vila Mariana is part of Trisul's portfolio of developments in the southern region of São Paulo. The project consists of a single tower located 500 meters from a subway station, in an area with well-established infrastructure, including service providers, colleges, and cultural centers.

Delivery scheduled for **July 2028**.

TECHNICAL SPECIFICATIONS

T Y P O L O G Y

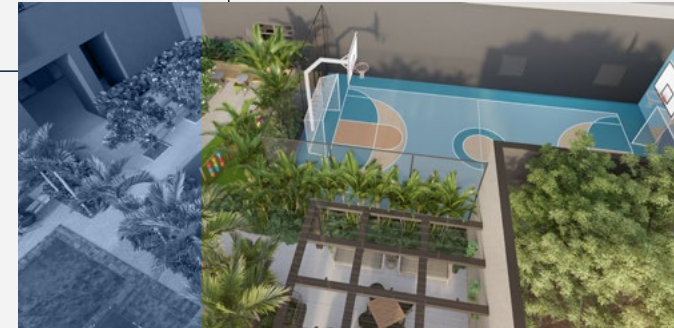
Units ranging from **25 m²**
to **40 m²**

C O N F I G U R A T I O N S

Options ranging from **1** to
2 bedrooms or studios

I N F R A S T R U C T U R E

Shared leisure area, with
emphasis on the rooftop floor.



LAUNCHES

HIGH-END

GranOscar Ibirapuera



MOEMA,
SÃO PAULO



LAND
6,289 m²



2 TOWERS



DESIGNERS

Perkins & Will
Architecture

Patricia Anastassiadis
Decor

Hanazaki
Landscaping

GranOscar Ibirapuera represents Trisul's ultra-luxury segment in the Moema area. Located at the intersection of Indianópolis Avenue and Alameda dos Anapurus, the development is situated in a tree-lined area with views of Ibirapuera Park and Parque das Bicicletas. The project emphasizes the integration of design and nature, offering exclusive hospitality services to residents.

Delivery is scheduled for **October 2029**.

TECHNICAL SPECIFICATIONS

T Y P O L O G Y

Apartments ranging from **370 m² to 412 m²**

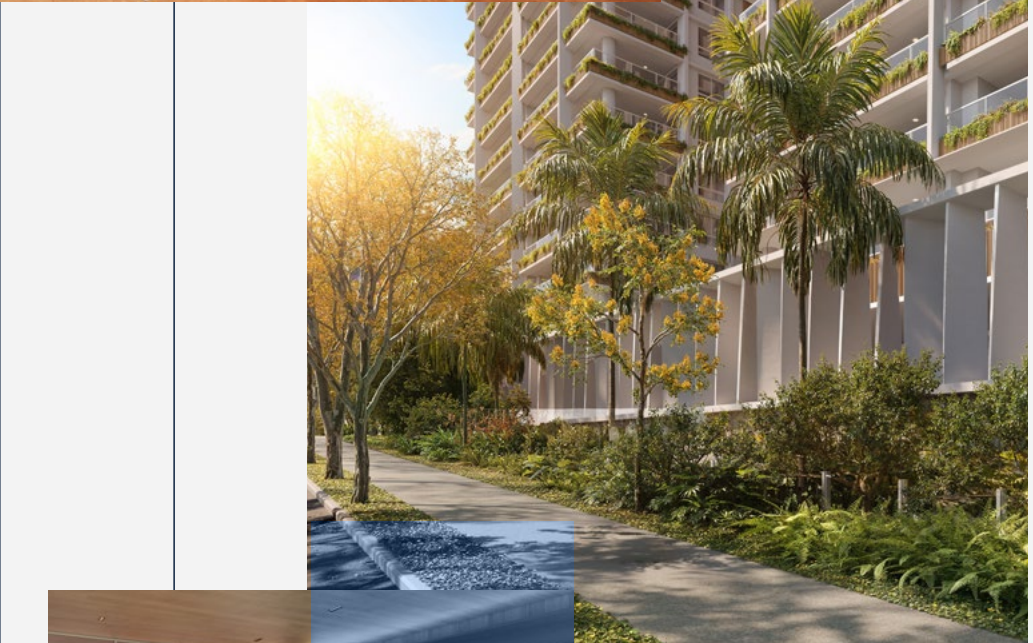
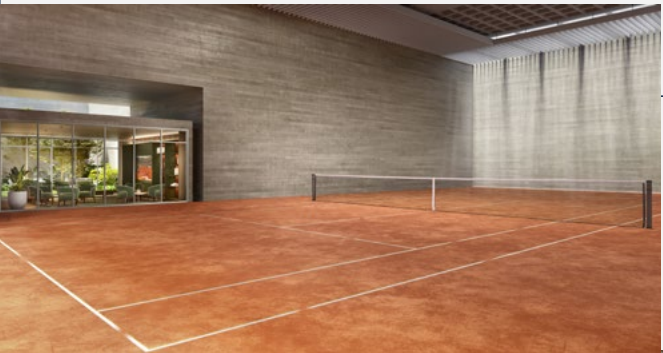
Duplex suspended homes ranging from **636 m² to 654 m²**

C O N F I G U R A T I O N S

Units with **3 to 4 en-suites** and **4 to 6 parking spaces**

I N F R A S T R U C T U R E

Wellness center with full amenities (saunas, spa, massage rooms, and an indoor lap pool measuring 25 meters), an official clay tennis court, a recreational court, fitness center, Pilates, pool bar and concierge (valet and car wash, among others).



LAUNCHES

HIGH-END

Quarten Ibirapuera



VILA CLEMENTINO,
SÃO PAULO



2 TOWERS



DESIGNERS

Königsberger
Vannucchi Arquitetos
Associados
Architecture

Chris Silveira e
Arquitetos
Decor

Benedito Abbud
Arquitetura
Paisagística
Landscaping



LAND
6,007.01 m²

Quarten Ibirapuera is a luxury development by Trisul located in Vila Clementino, occupying an entire block on Avenida Dr. Altino Arantes. The project was designed to blend urban life with well-being; it is located near Ibirapuera Park and offers easy access to Congonhas Airport. The concept seeks to create harmony between spacious areas and the local natural environment.

Delivery is scheduled for
July 2029.

TECHNICAL SPECIFICATIONS

T Y P O L O G Y

Apartments ranging from **164 m²**
to **207 m²**

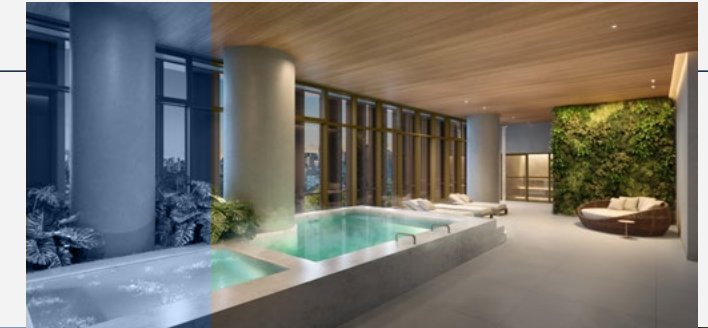
Duplex penthouses of **306 m²**
and **395 m²**

C O N F I G U R A T I O N S

Options for **3 to 4 en-suites**
or **bedrooms.**

I N F R A S T R U C T U R E

More than 20 recreational areas, including an urban resort with adult and children's pools, an official-size tennis court, a recreational mini-court, fitness center, Pilates, wellness center (saunas, spa, shower therapy, cold plunge and an indoor lap pool measuring 25 meters), pet care, woods, and a gourmet party room.



Projects delivered

Trisul closed 2025 with BRL 786 million in delivered Potential Sales Value and 1,261 units. In total, there were four developments—three in the Collection line, which had a combined PSV of BRL 478 million and comprised 1,001 units—as well as Valen Capote Valente, a luxury development with a PSV of BRL 307 million, located near the Jardins district and offering spectacular views.

The Collection Madalena



VILA MADALENA,
SÃO PAULO



LAND
1,957 m²



SINGLE TOWER



DESIGNERS

LE Arquitetos
Architecture

Sesso & Dalanezi
Decor

Núcleo Arquitetura da
Paisagem
Landscaping

The Collection Madalena is part of Trisul's line of contemporary developments in São Paulo city's West Zone. Located on Rua Valdir Niemeyer, the project is situated across from the Vila Madalena subway station, providing easy access to business districts and the district's cultural life.

The development was delivered in **July 2025** and caters both to those looking for compact housing and rental investors.

TECHNICAL SPECIFICATIONS

T Y P O L O G Y

Units of **26 m²** and **37 m²**

C O N F I G U R A T I O N S

**Studios and 1-bedroom
(en-suite bathroom) apartments**

I N F R A S T R U C T U R E

A full range of recreational facilities and services, including a pool with a deck and a spa, pool bar, lounge with a fireplace, indoor and outdoor fitness facilities, party room, coworking space, a mini-market, bike rack, and a shared laundry room.



DELIVERED

The Collection Paulista



Marcelo Bartolo
Arquitetos
Architecture

Consuelo Jorge
Arquitetos
Decor

**Núcleo Arquitetura
de Paisagem**
Landscaping

The Collection Paulista is a Trisul development located in the Bela Vista district, at 300 meters from Avenida Paulista. The project was developed to serve an audience seeking mobility and proximity to health, education, and cultural centers.

The building is classified as move-in ready, having been delivered in **September 2025**.

T Y P O L O G Y

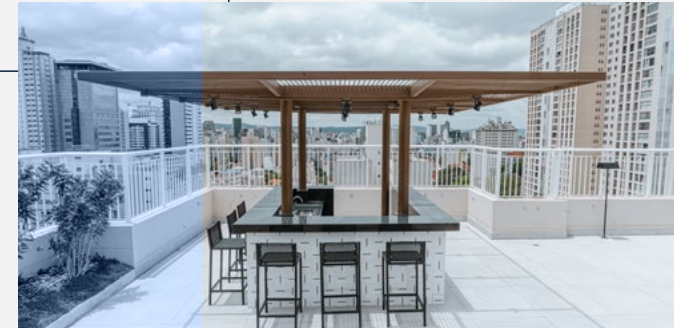
Units ranging from **26 m² to 60 m²**

C O N F I G U R A T I O N S

Studios and apartments with 1 or 2 bedrooms

I N F R A S T R U C T U R E

Rooftop entertainment, including a sky bar, outdoor movie theater, barbecue area, and a pizza oven. The common areas also feature a pool, a coworking space, a communal laundry room, bike racks, and a delivery center.



DELIVERED

The Collection

 **PERDIZES, SÃO PAULO**

 **SINGLE TOWER**

 **DESIGNERS**

LE Arquitetos
Architecture

Sesso & Dalanezi
Decor

Núcleo Arquitetura de Paisagem
Landscaping

 **LAND**
1,839 m²

 **26 FLOORS**

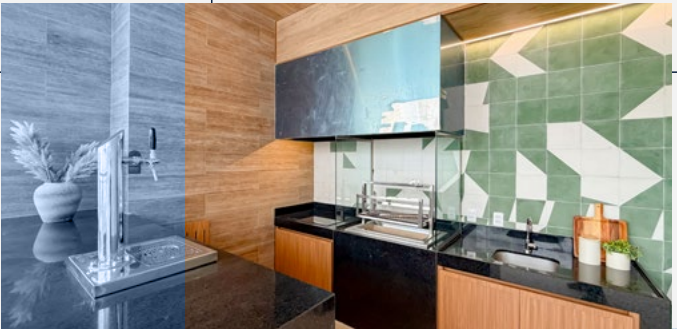
The Collection is a Trisul development strategically located on Rua Ministro de Godói, across from the PUC-SP university. The project benefits from the synergy between the Perdizes, Higienópolis, and Pacaembu district, meeting a constant demand for rental properties and compact housing in the region.

The building is classified as move-in ready, and was delivered in **November 2025**.

T Y P O L O G Y
Units ranging from **26 m² to 36 m²**

C O N F I G U R A T I O N S
Studios and 1-bedroom (en-suite bathroom) apartments

I N F R A S T R U C T U R E
A full range of leisure facilities, including a pool with a deck and a solarium, a spa, a pool bar, a fitness center, a coworking, a party room, and a gourmet area. Amenities include a communal laundry room, a mini-market, and a delivery center.



DELIVERED

Valen Capote Valente

 PINHEIROS,
SÃO PAULO

 LAND
2,782 m²

 SINGLE TOWER

 28 FLOORS

 DESIGNERS

Perkins & Will
Architecture

Basiches Arquitetos
Associados
Decor

Benedito Abbud
Landscaping

Valen Capote Valente is a Trisul luxury development located on the border between the districts of Pinheiros and Jardim América. Located on Capote Valente Street, the project offers immediate access to the Oscar Freire subway station and a well-established network of restaurants and luxury services.

The building is classified as move-in ready, and was delivered in **September 2025**.

T Y P O L O G Y
units of 128 m², 148 m² and 187 m²

C O N F I G U R A T I O N S
Apartments with 2 to 4 en-suite bedrooms, featuring 2 to 3 parking spaces and a private common area

I N F R A S T R U C T U R E
Recreational areas spread across the ground floor and the rooftop with a view of the gardens. It includes swimming pools (outdoor and indoor), spa, sauna, recreational court, sand court, fitness center, coworking and a gourmet area. The units feature a gourmet terrace and air conditioning.



COMPACT DEVELOPMENTS SASB IF-HB-410B.3

The company delivered 1,001 residential units classified as compact multifamily developments. These projects achieved an average density of 0.02 units per square meter, based on a total net residential area of 66,611.82 square meters.

Their design complies with the City of São Paulo's urban planning regulations, including Law No. 16,402/2016, which promotes mixed-use developments and active frontages, as well as the 2024 amendments to Laws No. 18.079 and No. 18.175, governing strategic urban redevelopment areas such as the Tamanduateí district and the Faria Lima Urban Operations area. These regulations establish key requirements for permeability and public accessibility, promoting the integration of developments into the surrounding urban environment.

The company's emphasis on compact developments with active frontages reflects both rising land values and municipal incentives, including discounts on development fees for qualifying projects. At the same time, this development model presents challenges, including balancing accessibility, environmental quality, and urban mobility, as well as overcoming cultural resistance among higher-income buyers to mixed-use developments.

For Trisul, however, these projects represent an opportunity to contribute to better urban living.

1,001
units delivered

66,600+ m²
of the total residential floor area developed for this segment

COMPACT DEVELOPMENTS
INTEGRATE BUILDINGS
INTO THE URBAN FABRIC
AND **CONTRIBUTE TO MORE
VIBRANT, LIVABLE CITIES.**





BRL 1.4 B
in consolidated net
revenue in 2025

+21.9%
in net income,
compared to 2024

FINANCIAL RESULTS

The year marked the consolidation of a resilient and highly profitable financial structure. Despite an environment of elevated interest rates, Trisul delivered strong cash generation while maintaining disciplined capital allocation. This performance reflects not only the company's operational execution but also a management approach focused on creating long-term value for our shareholders.

During the year, Trisul recorded BRL 1.8 billion in gross sales. Net sales totaled BRL 1.6 billion.

Sales over supply (SoS) accelerated significantly, reaching 18.4% in the fourth quarter—an increase of 5.3 percentage points over the previous quarter—and closed the year at a consolidated 35.7%.

Net revenue for the year totaled BRL 1.4 billion. The company achieved a historic milestone by reporting net income of BRL 213 million. This amount is the highest in its history, representing a 21.9% increase over 2024.

IN 2025, TRISUL ACHIEVED THE HIGHEST NET INCOME IN ITS HISTORY, REFLECTING THE CONSISTENCY OF ITS GROWTH STRATEGY AND DISCIPLINED CAPITAL MANAGEMENT.

Trisul's strong financial position, combined with tax efficiencies available through the end of 2025, enabled the company to distribute a record BRL 154 million in dividends. This represented a payout ratio of 88% of the previous year's net income, the highest in the company's history.

Further demonstrating confidence in the company's operating performance and financial strength, the Board of Directors approved an additional BRL 100 million dividend distribution on December 19, 2025, to be paid in 2026. This additional distribution represents a 47% payout ratio—nearly twice the statutory minimum—reinforcing management's disciplined approach and commitment to delivering consistent returns to shareholders.

The decision reflects the Board of Directors' strategy of balancing shareholder returns with the preservation of the company's financial strength. As a matter of financial prudence, Trisul follows a policy of reinvesting approximately 50% of its earnings into the business.

Looking ahead, the company's record pace of new launches increased inventory to approximately BRL 3 billion in real estate assets. Converting this inventory into cash will be a strategic priority for the Sales department over the coming years, supporting the continuation of Trisul's value creation cycle.

Financial highlights (BRL thousand)	2023	2024	2025	Change 2024 vs. 2025
Net revenue	1,046,690	1,346,694	1,378,596	2.4%
Gross profit	244,519	374,786	404,530	7.9%
Gross margin	23.4%	27.8%	29.3%	2 p.p.
Net income	130,195	174,844	213,095	21.9%
Net margin	12.4%	13.0%	15.5%	2 p.p.
Adjusted EBITDA ¹	233,849	279,670	289,203	3.4%
Adjusted EBITDA margin	22.3%	20.8%	21.0%	0 p.p.

1. Profit before tax, net financial result, depreciation and amortization, adjusted for capitalized interest allocated to cost (SFH interest).

Operating highlights (BRL thousand)	2023	2024	2025	Change 2024 vs. 2025
Potential Sales Value – PSV (% Trisul)	905,289	1,341,000	2,871,400	114.1%
Number of projects	5	5	7	40.0%
Units launched	1,956	1,931	3,640	88.5%
Gross Sales (% Trisul)	1,253,863	1,783,654	1,837,022	3.0%
Cancellations (% Trisul)	86,714	100,422	178,183	77.4%
Contracted sales (% Trisul) ¹	1,167,149	1,683,231	1,658,839	-1.4%
Number of units sold	1,942	2,594	2,689	3.7%
PSV Delivered (% Trisul)	933,300	1,230,000	785,613	N/A
Number of projects delivered	7	7	4	-42.9%
Number of units delivered	1,091	1,611	1,261	-21.7%

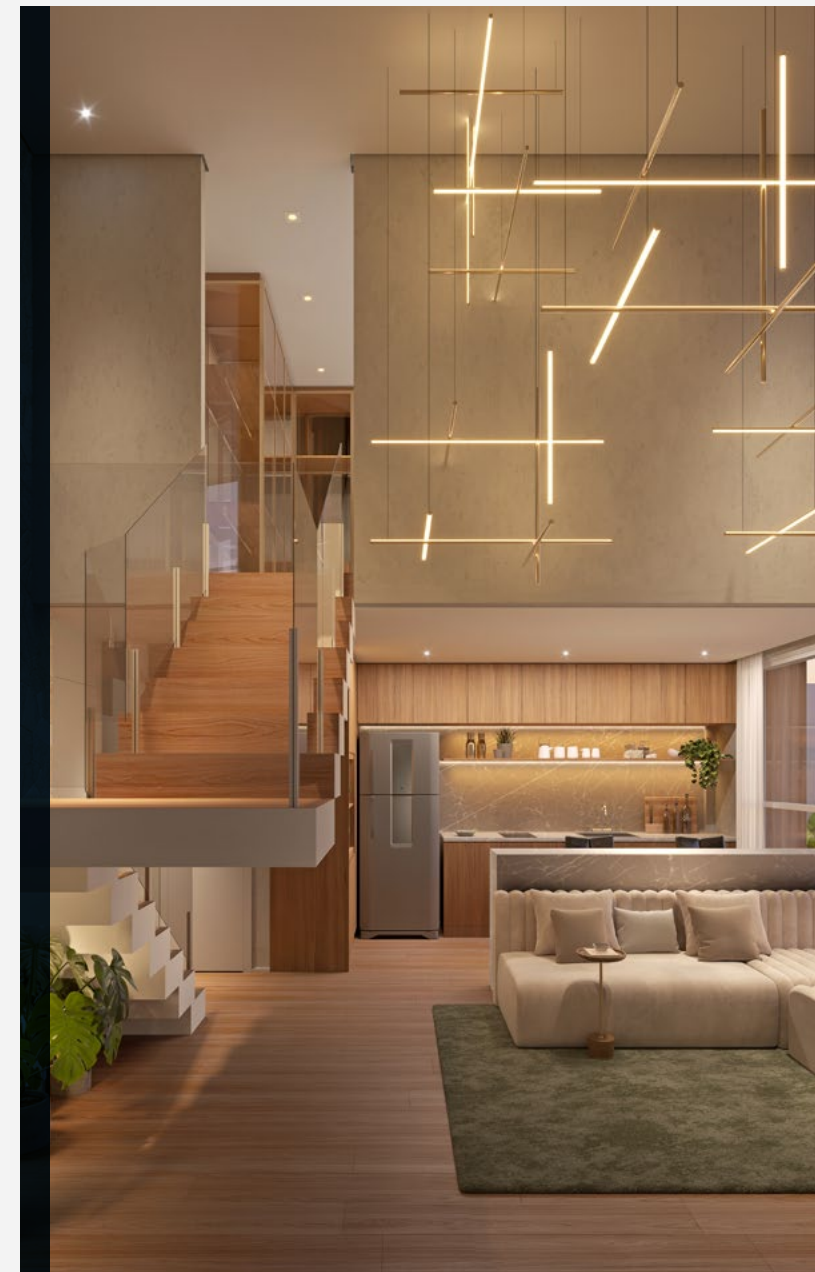
1. Total value of contracted sales for projects managed by Trisul S.A. and its partners. Contracted sales are reported net of commissions and cancellations.

New Launches 2025

Launches	Region	Date	Segment	Units	% Trisul	Total PSV (BRL M)	Trisul PSV (BRL M)
Elev Park Sacomã II	São Paulo	Mar-25	Affordable housing	606	100%	169.5	169.5
The Collection Vila Mariana	São Paulo	Mar-25	Medium	717	100%	286.7	286.7
Vila Boulevard Mooca – Phase 1 – Tower A	São Paulo	Jun-25	Affordable housing	338	50%	102.2	51.1
Vila Boulevard Mooca – Phase 1 – Tower B	São Paulo	Jul-25	Affordable housing	364	50%	110.4	55.2
Elev Park Sacomã III	São Paulo	Sep-25	Affordable housing	600	100%	180.0	180.0
GranOscar Ibirapuera	São Paulo	Sep-25	High	88	100%	1,198.9	1,198.9
Elev Butantã	São Paulo	Nov-25	Affordable housing	735	100%	262.0	262.0
Quarten Ibirapuera	São Paulo	Nov-25	High	192	100%	668.0	668.0
Total 2025				3,640		2,978	2,871

Projects completed in 2025

Delivery Date	Development	City	Segment	Total Units	% Trisul	Total PSV (BRL M)	Trisul PSV (BRL M)
Jun-25	The Collection Madalena	São Paulo	Medium	311	100%	141.8	141.8
Sep-25	The Collection Paulista	São Paulo	Medium	336	100%	167.7	167.7
Oct-25	Valen Capote Valente	São Paulo	High	260	100%	307.4	307.4
Dec-25	The Collection	São Paulo	Medium	354	100%	168.7	168.7
Total				1,261		786	786



PEOPLE AND CULTURE

05



OUR PEOPLE GRI 2-7, 2-8

Trisul's People function is organized into two complementary areas: one dedicated to administrative support and the other to business operations. During the year, the function evolved into a strategic Human and Organizational Development (HOD) area, reinforcing its role in aligning employee development with the company's long-term growth strategy.

This transformation was driven by the review of the company's Mission, Vision, and Values as part of the development of the 2025–2027 Strategic Plan, which laid the foundation for the cultural initiatives implemented throughout the year.

In 2025, Trisul expanded its workforce to support the growing volume of projects

and the continued expansion of its operations. The workforce reached a total of 419 employees, of whom 393 make up the direct operational staff of hired professionals, and there are 24 interns, and two young apprentices.

Of the total workforce, 232 employees, representing 55.37%, were covered by collective bargaining agreements. The variation in this indicator compared with previous reporting periods reflects a methodological refinement rather than a structural change. The calculation now includes only employees hired under Brazil's Consolidation of Labor Laws (CLT), as they are the only workers legally eligible for union representation and collective bargaining agreements under Brazilian labor legislation. Professionals

engaged under other arrangements—including independent contractors (legal entities), interns, and apprentices—are excluded from this calculation, although the company continues to align their working arrangements, where applicable, with the principles established in the relevant collective bargaining agreements. This approach helps ensure consistent employment conditions and benefits across the workforce, regardless of whether a particular employment category is legally covered by a collective bargaining agreement. **GRI 2-30, 2-4**

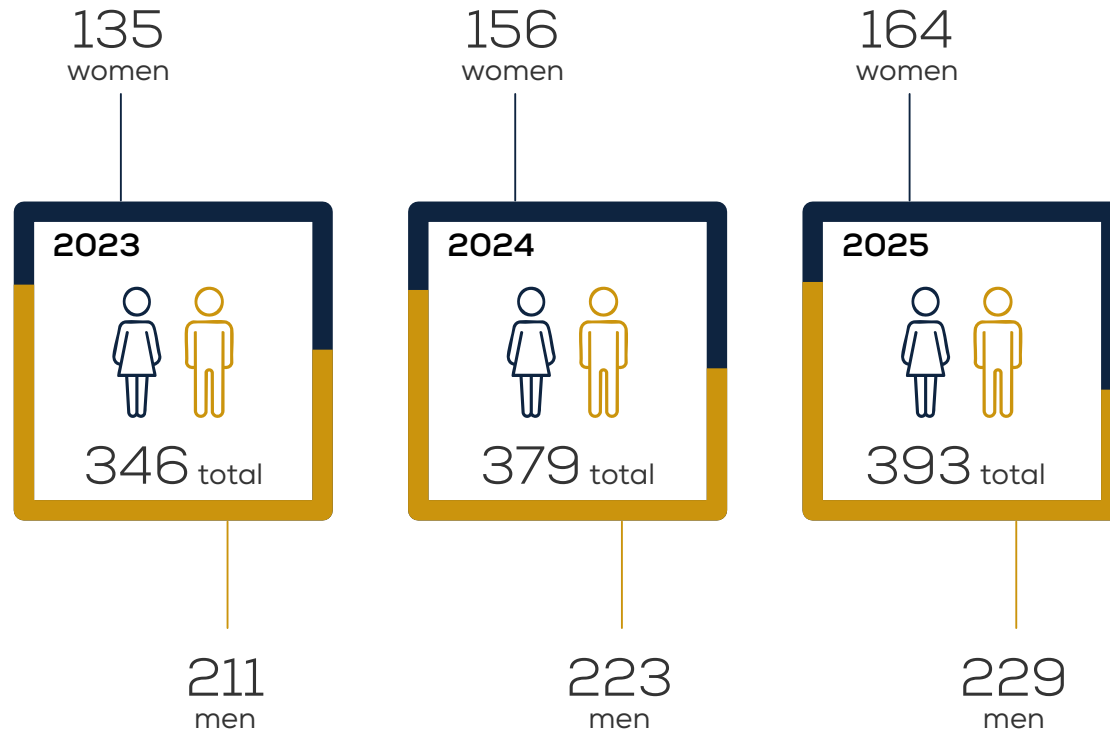
Although employee turnover is traditionally high in the construction industry, Trisul recognizes that a portion of this turnover can be reduced through targeted management practices. To improve retention and achieve greater organizational efficiency, the company has focused on four priorities: competency-based recruitment, rigorous exit interview procedures, strengthening organizational culture, and the monthly monitoring of turnover indicators.

BY STRENGTHENING PRACTICES FOCUSED ON ATTRACTING, DEVELOPING, AND RETAINING TALENT, TRISUL IS BUILDING THE CAPABILITIES NEEDED TO SUPPORT ITS CONTINUED GROWTH AND FUTURE CHALLENGES.



Full-time employees^{1,2} GRI 2-7

By gender



Employees without guaranteed working hours^{1,2,3} GRI 2-7

By gender	2023	2024	2025
Men	83	93	94
Women	57	53	65
Total	140	146	159

Employees by type of contract^{1,2,4} GRI 2-7

By gender	2024			2025		
	Indefinite term	Fixed term	Total	Indefinite term	Fixed term	Total
Men	216	7	223	229	15	244
Women	148	8	156	164	11	175
Total	364	15	379	393	26	419

1. The data were obtained through a direct headcount using records extracted from the FATTOR RH payroll system and include all active employees as of the end of the reporting period (December 31, 2025).
2. All Trisul employees are based in the city of São Paulo.
3. Employees without guaranteed working hours are those whose positions are not subject to formal working time controls, such as executives and employees in positions of trust.
4. Employees with indefinite-term contracts include CLT employees, independent contractors (legal entities), statutory executive officers, and members of the Board of Directors and Audit Committee. Employees with fixed-term contracts include interns and apprentices.

Workers who are not employees¹ GRI 2-8

Category	2023	2024	2025
Self-employed individuals	-	-	12
Third-party workers ²	4	2	2
Interns ³	14	9	-
Apprentices ³	3	6	-
Total	21	17	14

1. The data were obtained through a direct headcount and include all non-employee workers, whether engaged on a full-time or part-time basis. The information reflects the workforce as of the end of the reporting period.
2. Outsourced workers consist exclusively of contracted security personnel.
3. Following a methodological review, Trisul began classifying interns and apprentices as part of its direct workforce, reflecting the nature of their contractual relationship. This change is reported under 2-7 | GRI 2-4.

WHAT'S NEW

The creation of an HR Superintendency elevated the People function to the executive level, ensuring that workforce decisions are closely aligned with the company's business strategy. The department also strengthened its management capabilities by recruiting experienced leaders from a range of industries, as well as specialists in talent acquisition and recruitment to enhance the quality of new hires.

In parallel, the Business Partner model was introduced to bring Human and Organizational Development (HOD) closer to the business units, initially focusing on the Engineering, Sales, Legal, and Finance areas, thereby strengthening alignment between people management and business priorities.

The company's performance management model also evolved. The previous Nine Box framework is being replaced by a more comprehensive evaluation process that combines managers' assessments, peer feedback, and employee self-evaluations. The results will support development planning, training priorities, and succession planning. Full implementation is expected in 2026.

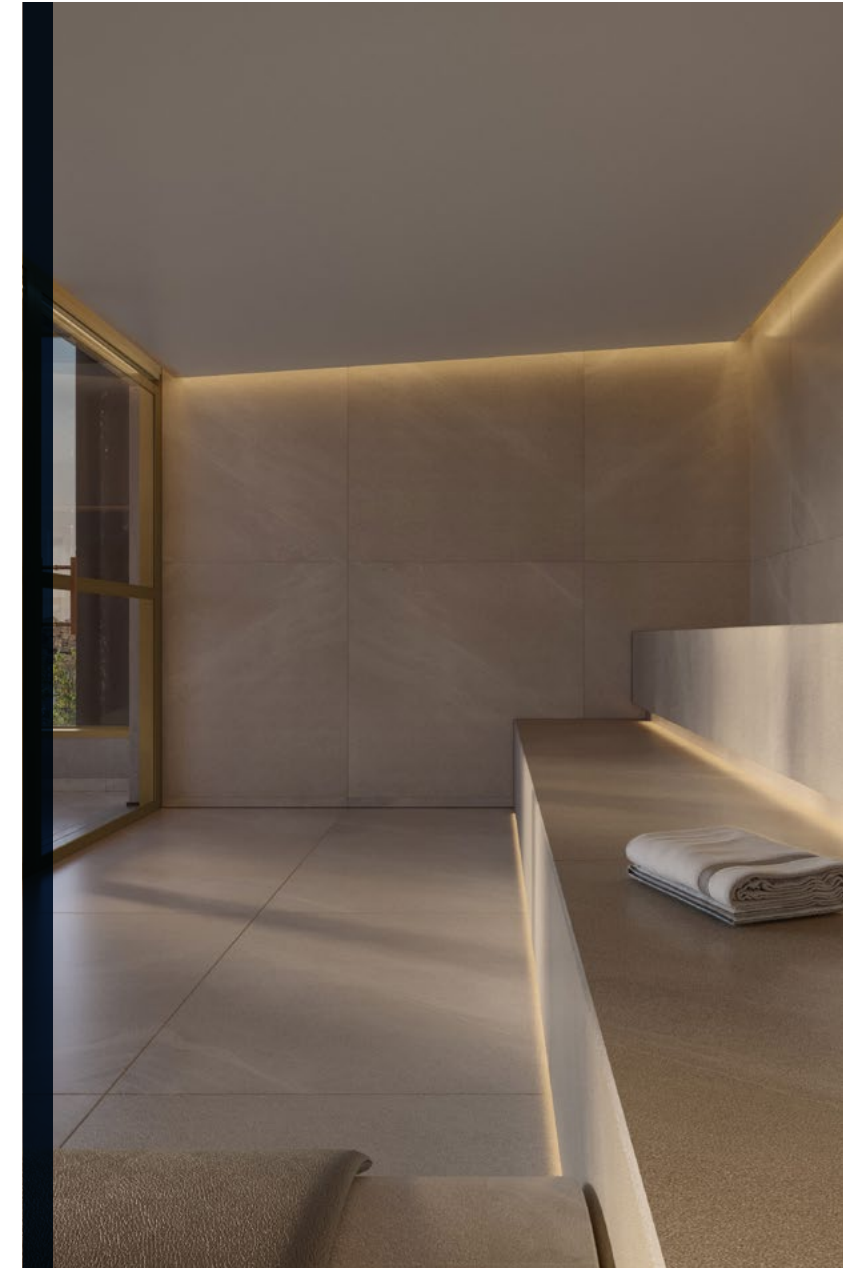
Complementing these governance initiatives, *Trisul Forma* (Trisul Trains) was launched as a strategic program focused on career development and talent retention. Developed by the Engineering Division in partnership with the Human and Organizational Development area, the program was introduced in 2025 as part of the company's operational excellence strategy.

Its objective is to address the challenge of attracting and engaging young professionals in the construction industry by providing a structured and transparent career path within the organization.

In addition to technical training and individual performance monitoring, *Trisul Forma* formally recognizes career progression, including key milestones such as the transition from internship positions to Engineering Analyst roles.

The company also advanced initiatives related to compensation and performance management. With the support of a specialized consulting firm, Trisul reviewed its compensation model—including Profit Sharing and Long-Term Incentive (LTI) programs—and redesigned its goal-setting process to strengthen talent retention and employee engagement. A comprehensive review of the company's job architecture and salary structure is also underway and is expected to be completed in 2026.

TRISUL FORMA HELPS ADDRESS THE CHALLENGE OF ATTRACTING AND ENGAGING NEW PROFESSIONALS IN THE CONSTRUCTION INDUSTRY BY PROVIDING YOUNG TALENT WITH A STRUCTURED CAREER PATH WITHIN THE COMPANY.



ATTRACTION AND RETENTION

To strengthen its appeal to younger generations entering the construction industry, Trisul developed an employer branding strategy built around two key initiatives:

CAREER DEVELOPMENT: Enhancing internal communication of career opportunities and providing greater transparency regarding career progression within the organization.

UNIQUE BENEFITS: A key differentiator is the company's health insurance plan, which covers employees' dependents without requiring a fixed monthly premium, operating instead on a pay-per-use basis.



Digital transformation and artificial intelligence

Trisul continues to advance its digital transformation through the practical application of artificial intelligence (AI) across its operations.

The objective is to enhance work processes, governance, and decision-making while increasing productivity and operational efficiency. To support this strategy, the Human and Organizational Development area, in partnership with the Technology department, established three strategic pillars:

AI COMMITTEE

Established in 2024, the Artificial Intelligence Committee is responsible for identifying opportunities and developing AI initiatives tailored to the needs of the company's business units.

TRAINING IN ARTIFICIAL INTELLIGENCE

A dedicated training program was launched for employees in the Engineering, Legal, Sales, and Finance departments to promote the responsible and effective use of AI, foster critical thinking about the technology, improve operational efficiency, and support better decision-making.

LICENSES AND STRUCTURE

To support these initiatives, the company implemented a plan to provide employees with licensed AI tools. In addition, Trisul allocated dedicated resources to the ongoing development and training of its leaders and managers, reinforcing the capabilities needed to support its digital transformation journey.



100%
of employees covered by
occupational health and
safety (OHS)

1,573
individuals

HEALTH, WELL-BEING AND SAFETY

GRI 3-3 Health, well-being, and safety, 403-1, 403-2, 403-5, 403-7, 403-8, 403-9
SASB IF-HB-320a.1, IF-EN-320a.1

Trisul maintains an Occupational Health and Safety Management System (OHS) that covers 100% of its employees, totaling 1,573 individuals (419 of its own and 1,154 employees who were involved in operational activities at construction sites). The system is based on ISO 45001, the PBQP-H, and Brazil's Regulatory Standards (NRs), with particular emphasis on NR-18, NR-35, NR-10, NR-17, and NR-23. In 2025, governance was strengthened through the creation of a dedicated Occupational Safety department and a committee with direct Executive Board participation. The company also established the requirement for a dedicated safety professional at every construction site. Hazard identification is based on the Risk Management Program (PGR) and

the occupational health monitoring conducted under the Occupational Health Medical Control Program (PCMSO).

To promote a proactive safety culture, each construction site is required to identify and report at least 100 safety observations per month using the *De Olho na Segurança* (Keeping an Eye on Safety) platform, which enables anonymous reporting via QR code while reinforcing every worker's right to refuse unsafe work without retaliation.

Incident investigations focus on identifying root causes. Lessons learned are shared during safety meetings and incorporated into the planning of personal and collective protective measures (PPE and EPC). Senior management reviews

safety performance indicators monthly to support continuous improvement across the company's operations.

Safety indicators are also integrated into the Engineering team's individual and collective performance objectives, directly influencing performance evaluations and recognition programs.

Occupational safety was identified as a strategic priority for 2026. Planned initiatives include making safety a mandatory agenda item at the beginning of all Engineering meetings, requiring leaders to wear high-visibility yellow vests as a visible commitment to safety, and expanding internal communication and awareness campaigns. The new Code of Ethical Conduct also broadens the company's approach by integrating physical safety with psychosocial well-being, promoting a workplace free from harassment.

Trisul identifies hazards and assesses risks associated with both routine activities—including inspections, accident investigations, and chemical and physical exposure monitoring—and non-routine activities, such as ergonomic assessments and special projects.

Led by qualified professionals and supported by ISO 45001 certification, the Occupational Safety team uses these assessments to continuously improve performance indicators, training programs, and safety technologies. Employee participation is a fundamental element, and is encouraged through safety committees and the *De Olho na Segurança* reporting platform.

In 2025, the department was restructured, increasing the number of safety professionals assigned to construction sites to strengthen the identification and correction of unsafe conditions and behaviors.

To manage risks associated with activities beyond its direct operational control, the company implements preventive measures including safety signage, preventive maintenance, and emergency response plans. Its objective is the systematic reduction of workplace accidents through continuous improvement across all operations.

The incidents recorded in 2025 primarily involved falls from height, falling objects, equipment-related accidents, and electric shocks—all previously identified as critical occupational risks. Following the occurrence of serious incidents, the company reviewed its safety management processes and designated occupational safety as a strategic priority for 2026.

The identification of hazards with the potential to cause serious injury is conducted by specialized teams through technical inspections, document reviews, employee interviews, direct observation,

and detailed analyses of work processes and tasks. Risk mitigation follows the hierarchy of controls, prioritizing hazard elimination and equipment substitution, followed by engineering controls, administrative controls, and the use of personal protective equipment (PPE). This framework is supported by training, preventive maintenance, supervision, and systematic incident investigations, ensuring that every incident results in corrective action plans that are implemented both locally and across the organization.

The company has identified two principal occupational risks associated with its activities: reduced employee engagement and exposure to workplace accidents at construction sites. These impacts are inherent to the nature of the construction industry and are managed as an integral part of Trisul's risk management and operational practices.

THE MAIN TARGETS INCLUDE	Incidents resulting in leave of absence Limit to 32 cases	Severity rate Keep the index between 500 and 1,000, a level classified as “good” by the ILO	Performance on construction sites Maintain a monthly safety score above 7.5
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TRAINING GRI 403-5

Trisul maintains a comprehensive training program to ensure that all individuals exposed to occupational hazards perform their activities safely. Safety training is mandatory for 100% of construction site personnel, including direct employees—whether permanent or temporary—and third-party contractors. Employees performing exclusively administrative functions are exempt, as they are not directly exposed to operational risks.

Training ranges from general safety orientation to specialized technical instruction covering workplace hazards, including fall prevention, firefighting, chemical handling, ergonomics, first aid, the proper use of personal protective equipment (PPE), the operation of industrial vehicles, electrical safety, and emergency response procedures.

Comprehensive health GRI 403-6

Trisul adopts a holistic approach to employee health, extending beyond the management of occupational risks by providing employees—and, where applicable, their family members—as well as third-party workers with access to a broad range of healthcare services and well-being programs.

These initiatives include supplemental health insurance, telemedicine services, psychological counseling, and preventive

health screenings. The company also promotes well-being through programs focused on mental health, nutrition, physical activity, and substance abuse prevention, in addition to annual vaccination campaigns and awareness initiatives addressing sexual health and cancer prevention. To support employees' day-to-day well-being, the company also offers workplace wellness services, including quick massage sessions.

To protect the employees' privacy and dignity, Trisul maintains the strict confidentiality of all health information in accordance with Brazil's General Data Protection Law (LGPD) and its internal privacy policies. The company strictly prohibits the use of health-related information for any form of discriminatory treatment, whether favorable or unfavorable, ensuring that personal health data are used exclusively to support employee well-being and preventive healthcare.

Work-related injuries^{1, 2} GRI 403-9, SASB IF-HB-320a.1, IF-EN-320a.1

	Employees	Other workers
Number of hours worked	340,208	3,061,872
Number of fatalities as a result of work-related injury	0	1
Rate of fatalities as a result of work-related injuries	0	0.33
Number of high-consequence work-related injuries (excluding fatalities)	0	1
Rate of of high-consequence work-related injuries (excluding fatalities)	0	0.33
Number of recordable work-related injuries (including fatalities)	13	28
Rate of recordable work-related injuries (including fatalities)	38.21	9.14

1. The incident rates are based on 1,000,000 hours worked.
2. The rates were calculated by dividing the number of reported incidents by the total hours worked during the reporting period and multiplying the result by 1,000,000 hours worked.

DIVERSITY, EQUITY, AND INCLUSION

GRI 3-3 Diversity, Equity and Inclusion

Trisul integrates diversity, equity, and inclusion into its corporate culture and governance framework. Management of this topic is embedded in the company's organizational practices and workplace environment, particularly in areas related to interpersonal relationships, organizational culture, and people management. The company's objective is to foster a diverse workforce by building high-performing, innovative teams and strengthening an inclusive culture that supports sustainable business results. The Code of Ethical Conduct serves as the company's primary governance instrument in this area, establishing clear guidelines that prohibit all forms of discrimination—including discrimination based on gender, race, sexual orientation, age, or disability—as well as harassment and the abuse of authority.

These commitments are reflected in strategic objectives aimed at reducing inequalities, promoting human rights, and preventing negative impacts such as deteriorating mental well-being and the perpetuation of stereotypes.

The company recognizes that shortcomings in this area may also create financial and reputational risks, affecting its employer brand and its ability to attract and retain qualified professionals. Noncompliance with regulations related to the inclusion of underrepresented groups may expose the company to legal sanctions, higher recruitment and training costs, and litigation, all of which could ultimately affect its cost of capital.



Against this backdrop, and despite the construction industry's traditionally male-dominated workforce, Trisul continues to advance initiatives that promote greater gender diversity. Although the company has not yet adopted a standalone diversity policy, inclusion principles are increasingly embedded in its organizational culture.

Recruitment and promotion decisions are based on competence, qualifications, and merit. The company also promotes social mobility by investing in apprenticeship and internship programs that provide structured career paths with opportunities to progress into leadership positions.



TRISUL PROMOTES
SOCIAL MOBILITY
BY INVESTING IN
APPRENTICES
AND INTERNS,
CREATING CAREER
PATHWAYS THAT CAN
LEAD TO FUTURE
LEADERSHIP ROLES.

Diversity of governance bodies and employees¹ GRI 405-1

	2023		2024		2025 ²	
	By gender					
						
Number	8	0	9	0	6	0
Percentage	100%	0%	100%	0%	100%	0%

	2023	2024	2025
	By age group		
Under 30 years old	0	0	0
30-50 years old	0	1	1
Over 50 years old	8	8	5
Total	8	9	6

Diversity on the Audit Committee

2025					
			Under 30 years old	30-50 years old	Over 50 years old
Number	2	0	0	0	2
Percentage	100%	0%	0%	100%	100%

1. None of the members of the Board belongs to an underrepresented group.
2. The scope of this disclosure changed in 2025. In 2023 and 2024, the indicator included both the Board of Directors and the Executive Board. Beginning in 2025, it covers only the Board of Directors and the members of the Audit Committee, which serves as an advisory body to the Board. As a result, the data are not directly comparable with prior reporting periods due to the change in the population covered. **GRI 2-4**



Diversity of governance bodies and employees¹ GRI 405-1

By gender	2023 (No.)	2023 (%)	2024 (No.)	2024 (%)	2025 (No.)	2025 (%)
Board of Directors						
Male	8	100%	9	100%	6	100%
Female	0	0%	0	0%	0	0%
Audit Committee						
Male	-	-	-	-	2	100%
Female	-	-	-	-	0	0%
Statutory Executive Board						
Male	2	100%	3	100%	3	100%
Female	0	0%	0	0%	0	0%
Executive Board						
Male	9	100%	6	100%	6	100%
Female	0	0%	0	0%	0	0%
Management						
Male	22	64.71%	24	63.16%	23	60.53%
Female	12	35.29%	14	36.84%	15	39.47%
Superintendence						
Male	2	40%	2	33.33%	4	44.44%
Female	3	60%	4	66.67%	5	55.56%
Coordinator / Specialist						
Male	23	56.1%	24	64.86%	22	47.83%
Female	18	43.9%	13	35.14%	24	52.17%

By gender	2023 (No.)	2023 (%)	2024 (No.)	2024 (%)	2025 (No.)	2025 (%)
Analyst						
Male	65	47.10%	58	41.13%	63	43.75%
Female	73	52.90%	83	58.87%	81	56.25%
Assistant						
Male	5	31.25%	5	22.73%	4	19.05%
Female	11	68.75%	17	77.27%	17	80.95%
Helper						
Male	8	61.54%	4	40%	5	50%
Female	5	38.46%	6	60%	5	50%
Controller						
Male	1	100%	1	100%	1	100%
Female	0	0%	0	0%	0	0%
Occupational Safety Technician						
Male	1	100%	1	100%	1	100%
Female	0	0%	0	0%	0	0%
Attorney						
Male	1	16.67%	1	16.67%	2	28.57%
Female	5	83.33%	5	83.33%	5	71.43%
Warehouse Clerk						
Male	14	93.33%	26	100%	25	96.15%
Female	1	6.67%	0	0%	1	3.85%
Architect						
Male	0	0%	0	0%	0	0%
Female	1	100%	2	100%	1	100%

By gender	2023 (No.)	2023 (%)	2024 (No.)	2024 (%)	2025 (No.)	2025 (%)
Engineer						
Male	13	72.22%	18	85.71%	20	66.67%
Female	5	27.78%	3	14.29%	10	33.33%
Foreman						
Male	18	100%	18	100%	20	100%
Female	0	0%	0	0%	0	0%
Construction foreman						
Male	-	-	-	-	19	100%
Female	-	-	-	-	0	0%
Interns						
Male	-	-	-	-	15	62.5%
Female	-	-	-	-	9	37.5%
Apprentice						
Male	-	-	-	-	0	0%
Female	-	-	-	-	2	100%
Others						
Male	18	94.74%	23	74.19%	4	100%
Female	1	5.26%	8	25.81%	0	0%
Total (workforce)						
Male	210	60.69%	223	58.84%	244	58.23%
Female	136	39.31%	156	41.16%	175	41.77%

Diversity of governance bodies and employees¹ GRI 405-1

Age Group	2023 (No.)	2023 (%)	2024 (No.)	2024 (%)	2025 (No.)	2025 (%)
Board of Directors						
Under 30 years old	0	0%	0	0%	0	0%
30-50 years old	0	0%	1	11.11%	1	16.67%
Over 50 years old	8	100%	8	88.89%	5	83.33%
Audit Committee						
Under 30 years old	-	-	-	-	0	0%
30-50 years old	-	-	-	-	0	0%
Over 50 years old	-	-	-	-	2	100%
Statutory Executive Board						
Under 30 years old	0	0%	0	0%	0	0%
30-50 years old	0	0%	1	33.33%	0	0%
Over 50 years old	2	100%	2	66.67%	3	100%
Executive Board						
Under 30 years old	0	0%	0	0%	0	0%
30-50 years old	7	77.8%	6	100%	6	100%
Over 50 years old	2	22.2%	0	0%	0	0%
Management						
Under 30 years old	1	2.94%	0	0%	0	0%
30-50 years old	26	76.47%	32	84.21%	33	86.84%
Over 50 years old	7	20.59%	6	15.79%	5	13.16%

Age Group	2023 (No.)	2023 (%)	2024 (No.)	2024 (%)	2025 (No.)	2025 (%)
Superintendence						
Under 30 years old	0	0%	0	0%	0	0%
30-50 years old	3	60%	4	66.67%	7	77.78%
Over 50 years old	2	40%	2	33.33%	2	22.22%
Coordinator / Specialist						
Under 30 years old	5	12.2%	3	8.11%	1	2.17%
30-50 years old	32	78%	29	78.38%	39	84.78%
Over 50 years old	4	9.8%	5	13.51%	6	13.04%
Analyst						
Under 30 years old	51	36.96%	59	41.84%	69	47.92%
30-50 years old	82	59.42%	78	55.32%	70	48.61%
Over 50 years old	5	3.62%	4	2.84%	5	3.47%
Assistant						
Under 30 years old	12	75%	15	68.18%	12	57.14%
30-50 years old	4	25%	7	31.82%	8	38.10%
Over 50 years old	0	0%	0	0%	1	4.76%
Helper						
Under 30 years old	6	46.15%	3	30%	3	30%
30-50 years old	5	38.46%	4	40%	6	60%
Over 50 years old	2	15.38%	3	30%	1	10%



Age Group	2023 (No.)	2023 (%)	2024 (No.)	2024 (%)	2025 (No.)	2025 (%)
Controller						
Under 30 years old	0	0%	0	0%	0	0%
30-50 years old	0	0%	0	0%	0	0%
Over 50 years old	1	100%	1	100%	1	100%
Occupational Safety Technician						
Under 30 years old	0	0%	0	0%	0	0%
30-50 years old	1	100%	1	100%	1	100%
Over 50 years old	0	0%	0	0%	0	0%
Attorney						
Under 30 years old	1	16.67%	1	16.67%	1	14.29%
30-50 years old	5	83.33%	4	66.67%	5	71.43%
Over 50 years old	0	0%	1	16.67%	1	14.29%
Warehouse Clerk						
Under 30 years old	2	13.33%	2	7.69%	4	15.38%
30-50 years old	11	73.33%	18	69.23%	17	65.38%
Over 50 years old	2	13.33%	6	23.08%	5	19.23%
Architect						
Under 30 years old	0	0%	1	50%	0	0%
30-50 years old	1	100%	1	50%	1	100%
Over 50 years old	0	0%	0	0%	0	0%

Age Group	2023 (No.)	2023 (%)	2024 (No.)	2024 (%)	2025 (No.)	2025 (%)
Engineer						
Under 30 years old	6	33.33%	7	33.33%	13	43.33%
30-50 years old	12	66.67%	14	66.67%	16	53.33%
Over 50 years old	0	0%	0	0%	1	3.33%
Foreman						
Under 30 years old	0	0%	0	0%	0	0%
30-50 years old	7	38.89%	9	50%	8	40%
Over 50 years old	11	61.11%	9	50%	12	60%
Construction Foreman ⁴						
Under 30 years old	-	-	-	-	1	5.26%
30-50 years old	-	-	-	-	13	68.42%
Over 50 years old	-	-	-	-	5	26.32%
Interns ⁴						
Under 30 years old	-	-	-	-	21	-
30-50 years old	-	-	-	-	3	-
Over 50 years old	-	-	-	-	0	0%
Apprentices ⁴						
Under 30 years old	-	-	-	-	2	100%
30-50 years old	-	-	-	-	0	0%
Over 50 years old	-	-	-	-	0	0%



Age Group	2023 (No.)	2023 (%)	2024 (No.)	2024 (%)	2025 (No.)	2025 (%)
Other ⁴						
Under 30 years old	5	22.73%	13	41.94%	0	0%
30-50 years old	11	50%	12	38.71%	3	75%
Over 50 years old	6	27.27%	6	19.35%	1	25%
Total (workforce)						
Under 30 years old	89	25.72%	105	27.70%	127	30.31%
30-50 years old	208	60.12%	223	58.84%	237	56.56%
Over 50 years old	49	14.16%	51	13.46%	55	13.13%

1. The methodology for reporting workforce diversity data was revised. This change was made to align the disclosure with the company's organizational structure as of 2025. For purposes of reporting the total workforce, the same population used for GRI 2-7 was adopted, including members of the Board of Directors and the Audit Committee. As one individual serves concurrently on both the Board of Directors and the Executive Board, that individual is counted twice in the reported total.

2. The names of certain job categories have been revised compared with previous reporting periods to align the disclosure with the company's organizational structure in effect in 2025.

3. Beginning in 2025, the Analyst category incorporates the positions previously reported under the Consultant category. Accordingly, the Consultant category is no longer presented separately.

4. In previous reports, the Others category included construction foremen, specialists, valet attendants, interns, and apprentices. Beginning in 2025, construction foremen, interns, and apprentices are disclosed as separate categories to provide greater transparency and more detailed reporting. In addition, employees classified as specialists are now grouped with coordinators under the Coordinators / Specialists category, reflecting their equivalent organizational level. **GRI 2-4**

Ratio of basic salary and remuneration of women to men, by employee category^{1, 2, 3} GRI 405-2

	2023	2024	2025
Statutory Executive Board	N/A	N/A	N/A
Executive Board	N/A	N/A	N/A
Management	0.85	0.90	0.82
Superintendence	0.65	0.71	1.32
Coordinator	0.94	0.86	0.84
Analyst	0.98	1.03	1.72
Assistant	1.09	0.96	0.92
Helper	0.94	0.94	0.98
Controller	N/A	N/A	N/A
Technician	N/A	N/A	N/A
Attorney	1.11	0.99	0.98
Warehouse Clerk	0.87	N/A	0.52
Architect	N/A	N/A	N/A
Engineer	1.02	0.86	0.81
Foreman	0.98	N/A	N/A
Construction Foreman	-	-	N/A
Interns	-	-	1.09
Apprentices	-	-	N/A

1. The information covers all of Trisul's operating units.

2. The gender pay ratio was calculated by dividing the average base salary of female employees by the average base salary of male employees within each employee category.

3. Not applicable (N/A) indicates that a job category is occupied exclusively by employees of one gender. In such cases, no gender pay ratio can be calculated for that category.



SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

06



SOCIAL TRANSFORMATION

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

Trisul's approach to local development and community engagement is centered on mitigating the impacts inherent in the construction cycle while promoting harmonious integration between its developments and the surrounding communities. To achieve this, the company closely monitors the environmental and social impacts of its operations.

From an environmental perspective, construction activities involve vegetation removal, soil disturbance, and the intensive use of natural resources, requiring rigorous controls to prevent soil and water contamination. The company also manages operational impacts that directly affect neighboring communities, including waste generation, dust and noise emissions, and disruptions to urban mobility.

These practices are guided by the Sustainability Manual, which establishes standards for both direct operations and suppliers covering waste management, emissions control, and the efficient use of natural resources. To improve planning and monitoring, Trisul uses predictive modeling tools that estimate material consumption and waste generation throughout each phase of a project.

When impacts are identified, the company implements corrective and remedial measures designed to eliminate root causes, mitigate adverse effects, and restore affected areas. These actions include addressing nonconformities, rehabilitating impacted sites, improving construction methods, and strengthening operational controls. The effectiveness of these measures is verified through internal and external audits, supported by monitoring and measurement systems.

Trisul also maintains communication channels with stakeholders to enable the prompt identification of concerns and the timely implementation of corrective actions. The effectiveness of this governance framework is assessed through audits and key performance indicators (KPIs), supporting continuous improvement while ensuring environmental compliance and protecting the brand's reputation.

Because its operations are concentrated primarily in densely populated areas of the city of São Paulo, the company recognizes the direct impacts its construction activities may have on neighboring communities. Accordingly, Trisul seeks to create shared value through initiatives focused on education, support for the local economy, and social inclusion policies.

The company also encourages employee participation in corporate volunteer programs that contribute to regional development.

In addition, Trisul monitors the land-use impacts of its developments, ensuring full compliance with applicable zoning regulations and infrastructure requirements. Trisul continually seeks to balance real estate development with quality of life in the communities where it operates. Transparent communication and disciplined operational practices are fundamental to minimizing the temporary disruptions associated with construction activities and reinforcing

Trisul's commitment to its neighbors and to sustainable urban development.

One of the company's most significant social milestones in 2025 was the expansion of its presence in the *Minha Casa, Minha Vida* (MCMV) affordable housing program, which accounted for approximately two-thirds of its total operating volume. Through this expansion, Trisul strengthened its contribution to reducing Brazil's housing deficit by delivering quality housing, infrastructure, and safety for thousands of low-income families, while advancing access to affordable homeownership.

Management of negative impacts on local communities GRI 413-2

Impact	Mitigation strategy
Noise	Construction logistics prioritize the use of noisy equipment in locations where sound propagation is minimized, such as basements, reducing disturbance to neighboring communities during foundation and structural works.
Vehicle traffic	In partnership with São Paulo's Traffic Engineering Company (CET), Trisul develops logistics plans for truck movements and material deliveries to minimize traffic disruptions and improve road safety around construction sites.
Pedestrian flow	To manage the increased presence of workers in surrounding neighborhoods, the company conducts weekly training sessions on professional conduct and ethics, promoting respectful interaction between employees and local residents.

INFRASTRUCTURE PROJECTS GRI 203-1

In 2025, Trisul continued investing in infrastructure projects designed to support local communities. These initiatives included expanding water, sewerage, and electricity networks, implementing environmental compensation measures, and improving sidewalks surrounding construction sites.

The company's investments are intended to enhance public spaces and strengthen urban infrastructure. During 2025, investments in urban infrastructure projects ranged from BRL 250,000 to BRL 500,000, with implementation periods typically lasting between two and four months.

No adverse impacts associated with these projects were identified during the reporting period. Instead, the initiatives contributed to improvements in local public infrastructure and generated socio-environmental benefits through environmental compensation measures, reinforcing their role in supporting positive community outcomes and better integration between Trisul's developments and the surrounding urban environment.



GEOGRAPHIC STRATEGY

SASB IF-HB-410B.1

In 2025, Trisul's expansion strategy continued to focus on the southern, western, and eastern regions of the city of São Paulo. Land acquisition prioritizes sites in highly accessible locations, within 2 km of subway stations or close to major bus corridors, ensuring convenient mobility and connectivity for customers. The company also gives preference to areas with well-established healthcare and educational infrastructure.

The identification of investment opportunities is supported by geospatial analysis tools, including Google Earth, Geosampa, Geosecovi, and Geolmóvel. To maximize land use, Trisul applies advanced urban planning criteria, including a maximum floor area ratio (FAR) of 4.0 in areas served by public transportation. Investment decisions are based on comprehensive analyses of applicable legislation, the city's Master Plan, and market studies evaluating each property's development potential, pricing, and competitive environment.

For large-scale developments, the company invests in improvements to local road systems and supporting infrastructure. Within its projects, Trisul incorporates recreational amenities and public spaces. In neighborhoods with limited commercial services, developments may also include active frontages and non-residential units to better serve local communities. This approach balances development costs with value creation, reducing market acceptance risk while enhancing the positive urban impact of each project.



TRISUL UNIVERSITY

Through the Trisul University online platform, the company shares knowledge with industry professionals, students, customers, and anyone interested in engineering and construction. Through content that encourages the exchange of experiences, the world of construction is presented from multiple perspectives. At Trisul University, visitors can deepen their knowledge on topics such as sustainability, construction solutions, project stages, and project planning. The website also features interviews with architects, engineers, and other industry experts, as well as updates on projects conducted by Trisul. In addition, live streams allow users to follow the progress of selected construction sites in real time.



LEARN MORE

on the **Trisul University** portal.

SUSTAINABLE CONSTRUCTIONS

SASB IF-EN-160A.1, IF-EN-160A.2, IF-HB-160A.4

TRISUL'S PROACTIVE APPROACH TO ENVIRONMENTAL RISK MANAGEMENT REINFORCES ITS COMMITMENT TO SUSTAINABILITY AND REGULATORY COMPLIANCE.

This approach is implemented through the Construction Sustainability Program (PSO – *Programa de Sustentabilidade das Obras*), which establishes standardized environmental management practices for all developments, regardless of size or location.

Environmental risk management begins during the land acquisition process with a preliminary assessment of environmental restrictions and permitting requirements. Throughout construction, environmental controls are supported by tools such as the Environmental Investigation Report (RIA), used to investigate incidents and define corrective actions, and by Site Handover meetings that ensure continuity between project phases.

This transition process includes a technical review of permitting requirements and verification of compliance with Environmental Commitment Terms (TCAs), strengthening environmental governance throughout the project lifecycle.



Trisul's sustainability management begins even before land acquisition. Supported by environmental, hydrological, and urban planning specialists, the company conducts comprehensive ecological assessments that include:

LIABILITY ASSESSMENT: Review of historical land use and potential soil contamination.

BIODIVERSITY AND WATER RESOURCES: Identification of protected tree species, permanent preservation areas (PPAs) and flood risks.

RISK CLASSIFICATION: The plots of land are categorized by levels of environmental and financial risks, ranging from low to high, to support investment decisions.

Procurement activities also follow the guidelines established by the PSO, prioritizing sustainable and remanufactured materials whenever feasible. The company also incorporates a range of sustainable building solutions, including:

WATER MANAGEMENT: High-efficiency fixtures, flow restrictors, individual water metering, and rainwater harvesting systems.

ENERGY EFFICIENCY: LED lighting, motion sensors, and infrastructure designed to support solar energy systems.

BIOPHILIA AND MATERIALS: Extensive use of certified reforested wood and the incorporation of planters on terraces to improve thermal comfort.

MOBILITY: Installation of bicycle parking facilities and encouragement of low-carbon transportation.

Compliance with the PSO is monitored through a 35-item checklist completed during on-site environmental audits. These audits verify compliance with key regulations, including São Paulo's Strategic Master Plan, the Municipal Building Code, and the requirements of the São Paulo State Environmental Agency (CETESB).

REAL-TIME DATA: Trisul's environmental management plan (PMA) includes a program to monitor water and energy consumption on a monthly basis, allowing deviations to be identified and corrected promptly.

WASTE MANAGEMENT (PGRCC): The plan governs waste handling from generation through final disposal, with the objective of optimizing the management of more than 90% of construction waste.

CHEMICAL SAFETY: Hazardous materials are stored in licensed facilities under strict chemical safety procedures designed to prevent soil and water contamination.

In 2025, neither Trisul nor its contractors recorded any incidents of noncompliance with environmental permits or applicable environmental regulations. This performance is supported by continuous monitoring based on the company's PMA and a 35-item checklist containing more than 100 indicators and 1,000 sub-indicators. Environmental management is reinforced through employee training and monthly site inspections conducted by the Sustainability team to ensure compliance with operational standards.

The consistency of these practices enabled each development to serve as a platform for environmental education and social responsibility. Through reverse logistics, resource conservation initiatives, and certifications such as the AQUA seal, Trisul continues to strengthen its contribution to more sustainable urban development in the city of São Paulo.

LAND IN FLOOD ZONES SASB IF-HB-420A.1

Trisul has identified four properties under its control that are located within 100-year flood zones. These assets are mapped using Geosampa, the official geospatial platform of the São Paulo City Government, which provides detailed hydrological risk information for the municipality.

Developments in these areas present significant operational and financial challenges. Preventive infrastructure measures, including complex drainage systems and elevated foundations, increase both construction and long-term maintenance costs. From a financial perspective, flood exposure may also result in higher insurance premiums, financing constraints, and potential impacts on property values due to investors' and buyers' perception of risk.

To address these vulnerabilities, the company adopts mitigation measures consistent with applicable technical standards and Law No. 16,402/2016, including the planned elevation of ground-floor levels where appropriate. Trisul also complies with the Master Drainage Plan issued by the Municipal Department of Urban Infrastructure and Public Works (SIURB), using watershed-specific drainage manuals to guide preventive engineering measures.

Although the company employs advanced engineering solutions, the high degree of urbanization and soil sealing in São Paulo means that flood risk remains a relevant consideration.

Given the complexity of assessing developments located near water resources, Trisul maintains continuous monitoring and recognizes that broader public infrastructure investments are essential to complement project-level resilience measures.

**OPERATING IN
FLOOD-PRONE
AREAS REQUIRES
SOPHISTICATED
ENGINEERING
SOLUTIONS TOGETHER
WITH ONGOING
RISK MANAGEMENT.**





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

Supply chain management encompasses the procurement of materials and services essential to Trisul's operations. The company's approach generates positive impacts by promoting responsible business practices throughout its procurement processes, contributing to greater operational efficiency and continuous improvements across the value chain.

Trisul's value chain is supported by approximately 26,000 active suppliers, including manufacturers, distributors, and service providers of varying sizes operating at both local and national levels. This supplier network is managed through an estimated monthly procurement budget of BRL 45 million for materials, products, and technical services.

Downstream, the company maintains strategic relationships with homebuyers, real estate agencies and brokers, extending into the post-delivery phase through condominium management companies. Additionally, the relationship with the capital markets and the

financial sector is a fundamental pillar for structuring real estate credit and project financing, as well as enabling the participation of investment funds in unit acquisitions and land structuring.

Operational activities may also generate adverse impacts, including human rights violations, inefficient resource use, and deficiencies in the quality of supplied materials or services. Such risks may affect both the sustainability of operations and the company's reputation, whether arising from Trisul's own activities or from its business relationships, as social or environmental noncompliance anywhere in the value chain may adversely affect the organization.

These risks also have financial implications, including potential disruptions in the supply of critical materials and services that may increase operating costs and reduce delivery predictability.

To mitigate these risks, Trisul has adopted a vertically integrated operating model that provides greater control over its

processes while requiring suppliers and business partners to formally commit to its standards of conduct through rigorous qualification procedures.

To support transparent and efficient business relationships, the company maintains dedicated communication channels and online portals for supplier registration and service management.

PARTNERSHIP MONITORING GRI 308-2, 414-2

Trisul monitors its supply chain through structured audits and on-site inspections. During the reporting period, ten strategic suppliers underwent social assessments, with actual or potential adverse impacts identified at 50% of those suppliers. The primary findings related to indicators of social inequality and compensation practices that were inconsistent with the company's expectations regarding pay equity. Trisul continues to monitor these findings to determine appropriate corrective actions.

The company also conducted environmental audits covering 10 suppliers, identifying environmental impacts at two of them. The principal issues involved greenhouse gas emissions, reliance on non-renewable energy sources, waste generation, and direct impacts on biodiversity. Preventive monitoring also addressed potential risks related to deforestation and the improper disposal of materials. As a result, Trisul implemented an improvement plan with one supplier and terminated its relationship with the other due to environmental nonconformities combined with repeated

failures to meet quality and delivery requirements, reinforcing its commitment to sustainability and operational excellence throughout the value chain.

During 2025, Trisul maintained full compliance with its human rights commitments, with no reported risks or incidents involving forced labor, modern slavery, or child labor. The company also safeguards young workers by ensuring they are not assigned to hazardous or unhealthy activities at its directly operated facilities. **GRI 408-1, 409-1**



Climate change

GRI 3-3: Climate change, 201-2 | SASB IF-HB-420a.2

Trisul's approach to climate change is guided by resilience, sustainability, and the continuous improvement of low-impact construction practices. Its climate strategy is put into practice through an ongoing pursuit of energy efficiency, the certification of its buildings, strict control of emissions at construction sites, and a robust regulatory compliance effort to report its impacts to the market.

The company seeks to develop eco-efficient projects that reduce water and energy consumption, mitigating environmental impacts while contributing to improved urban sustainability in the regions where it operates.

This vision is expressed through a continuous pursuit of energy efficiency, advanced waste management, and the certification of its buildings under sustainability labels. This is complemented by emissions control at construction sites and a commitment to transparency, ensuring that the reporting of impacts to the market aligns with best practices for regulatory compliance.

One of the company's principal priorities is monitoring greenhouse gas (GHG) emissions across Scopes 1, 2, and 3. Scope 1 emissions arise primarily from fossil-fuel-powered heavy equipment and vehicles used at construction sites, including excavators and cranes. Scope 2 covers electricity consumed during construction activities and

building operations. As for Scope 3, one of the sector's greatest challenges, includes indirect emissions generated throughout the value chain, particularly those associated with carbon-intensive materials such as cement, steel, and glass, as well as transportation and logistics.

In addition to monitoring emissions, Trisul evaluates both transition and physical climate risks. Extreme weather events may disrupt supply chains, increase operating costs, and delay project execution through logistical constraints. Heavy rainfall and prolonged wet periods can directly affect construction schedules and postpone project completion.

Water scarcity also represents a significant operational risk, as construction activities depend heavily on water throughout multiple phases of development.

The company also recognizes regulatory risks associated with increasingly stringent environmental requirements and licensing processes, which may require technical adaptations, increase costs, and affect the feasibility of future developments.

Financial risks associated with climate change are likewise monitored, including higher material costs resulting from resource scarcity, compliance with evolving environmental regulations, the potential introduction of carbon pricing mechanisms, and the additional investments required to adapt projects to changing climate conditions through measures such as flood resilience and enhanced energy efficiency.

**TRISUL'S CLIMATE STRATEGY INTEGRATES
OPERATIONAL EFFICIENCY, RISK MANAGEMENT,
AND SUSTAINABLE INNOVATION TO REDUCE
ENVIRONMENTAL IMPACTS WHILE STRENGTHENING
THE RESILIENCE OF ITS BUSINESS.**

TIME HORIZONS AND ASSOCIATED RISKS

The classification of time horizons considers the nature of each risk or opportunity and its relationship to the life cycle of projects.

Trisul also identifies opportunities related to resource efficiency, resilience, and environmental certifications. Using solutions such as drainage systems, water-saving devices, and environmental certifications aims to reduce operating costs, increase commercial appeal, and

strengthen relationships with stakeholders, while aligning with the climate agenda. These opportunities are considered medium- and long-term, since their benefits materialize over the course of the projects' development and useful life.

Although it does not use formal scenario analyses or specific climate models in its site selection process, Trisul implements mitigation strategies during the planning and execution phases, such as waste

management, consumption control (water/energy), training, and design solutions (ventilation/natural lighting). Additionally, it conducts periodic inspections of construction sites by its sustainability department and carries general liability insurance to cover damage to the surrounding area; however, it does not have specific mechanisms in place to directly cover climate-related risks.

HORIZON
Short term

DEADLINE
Up to 1 year

SCOPE

Related to ongoing activities at construction sites and the immediate operational cycle.

Extreme weather events, which can impact construction projects in progress.

HORIZON
Medium term

DEADLINE
1 to 5 years

SCOPE

Full project development and implementation cycle (from design to delivery).

Water scarcity, regulatory risks, and legal and environmental requirements.

HORIZON
Long Term

DEADLINE
Over 5 years

SCOPE

Useful life of the property.

Regulatory risks and legal and environmental requirements.

CLIMATE GOVERNANCE AND REGULATORY CHALLENGES

The biggest current challenge for Trisul on the ESG agenda is complying with international frameworks for disclosure of sustainability- and climate-related financial information. The company is committed to complying with IFRS S1 and S2, which includes:

SPECIFIC COMMITTEES:

Establishment of governance groups dedicated to monitoring climate risks and opportunities.

EMISSIONS INVENTORY (GHG):

Structuring the greenhouse gas inventory to align operational data with global reporting standards.

FINANCIAL TRANSPARENCY: The company standardizes disclosures that connect climate resilience with its financial performance, in accordance with the guidelines established by the Brazilian Securities and Exchange Commission (CVM).

OPERATIONAL EFFICIENCY AND IMPACT MITIGATION GRI 3-3: CLIMATE CHANGE, 201-2

By establishing clear decarbonization targets and embedding energy efficiency into its business strategy, Trisul reinforces its commitment to developing cities that are more resilient and better prepared for the climate challenges of the coming decades. These principles for minimizing environmental impacts are embedded in the company's corporate strategy and are further reinforced through its Code of Ethical Conduct.

Implementation is supported by the Construction Sustainability Program (PSO), which standardizes initiatives such as socially responsible construction sites, environmental certifications—including AQUA and the Procel Seal—and the procurement of sustainable and remanufactured materials. The program also promotes the efficient use of water and energy, improves waste management, encourages reverse logistics, and integrates environmental education and social responsibility throughout the value chain.

At construction sites, transparency plays an important role in fostering

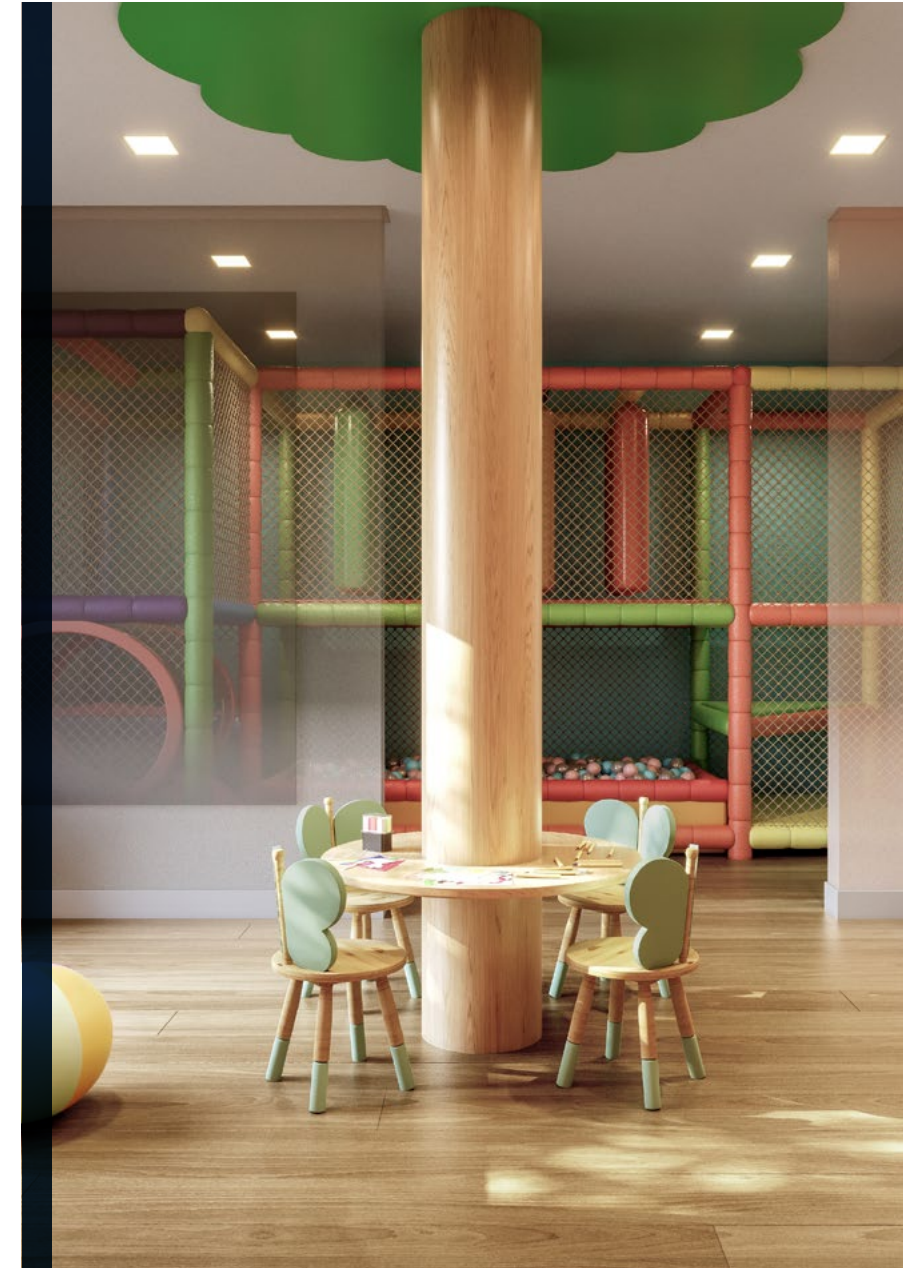
a sustainability-oriented culture. One example is the Tapume Modular initiative, which features a dedicated sustainability panel displaying project performance indicators for both employees and the public. Under the message "This project is net zero," the panel presents information on water and energy consumption, the proportion of recycled materials used, and other environmental indicators, reflecting the company's efforts to measure and offset emissions associated with construction activities.

To address water scarcity, Trisul continues to invest in innovation through water reuse systems, water-saving technologies, and intelligent consumption management.

These initiatives reduce operating costs over the life of the buildings, enhance the attractiveness of developments, and facilitate access to green financing.

Management of these issues follows a preventive and long-term approach, recognizing that part of the company's environmental footprint depends on suppliers' manufacturing processes, which are outside its direct operational control. At construction sites, this approach includes expanding water storage capacity, promoting efficient water use, and implementing reuse systems that strengthen operational resilience while reducing environmental risks.

THE CONSTRUCTION SUSTAINABILITY PROGRAM REFLECTS TRISUL'S COMMITMENT TO REDUCING ENVIRONMENTAL IMPACTS THROUGH INNOVATION AND THE RESPONSIBLE USE OF NATURAL RESOURCES.



ENERGY EFFICIENCY

GRI 302-1, 302-3, 302-4 | SASB IF-HB-410A.1

Trisul's energy efficiency strategy is supported by structured management programs, including the maintenance of Procel Level A certification for its administrative headquarters since 2022. This certification confirms that the building meets high sustainability standards based on technical assessments of the building envelope, lighting systems, air-conditioning performance, and water-efficiency measures. In addition, the certification includes water-saving features, integrating resource management.

During 2025, the company significantly expanded the scope of its energy monitoring. In addition to the monthly reporting already performed at its headquarters, Trisul began tracking electricity consumption at all active construction sites, bringing total organizational energy consumption to 5,822.76 GJ. Electricity consumption at the administrative headquarters totaled 344,545 kWh (1,240.36 GJ), representing a 10.78% reduction compared with 2024.

A major milestone during the year was the migration of the administrative headquarters to Brazil's Free Energy Market (ACL). Unlike the regulated market, the ACL enables the company to purchase electricity directly from independent generators, prioritizing renewable incentivized sources such as solar, wind, and biomass.

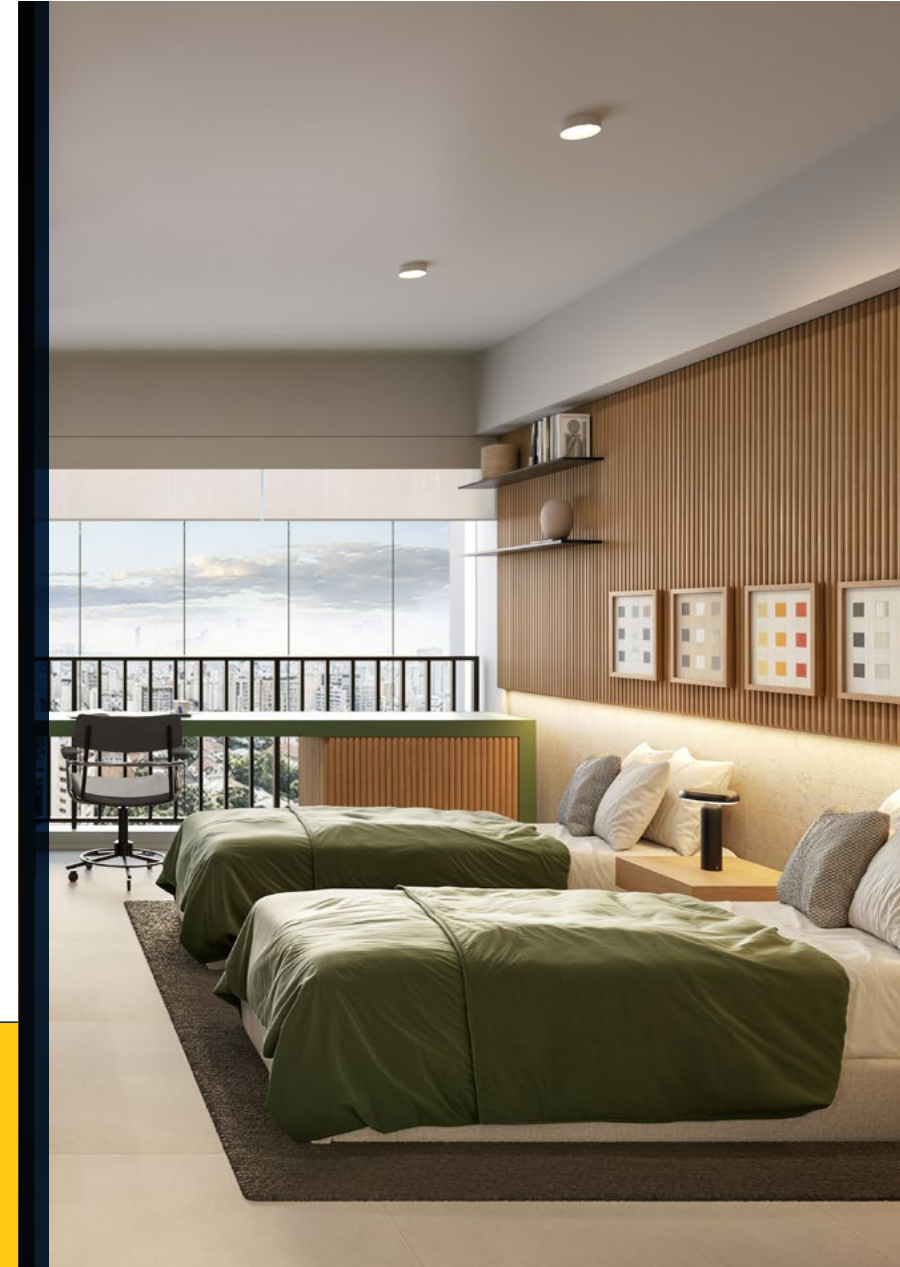
In addition to supporting the company's environmental strategy, these energy sources qualify for regulatory incentives authorized by ANEEL, including discounts on electricity transmission and distribution charges (TUSD and TUST), enhancing both sustainability and economic competitiveness.

Participation in the Free Energy Market reduced energy operating costs by an estimated 35%, equivalent to approximately BRL 200,930.45.

-35%
energy costs

8.58 t
CO₂ avoided

260
AQUA certifications for homes
and studios in São Paulo



Between August and December 2025, the use of renewable electricity also avoided an estimated 8.581 metric tons of CO₂ emissions. A full-year total could not be calculated because consumption data from the previous supplier were unavailable.

During the year, Trisul certified 260 residential units for energy efficiency in the state of São Paulo, comprising 72 apartments and 188 studio units. All developments obtained AQUA certification. Among them, the Valen Capote Valente development achieved an estimated 23.37% reduction in energy consumption compared with the reference building established under the applicable technical standards.

These results were achieved through the adoption of high-efficiency technologies, including occupancy sensors, which automatically switch off lighting in unoccupied areas after five minutes while maintaining illumination only where needed. Depending on the application, this system can reduce lighting energy consumption by 75% to 90%. **GRI 302-5**

The baseline for measuring these results was established in 2022, when the headquarters' energy efficiency initiatives began. Performance is assessed by comparing a conventional building model with the actual building incorporating the implemented efficiency measures, following the methodology established by Inmetro's Technical Quality Regulations. These simulations indicate potential energy savings of approximately 18% for the building as a whole.

During the reporting period, energy reduction initiatives focused exclusively on electricity consumption at the administrative headquarters. These efforts reinforce the company's commitment to reducing the environmental impacts of its direct operations through the application of recognized technical best practices in support of its sustainability objectives.

Energy consumption within the organization^{1, 2, 3, 4} **GRI 302-1**

Type of Energy	2023	2024	2025
Electricity – Administrative Building (kWh)	337,316	386,198	344,545
Electricity – Administrative Building (GJ)	1,214.34	1,390.31	1,240.36
Electricity – Construction works (GJ)	5,861.38	3,916.71	4,566.46
Electricity – Construction works (kWh)	1,628,161	1,087,975	1,268,461
Diesel – Administration Building (Liters)	775	940	412
Diesel (Estimated in GJ)	29.96	36.36	15.94
Total energy consumed (GJ)	7,105.68	5,343.38	5,822.76

1. The calculation methodology used is based on the sum of the utilities' records and internal measurements, using conversion factors to Gigajoules, in accordance with the assumptions established in the National Energy Balance.
2. In 2025, the company began including electricity consumption at construction sites in its total energy consumption figures. For comparability purposes, the data for 2023 and 2024 and the total energy consumed (GJ) have been restated | GRI 2-4.
3. Conversion factor: 1 kWh = 0.0036 GJ.
4. Conversion factor for diesel: 0.03868 GJ/L (based on the organization's historical data).

Energy intensity^{1, 2} **GRI 302-3**

	2023	2024	2025
Total electricity consumption at construction sites (kWh)	1,628,161	1,087,975	1,268,461
Total number of construction projects in progress during the year	16	18	15
Energy intensity rate (kWh per project)	101,760.1	60,443.06	84,564.06

1. Trisul's energy intensity in 2025 was calculated based on total electricity consumption at construction sites relative to the number of active projects during that period.
2. The increase in energy intensity compared to the previous year reflects changes in the operational profile of the construction projects over the period. In 2024, projects in the structural phase—which require less energy—predominated, while in 2025 there was a higher proportion of projects in the completion stage, which are characterized by higher demand for energy. Additionally, the report notes anomalies in the measurements by the power utility, which resulted in billing at the minimum or average consumption level for approximately 27% of the invoices issued, affecting the total recorded.

Waste and tailings management

GRI 3-3 Waste and tailing management, 306-4

Trisul's waste management in 2025 further strengthened its monitoring processes by integrating construction site operations with the administrative headquarters. Waste volumes are tracked through direct measurements for construction debris and estimated volumes for organic waste and recyclables, ensuring reliable and consistent reporting.

Recognizing that construction has historically been one of the most waste-intensive industries, Trisul adopts a preventive approach focused on minimizing environmental impacts from the earliest stages of each project. This strategy is supported by the Construction Waste Management Plan (PGRCC – *Plano de Gerenciamento de Resíduos da Construção Civil*), which standardizes procedures for receiving, handling, and disposing of materials, ensuring that environmental performance is aligned with legal and operational requirements.

The company identifies and manages significant waste-related impacts throughout its operations. Upon receipt

of raw materials, plastic and paper packaging (Class B) is sorted and stored in big bags for recycling. During construction, Trisul manages the variety of waste generated at each stage: slab formwork produces wood waste, while masonry and finishing works generate "gray waste" (debris), in addition to leftover gypsum and drywall systems.

To ensure these impacts are properly managed, the company requires full traceability through the monthly submission of final disposal certificates issued by approved service providers. This rigorous documentation demonstrates compliance with environmental requirements and reinforces its commitment to responsible waste management throughout the value chain.

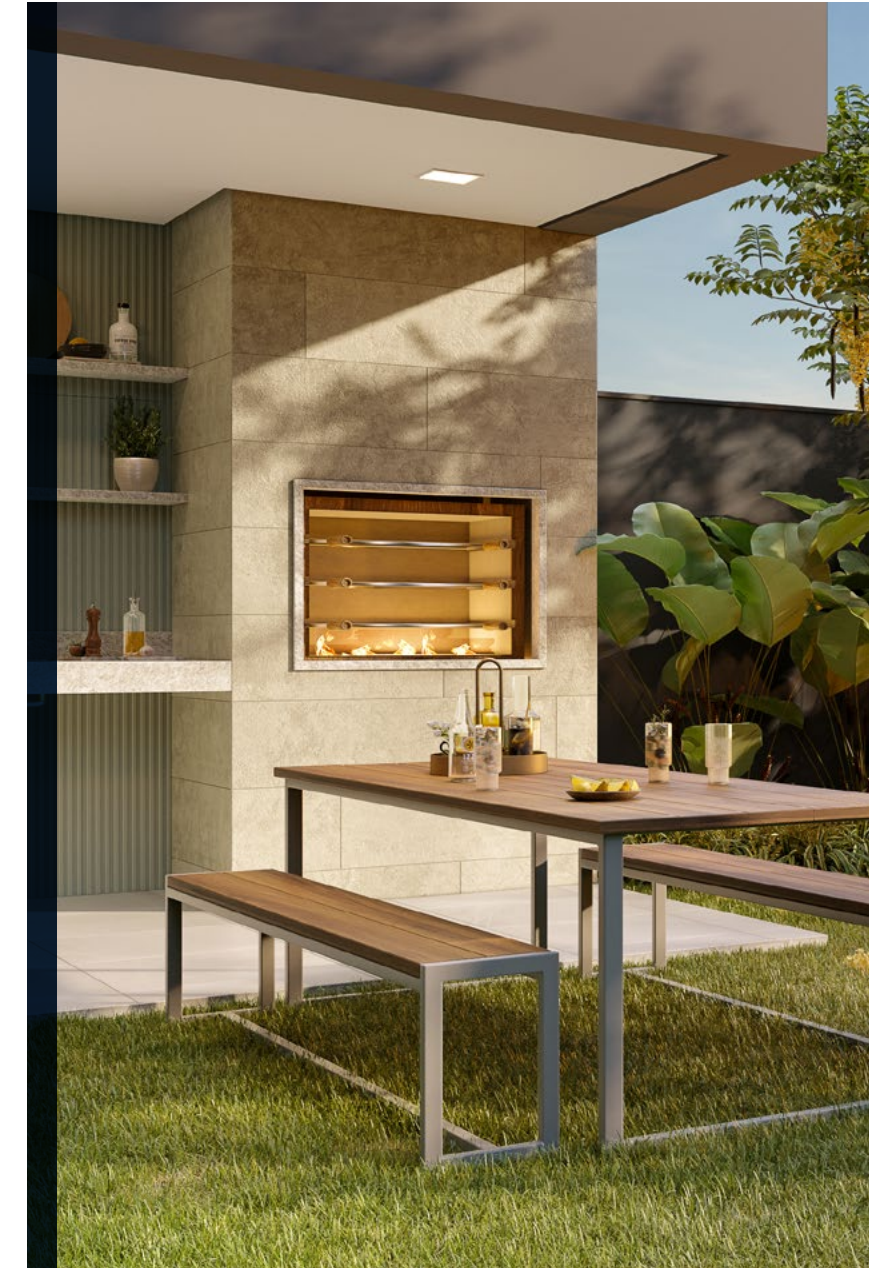
The company also monitors risks associated with improper disposal and the environmental burden posed by materials that are difficult to recycle. These risks extend from earthmoving activities to the oversight of third-party waste transport providers. To mitigate potential

impacts on surrounding communities and the environment, Trisul prioritizes waste segregation at the source and the use of licensed disposal facilities. The effectiveness of this management approach is assessed through performance indicators that support continuous improvement while helping reduce reputational and financial risks.

Among its preventive initiatives, the company has eliminated disposable cups from its construction sites, replacing them with reusable "squeeze" water bottles to reduce plastic waste generation at the source through employee engagement.

GRI 306-4

By pursuing leading environmental certifications, including the AQUA-HQE Seal, Trisul incorporates material efficiency into its broader vision of sustainable urban development. This approach transforms waste management into a strategic advantage, reinforcing the company's long-term commitment to environmental responsibility.



Waste generated GRI 306-3

Type of waste	2023	2024	2025
Hazardous waste (metric tons) ¹	27.63	2.9	1.0
Waste generated at construction sites	26.18	2.4	1.0
Electronic waste	0.55	0.5	0
Non-hazardous waste (m³) ¹	116,723	118,684	178,521
Construction Waste (RCC– <i>Resíduos da Construção Civil</i>)	32,291	24,759	32,069
Waste resulting from soil movement and earthmoving activities	84,432	93,925	146,452

1. The increase in the volume of soil and crushed concrete in 2025 reflects the expansion of infrastructure and foundation activities at construction sites. In 2025, organic and recyclable waste began to be reported separately, based on estimates of the volumes disposed of.



HAZARDOUS AND NON-HAZARDOUS WASTE

GRI 306-1, 306-3, 306-4, 306-5

In 2025, the company reported a significant reduction in hazardous waste generation, totaling one metric ton. This category, which includes materials such as release agents, lubricants, and waterproofing products, is handled through specialized treatment processes designed to mitigate environmental risks and ensure compliance with applicable regulations.

Non-hazardous waste was generated primarily by earthmoving activities, which totaled 146,452.50 m³ of excavated soil across 14 construction sites. Although soil disposal increased significantly compared to 2024, this variation reflects the timing and scale of the current developments.

The Rose project alone accounted for 81,019.9 m³, representing approximately 55% of the total annual volume.

To ensure data integrity, the company systematically extracts information from the Waste Transport Controls (CTRs) registered with the municipality, providing full traceability of all handled volumes. Construction and demolition waste, including rubble, wood, drywall, and plastics, totaled 32,069.00 m³. Variations in these indicators over the 2023–2025 period reflect the changing profile of the project portfolio, as excavation and structural phases naturally generate larger volumes of these materials.

THROUGH A MANAGEMENT APPROACH BASED ON TRACEABILITY, REGULATORY COMPLIANCE, AND CONTINUOUS MONITORING, TRISUL ENSURES **EFFECTIVE CONTROL** OVER THE WASTE GENERATED BY ITS OPERATIONS.

MANAGEMENT OF ORGANIC WASTE, RECYCLABLES, AND REVERSE LOGISTICS GRI 306-1, 306-3

Organic waste and recyclables are monitored through monthly volumetric assessments. In 2025, construction sites generated 45.72 metric tons of organic waste, while the headquarters and cafeteria produced an additional 7.40 metric tons. Recyclable office materials totaled 4.84 metric tons. The company also maintained a reverse logistics program for coffee capsules at its headquarters, sending 139.36 kg of material to specialized recycling facilities.

In its day-to-day operations, Trisul promotes employee awareness through regular training on proper waste segregation at the source. Sorting areas are designed to handle specific waste streams, with Class B materials, such as

cardboard, plastics, and wood, separated into big bags and sent for recycling. To ensure full traceability, the company collects and files monthly disposal certificates issued by specialized service providers that are long-standing partners in its value chain.

Trisul maintains full traceability across all waste streams, from electronic waste to organic materials. Whenever technically feasible, waste is directed to recycling or reuse, ensuring compliance with applicable environmental regulations while supporting the efficient management of operational waste.



Waste generation and significant waste-related impacts¹ GRI 306-1

Process	Source of Impact	Waste Type	Mitigation Measure
Material inputs	Packaging for raw materials	Paper and Plastic (Class B)	Waste Segregation and Recycling
Slab formwork removal	Formwork removal	Wood	Traceable destination
Masonry and finishes	Leftover materials	Debris (gray)	Certification of disposal
Interior finishes	Plaster and drywall	Plaster	Traceability Control

1. Waste-related impacts are monitored monthly through disposal certificates that provide full traceability of the materials generated at construction sites.

Inputs from the circular economy (recycled)¹ GRI 306-1

Recycled material	Source of processing	Application on the construction site
Recycled sand	Crushed and screened construction debris	Floor screeds and bases
Large gravel / crushed stone	Crushed concrete and ceramic	Paving and drainage
Composite aggregates	Bricks, soil, and stone fragments	Backfilling and grading

1. The use of recycled aggregates helps reduce the environmental impacts associated with waste disposal while decreasing the consumption of virgin natural resources.

WASTE DIVERTED FROM DISPOSAL GRI 306-4

Trisul prioritizes waste recovery and reuse, ensuring that most construction waste is diverted from landfills. In 2025, approximately 92% of the 32,069 m³ of construction waste generated was sent for recycling, while the remaining 8% was disposed of in sanitary landfills.

The lower recycling rate compared to the previous year reflects the larger number of projects in the finishing stage, when smaller quantities of a wider variety of waste streams are generated, making source separation more complex. Despite this operational challenge, the waste management program remains in place throughout the entire construction cycle to maximize landfill diversion.

As part of its sustainability and circular economy strategy, the company incorporates recycled aggregates, including recycled sand, crushed stone, and gravel, produced from processed construction waste.

Concrete, ceramic, and brick debris are collected, sorted, and crushed before being reintroduced into new construction projects as alternatives to conventional materials. This practice reduces demand for virgin resources, minimizes landfill disposal, and strengthens environmental management throughout the construction cycle.



Prolata Program

Trisul advances the circular economy through reverse logistics initiatives, with the Prolata Program serving as its primary solution for the recovery of steel packaging, including paint cans. In 2025, the program's effectiveness was supported by strict segregation and storage procedures at construction sites, enabling these materials to be reintroduced into the production chain. This approach is complemented by the use of recycled aggregates and reclaimed water for maintenance and cleaning activities, reducing pressure on natural resources and landfill capacity.

Reported indicators cover only materials that cannot be recovered internally and are compiled through detailed waste surveys, soil movement records, and traceability certificates issued by logistics partners.

SUSTAINABILITY CERTIFICATIONS

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

Trisul adopts sustainability certifications that validate the environmental performance of its developments throughout their life cycle. During the planning and design stages, the company incorporates solutions aimed at reducing the environmental footprint of its projects, supported by certifications such as AQUA-HQE, EDGE, and the Procel Edificações Seal.

These certifications establish performance standards that require projected reductions of at least 20% in energy and water consumption compared with conventional buildings. Although voluntary, they strengthen Trisul's portfolio and present an ongoing technical challenge for the design team, which continues to integrate innovation with sustainability principles.

Incorporating resource efficiency into project design involves risks such as higher initial investment costs and uncertainty regarding customer perception of value, while failing to do so may reduce the company's competitive position. At the same time, these initiatives create opportunities to strengthen reputation,

differentiate projects in the market, and build customer loyalty through enhanced well-being and added value.

The benefits are formally measured in AQUA-certified developments through comparative estimates of water and energy consumption, which are documented in technical manuals and certification reports. In other developments, efficiency is promoted through the adoption of energy-saving technologies and high-performance equipment, with these initiatives communicated through the company's institutional channels.

THE ADOPTION OF INTERNATIONALLY RECOGNIZED CERTIFICATIONS STRENGTHENS THE ENERGY AND WATER PERFORMANCE OF TRISUL'S DEVELOPMENTS WHILE REINFORCING THE COMPANY'S COMPETITIVE POSITION.



AQUA CERTIFICATION: Since 2016, Trisul has adopted the AQUA-HQE certification as a strategic differentiator, reinforcing its leadership in sustainable construction. The certification promotes buildings with reduced environmental impacts throughout their life cycle, from construction to demolition, while supporting significant reductions in water and energy consumption during operation. Its implementation is based on 14 technical categories that evaluate and certify the sustainability performance of each development.



PROCEL SEAL: The seal certifies highly energy-efficient buildings, anticipating global trends toward more efficient electricity use and a lower urban environmental footprint. Trisul strengthened its position as a pioneer by delivering Oscar Ibirapuera, the first residential building in Brazil to receive the Procel Seal.



EDGE CERTIFICATION (EXCELLENCE IN DESIGN FOR GREATER EFFICIENCIES): The seal recognizes initiatives that aim for efficiency in areas such as reducing energy and water use in buildings. Developed by the International Finance Corporation (IFC), the EDGE certification recognizes projects that improve energy and water efficiency while promoting sustainable construction in emerging markets.

CERTIFIED PROJECTS SASB IF-EN-410A.1, IF-HB-410A.3

In 2025, Trisul reinforced its commitment to high-quality sustainable construction with the commissioning of the AQUA-HQE-certified Valen Capote Valente development.

Additionally, the company monitors three active projects that are at an advanced stage in the process of obtaining environmental certifications: Praça Omaguás, Mirant Ibirapuera, and Península Vila Madalena—with completion and final certification expected during the first half of 2026.

As part of its expanding sustainability strategy, Trisul plans to incorporate the Casa Azul + CAIXA Seal into its 2026 certification portfolio.

The objective is to strengthen the recognition of efficient architectural solutions and the rational use of natural resources in housing projects. This initiative aims not only to mitigate environmental impacts but also to promote direct social and economic benefits for residents by reducing operational maintenance costs and monthly utility expenses.

THE CONTINUED EXPANSION OF ITS CERTIFIED PORTFOLIO REINFORCES TRISUL'S COMMITMENT TO DELIVERING INCREASINGLY EFFICIENT, SUSTAINABLE, AND INNOVATIVE DEVELOPMENTS.





ABOUT THE REPORT

07



SCOPE

GRI 2-2, 2-3, 2-14

Trisul S.A.'s Sustainability Report presents the company's environmental, social, and governance (ESG) performance, together with its initiatives, operational and financial highlights, and other information relevant to its stakeholders. Published annually, the report covers the period from January 1 to December 31, 2025. To enhance transparency, it may also include significant developments occurring in early 2026 that are relevant to the company's corporate strategy.

The report has been prepared with reference to the standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), internationally recognized sustainability reporting frameworks. It presents qualitative and quantitative indicators selected based on Trisul's materiality assessment, conducted in 2024.

Trisul conducts its real estate development activities directly and through related parties organized as equity investments and segregated entities. The company

exercises majority control over an ecosystem that includes real estate developers, construction companies, real estate consulting firms, and Special Purpose Entities (SPEs). All entities that make up this structure are fully consolidated in the organization's financial statements.

The Board of Directors is responsible for reviewing and approving the information presented in this report. Its oversight includes reviewing the content, issuing approvals and technical comments, and evaluating the internal controls that support the reported information.

The definition, analysis, and approval of material topics are not the responsibility of the Board of Directors; rather, they are carried out by other bodies within the organization, without the direct participation of the Board in this process.

Trisul identifies its priority topics through a structured assessment process that includes individual interviews, online consultations, technical workshops, and

a comprehensive review of internal and external documents. This methodology enables the company to identify actual and potential impacts affecting its operations, business relationships, and long-term resilience.

For additional information regarding this report or the management of ESG matters, stakeholders may contact the Investor Relations department at ri@trisul.com.br.

MATERIALITY GRI 3-1

The company's first materiality assessment was conducted in 2024. Material topics were identified through individual interviews, online consultations, reviews of internal and external documents, and working sessions covering the company's activities and their associated impacts on operations, business relationships, and sustainability strategy. For the 2025 report, no changes were made to the list of material topics as a result of revisions or adjustments compared with the list used in the previous report.

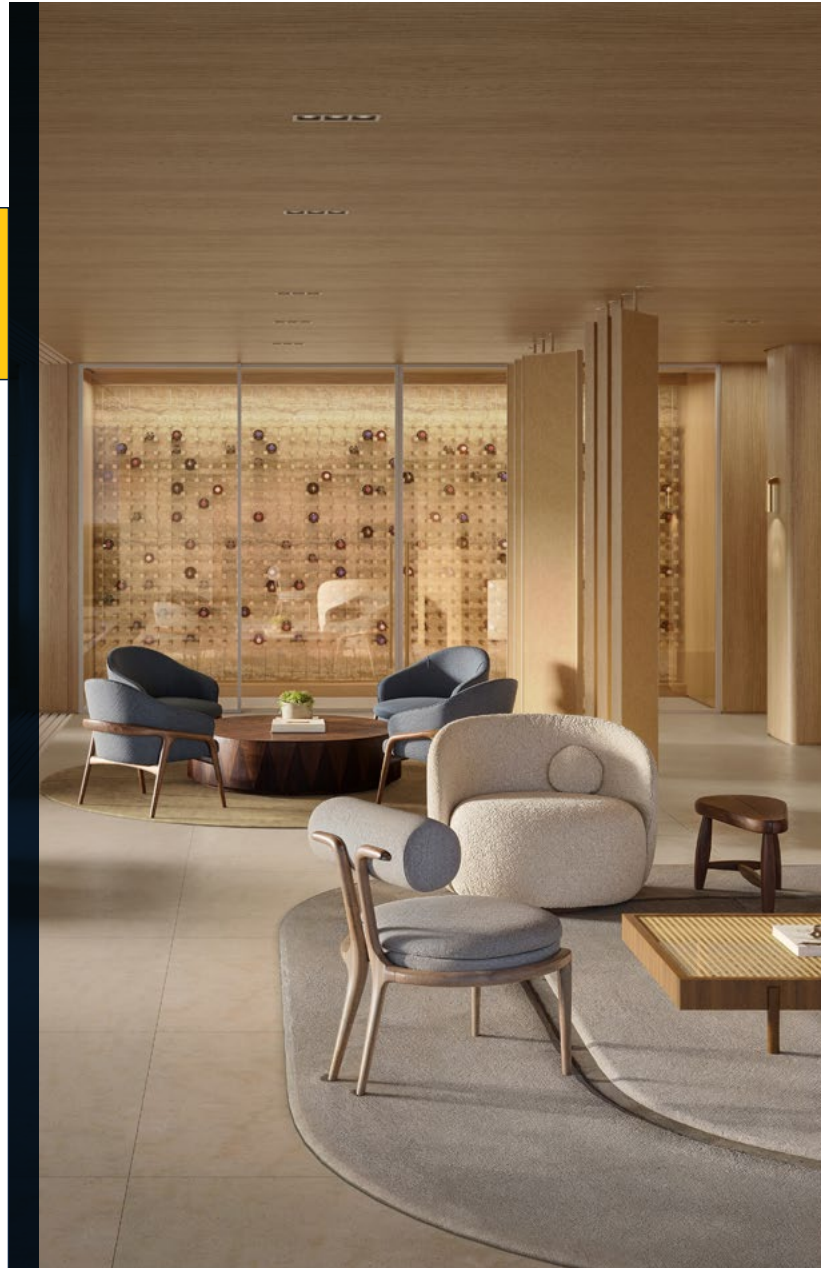
The assessment follows a double materiality approach, considering both the company's impacts on society and the environment and the financial implications of those impacts for the business.

Material topics are prioritized based on criteria including probability and severity, taking into account the scale, scope, and reversibility of impacts, as well as their financial significance and relevance to stakeholders.

The process includes consultations with shareholders and investors, customers, employees, contractors, suppliers, landowners, and other stakeholders, ensuring that diverse perspectives are incorporated into the identification and prioritization of strategic environmental, social, and governance topics. The results obtained guide the direction of sustainability and governance initiatives and are integrated into the corporate strategy and the monitoring of the topics considered most relevant.

LIST OF MATERIAL TOPICS GRI 3-2

- Transparency and customer relations
- Privacy and data security
- Health, well-being and safety
- Ethics, integrity and compliance
- Product quality and safety
- Waste and tailings management
- Climate change
- Diversity, equity and inclusion
- Supply chain management
- Local development and community relations



Topics	Description	SDGs		
1. Transparency and customer relations	Ensuring transparency throughout every stage of the customer journey, with particular attention to the handling of post-sales inquiries and complaints. Demand for greater transparency regarding property characteristics.			
2. Privacy and data security	Ensuring the secure collection, storage, and use of sensitive and confidential information, safeguarding cybersecurity and data privacy in compliance with Brazil's General Data Protection Law (LGPD).			
3. Health, well-being and safety	Promoting the health and safety of employees, contractors, and other stakeholders through a comprehensive management framework that prioritizes physical and mental well-being, with particular focus on higher-risk activities. Fostering well-being by cultivating a healthy work environment while safeguarding the physical and mental health of employees, contractors, and their families.			
4. Ethics, integrity and compliance	Promoting ethical conduct in business relationships. Ensuring financial transparency, compliance with applicable laws, regulations, and anti-corruption standards, strengthening adherence to the Code of Conduct, embedding ethical principles into organizational processes, and preventing anti-competitive practices and bribery.			
5. Product quality and safety	Managing quality and investing in measures that ensure product safety and performance throughout the entire construction cycle, while providing effective post-delivery support and issue resolution.			
6. Waste and tailings management	Implementing robust systems to reduce, reuse, treat, recycle, and properly dispose of waste, including hazardous materials. Managing environmental liabilities through contamination prevention and traceable waste management processes. Promoting initiatives that extend product durability, maximize material recovery, and encourage the responsible use of resources.			
7. Climate change	Managing greenhouse gas (GHG) emissions across the construction value chain, from material production through building operations. Managing the physical and transition risks, as well as the opportunities, associated with climate change.			
8. Diversity, equity and inclusion	Promoting equity and fostering an inclusive workplace that values diversity across race and ethnicity, gender, sexual orientation (LGBTQIAPN+), age, regional background, persons with disabilities (PwDs), and diversity of thought.			
9. Supply chain management	Establishing requirements, oversight, monitoring, and development programs for suppliers and business partners, incorporating social and environmental criteria throughout both the procurement process and ongoing operations.			
10. Local development and community relationships	Managing impacts on communities surrounding the company's operations. Mobilizing partnerships, volunteer initiatives, and private social investment to create lasting positive impacts for local communities. Strengthening dialogue channels and inclusive decision-making processes. Protecting cultural heritage and resources of significance to local communities.			

GRI CONTENT INDEX

Statement of Use	Trisul S.A. has reported the information cited in this GRI Content Index for the period from January 1 to December 31, 2025, with reference to the GRI Standards.		
GRI 1 used	GRI 1: Fundamentals 2021		
GRI Standards	Contents	Location	
General disclosures			
GRI 2: General disclosures 2021	2-1 Organizational details	9	
	2-2 Entities included in the organization's sustainability reporting	97	
	2-3 Reporting period, frequency and contact point	97	
	2-4 Restatements of information	62 (GRI 2-30), 63 (GRI 2-8), 70, 71, 72, 73, 74, 75 (GRI 405-1), 89 (GRI 302-1)	
	2-5 External assurance	None.	
	2-6 Activities, value chain and other business relationships	9, 10, 12, 13, 83	
	2-7 Employees	62, 63	
	2-8 Workers who are not employees	62, 63	
	2-9 Governance structure and composition	28, 29, 30, 31	
	2-10 Nomination and selection of the highest governance body	28, 29	
	2-11 Chair of the highest governance body	29	
	2-12 Role of the highest governance body in overseeing the management of impacts	29	
	2-13 Delegation of responsibility for managing impacts	29	
	2-14 Role of the highest governance body in sustainability reporting	97	
	2-15 Conflicts of interest	35	



GRI Standards	Contents	Location
General disclosures		
GRI 2: General disclosures 2021	2-19 Remuneration policies	32
	2-22 Statement on the sustainable development strategy	5, 6
	2-23 Policy commitments	35
	2-24 Embedding policy commitments	35
	2-25 Processes to remediate negative impacts	35
	2-26 Mechanisms for seeking advice and raising concerns	35
	2-27 Compliance with laws and regulations	There were no reported instances of significant noncompliance with laws and regulations. Cases are considered significant when they involve large sums of money or have a major negative impact on reputation.
	2-28 Membership associations	15
	2-29 Approach to stakeholder engagement	15
	2-30 Collective bargaining agreements	62
Material topics		
GRI 3: Material topics 2021	3-1 Process to determine material topics	98
	3-2 List of material topics	98, 99
Ethics, integrity and compliance		
GRI 3: Material topics 2021	3-3 Management of material topics	33, 34, 35
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	33
	205-2 Communication and training about anti-corruption policies and procedures	There is no structured formal communication and training program on this topic.
	205-3 Confirmed incidents of corruption and actions taken	33



GRI Standards	Contents	Location
Material topics		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Neither the company nor its executives were involved in any legal proceedings related to unfair competition or alleged violations of antitrust or antimonopoly laws.
Climate change		
GRI 3: Material topics 2021	3-3 Management of material topics	85, 86, 87
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	85, 86, 87
GRI 302: Energy 2016	302-1 Energy consumption within the organization	88, 89
	302-3 Energy intensity	88, 89
	302-4 Reduction of energy consumption	88, 89
	302-5 Reductions in energy requirements for products and services	89
Waste and tailings management		
GRI 3: Material topics 2021	3-3 Management of material topics	90, 91, 92, 93
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	91, 92
	306-3 Waste generated	91, 92
	306-4 Waste diverted from disposal	90, 91, 93
	306-5 Waste directed to disposal	91
Health, Well-being and Safety		
GRI 3: Material topics 2021	3-3 Management of material topics	66, 67, 68
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	66



GRI Standards	Contents	Location
Material topics		
GRI 403: Occupational health and safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	66, 67
	403-5 Worker training on occupational health and safety	66, 68
	403-6 Promotion of worker health	68
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	66, 67
	403-8 Workers covered by an occupational health and safety management system	66
	403-9 Work-related injuries	66, 68
Diversity, Equity and Inclusion		
GRI 3: Material topics 2021	3-3 Management of material topics	69, 70
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	70, 71, 72, 73, 74, 75
	405-2 Ratio of basic salary and remuneration of women to men	75
Supply chain management		
GRI 3: Material topics 2021	3-3 Management of material topics	83, 84
GRI 308: Supplier environmental assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	84
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	84
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	84
GRI 414: Supplier social assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	84
Local development and community relations		
GRI 3: Material topics 2021	3-3 Management of material topics	77, 78, 79
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	78
GRI 413: Local communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	77, 78

GRI Standards	Contents	Location
Material topics		
Product quality and safety		
GRI 3: Material topics 2021	3-3 Management of material topics	22, 23
	416-1 Assessment of the health and safety impacts of product and service categories	24
GRI 416: Consumer health and safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2025, no cases of noncompliance with applicable laws or with the voluntary codes adopted by the company were identified.
Transparency and customer relations		
GRI 3: Material topics 2021	3-3 Management of material topics	25, 26
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	Trisul reported ten cases, including advertising, promotion, and sponsorship. Five incidents resulted in fines or monetary penalties; the others resulted in formal warnings issued by the relevant authorities.
Privacy and Data Security		
GRI 3: Material topics 2021	3-3 Management of material topics	37, 38
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	37

SASB CONTENT INDEX

Topic	Code	Title	Material topic	Location
SASB Engineering and Construction Services (IF-EN)				
Environmental Impacts on Project Development	IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards and regulations.	Climate change	80, 81
	IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting and construction.		80, 81
Structural Integrity and Safety	IF-EN-250a.1	Amount of defect- and safety-related rework costs.	Product quality and safety	22
	IF-EN-250a.2	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents.		None.
Workforce Health & Safety	IF-EN-320a.1	1. Total Recordable Incident Rate (TRIR). 2. Fatality rate for (a) direct employees and (b) contract employees.	Health, Well-being and Safety	66, 67, 68
Lifecycle Impacts of Buildings & Infrastructure	IF-EN-410a.1	Number of (1) commissioned projects certified to a third-party multiattribute sustainability standard and (2) active projects seeking such certification.	Climate change	95
	IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design.		94
Business Ethics	IF-EN-510a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices.	Ethics, integrity and compliance	None.
	IF-EN-510a.3	Description of policies and practices for the prevention of: 1. Bribery and corruption. 2. Anticompetitive behavior in project bidding processes.		33

Topic	Code	Title	Material topic	Location
Activity Metrics	IF-EN-000.A	Number of active projects	N.A.	43
	IF-EN-000.B	Number of commissioned projects		43
	IF-EN-000.C	Total backlog		43
SASB Home Builders (IF-HB)				
Land Use & Ecological Impacts	IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations.	Climate change	None.
	IF-HB-160a.4	Discussion of the process for integrating environmental considerations into the selection, design, and development of buildings and the choice of their locations.		80, 81
Workforce Health & Safety	IF-HB-320a.1	1. Total Recordable Incident Rate (TRIR). 2. Fatality rate for (a) direct employees and (b) contract employees.	Health, Well-being and Safety	66, 67, 68
Design for Resource Efficiency	IF-HB-410a.1	1. Number of homes that have obtained a residential energy-efficiency rating. 2. Average score.	Climate change	88
	IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard.		94, 95
	IF-HB-410a.4	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers.		94
Community Impacts of New Developments	IF-HB-410b.1	Description of how proximity and access to infrastructure, services, and economic centers affect site selection and development decisions.	Local development and community relations	79
	IF-HB-410b.3	1. Number of homes delivered in compact developments. 2. Their average density		57



Topic	Code	Title	Material topic	Location
Adaptation to Climate Change	IF-HB-420a.1	Number of lots located in 100-year flood zones.	Climate change	82
	IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks.		85, 86
Activity Metrics	IF-HB-000.A	Number of controlled lots	N.A.	43, 44
	IF-HB-000.B	Number of homes delivered		43
	IF-HB-000.C	Number of active selling communities		43, 44

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TRANSLATION

Grupo Report