Sustainability Report 2025

VESTE

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LE LIS INDIVIDUAL BO.BÔ

Dudalina JOHN JOHN

This document represents Veste's fifth Sustainability Report and provides a consolidated overview of the key achievements, progress, and challenges that shaped our performance throughout the 2025 reporting period, covering January 1 to December 31, 2025. The information presented herein encompasses all of the Company's brands, reflecting an integrated view of our impacts, initiatives, and commitments across the environmental, social, and governance (ESG) dimensions.

The preparation of this report is aligned with internationally recognized reporting frameworks and follows the standards of the Global Reporting Initiative (GRI), ensuring consistency, comparability, and transparency in the disclosure of our sustainability performance. In addition, the report is aligned with the United Nations Sustainable Development Goals (SDGs), reinforcing our commitment to global agendas focused on generating positive impact.

The development and validation of this report were approved by Veste's Chief Financial Officer (CFO) and Chief Executive Officer (CEO). The document was also reviewed by the Board of Directors, which recommended its publication. This report was published on May 13, 2026.

The identification of priority topics was based on a comprehensive materiality assessment conducted through engagement with a broad range of stakeholders, ensuring that the matters addressed in this report effectively reflect the expectations and impacts most relevant to our stakeholders. Additional information regarding this assessment can be found on page 8.

Through this Sustainability Report, we reaffirm our commitment to creating shared value and demonstrate that Veste's growth strategy is intrinsically connected to building a more sustainable, responsible, and resilient future.

For questions, comments, or suggestions regarding this report, please contact us at:

sustentabilidade@veste.com.

We hope you enjoy reading it!

GRI indicators are identified throughout the report by the reference "GRI XXX-X" within the respective chapters and subchapters. The complete GRI Content Index can be found on page 71. Learn more here.

Veste is a signatory to the United Nations Global Compact and its Ten Principles. This report is aligned with the 2030 Agenda for Sustainable Development, which aims to advance the achievement of the 17 Sustainable Development Goals (SDGs) established by the United Nations (UN). The complete SDG Mapping, which links our content to the relevant SDGs, can be found on page 81. Click here and learn more.

CEO Message

GRI 2-22

Dear shareholders, employees, and business partners,

2025 was an important year for Veste, not only because of the results we achieved, but, above all, because it confirmed that the strategy we have been building over the past several years is delivering results.

More than simply growing, we demonstrated our ability to grow profitably, protect margins, and generate cash. In my view, this is the clearest sign of the consistency and strength of our business model.

We closed the year with net revenue of BRL 1.24 billion, representing growth of 10.4% compared to 2024, supported by a 9.0% increase in same-store sales. Adjusted EBITDA reached BRL 266.7 million, up 18.6%, accompanied by margin expansion, while adjusted net income totaled BRL 33.2 million.

These results are not exceptional or isolated achievements. They are the outcome of a disciplined and consistent journey, built on sound decisions made over time and a strong focus on execution.

Our progress has been driven by three key pillars.

The first is the strength of our brands. We continue to build relevant brands that maintain strong connections with their customers while playing increasingly well-defined roles within our portfolio. Le Lis remains our primary value driver, while our other brands continue to gain relevance and operational efficiency.

The second pillar is the evolution of our sales channels. We made significant progress in our digital operations with the completion of the migration to the VTEX platform, enhancing both scalability and operational efficiency. At the same time, our B2B channel gained strategic importance, delivering growth and margin improvements that further reinforce its role within the Company.

The third pillar is operational and financial discipline. We advanced inventory management, improved cost efficiency, and strengthened capital allocation practices. We reduced leverage and reinforced our financial position, creating a stronger foundation to support future growth cycles.

VESTE

We also made meaningful progress across our ESG agenda. We submitted our climate targets to the Science Based Targets initiative (SBTi), which approved them in April 2026, reinforcing our commitment to a science-based decarbonization pathway. We initiated the transition to packaging made from 100% post-consumer recycled plastic and continued to expand initiatives that combine environmental impact with social responsibility.

Within the social pillar, we strengthened important partnerships and expanded our impact within communities. We were also recognized as the company with the highest female representation at the executive leadership level in a survey conducted by FGV and Datafolha. This recognition reinforces a conviction we have long held: diversity and equity are not parallel agendas—they are essential components of building a stronger organization.

We closed 2025 as a Company that is stronger operationally, financially, and culturally. More importantly than the results achieved during the year, we improved the quality of the business we are building.

We enter 2026 with confidence, but above all, with discipline. We understand that consistency is not declared—it is built day by day.

We remain focused on growing with quality, respecting our brands, our customers, and everyone who helps build Veste alongside us.

I would like to thank our employees, business partners, and investors for their trust and commitment throughout this journey.

I hope you enjoy reading this report.

Alexandre Afrange

Highlights

Business and Governance

Net revenue of BRL 1.24 billion, representing 10.4% year-over-year growth

•

9.0% Same-Store Sales growth, reflecting operational efficiency and brand strength

•

73 stores already under the new design concepts, enhancing the customer and brand experience across the network

•

13.7% growth in the B2B channel, increasing its strategic relevance within the Company

•

Expansion of Dudalina's franchise network, ending the year with 22 stores and a stronger nationwide presence

•

Continued advancement of digital operations through the migration to the VTEX platform

Social

Recognized as the company with the highest female representation at the executive leadership level, according to a survey conducted by FGV and Datafolha

•

Exceeded our target, reaching 32% representation of Black, Brown, and Indigenous professionals in leadership positions

•

JOHN JOHN established a social partnership with Casa dos Curumins

•

LE LIS CASA launched its second artisan collection in partnership with Amigos do Bem, with 100% of profits donated to the organization

•

More than BRL 2 million donated to Instituto Protea, strengthening a long-term partnership

Environment

Submission of Veste's climate targets to the Science Based Targets initiative (SBTi)

•

More than 100,000 products traced, in partnership with ABRAPA and Cataguases

•

Exceeded our target for the use of lower-climate-impact materials, reaching 26.4% of products sold

•

Initiated the replacement of plastic packaging with 100% post-consumer recycled (PCR) alternatives

Materiality Assessment

GRI 2-29 | 3-1 | 3-2

We continue to advance, in a consistent and structured manner, the integration of material topics into Veste's operations and business strategy. Since our previous report, we have made significant progress in embedding these topics into decision-making processes, strengthening the connection between sustainability, operational performance, and strategic direction.

The reporting period was marked by important learnings and the implementation of initiatives that enhanced our ability to respond to emerging business and societal demands. These actions were carried out in alignment with stakeholder expectations and industry priorities, reinforcing an increasingly integrated and impact-oriented approach.

Throughout 2025, we consolidated these advances through the continuous improvement of practices, policies, and management mechanisms, deepening our commitment to generating positive, consistent, and lasting impacts. This journey reflects the evolution of a more mature management approach, grounded in informed decision-making and focused on creating sustainable value in the short and medium term.

As a result of this process, we remain guided by the 12 material topics identified as priorities for Veste. These topics shape our sustainability approach and guide our strategic actions across key areas of impact.

In this report, we present the main initiatives and actions that demonstrate our ongoing progress, as well as the results achieved and the perspectives that will guide our next steps.

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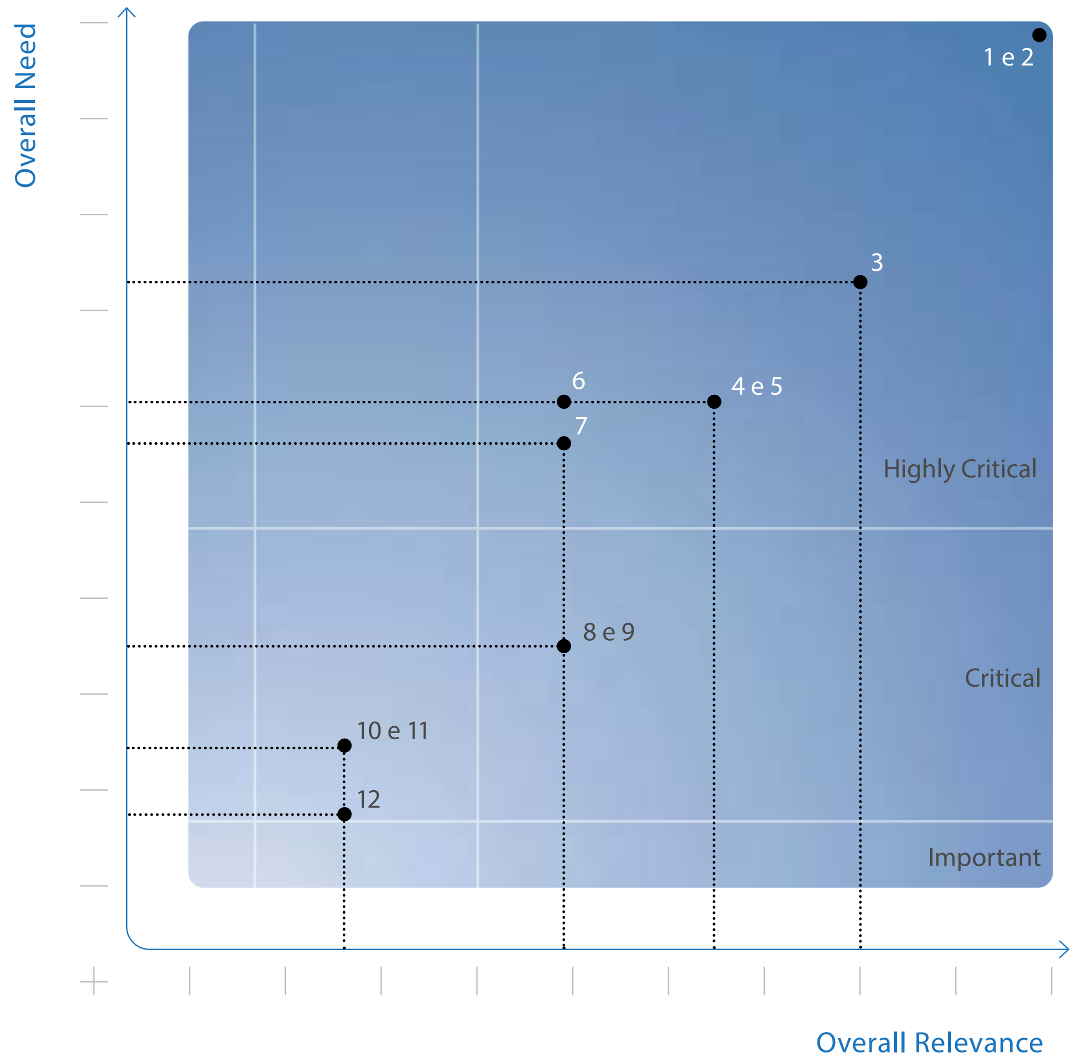


Topics

1	Climate Change Mitigation
2	Commitment to Human Rights
3	Workforce and Leadership Diversity
4	Health and Well-being Promotion
5	Supply Chain Management
6	Packaging Materials Management
7	Compliance, Ethics and Integrity Management
8	Circular Economy
9	Risk Culture
10	Water Consumption
11	Positive Value for Society
12	Brand and Reputation Management

Climate Change Mitigation	Reduce greenhouse gas (GHG) emissions and promote awareness of the significant impacts of climate change on our planet.	13, 17
Commitment to Human Rights	Uphold dignity, freedom, and equality for all people while contributing to the eradication of forced labor, child labor, and violations of labor rights.	5, 8, 10, 12
Workforce and Leadership Diversity	Promote equal participation and opportunities for women, including in leadership positions, while fostering gender equality and empowerment. We embrace diversity in all its dimensions, with a particular focus on gender equity.	5, 8, 10
Health and Well-being Promotion	Protect labor rights by fostering safe workplaces and implementing programs that support employee health, well-being, and quality of life.	3, 8
Supply Chain Management	Ensure sustainable and efficient supplier management through clear goals, transparency, and responsible practices throughout the value chain.	6, 8, 9, 12, 13, 17
Packaging Materials Management	Reduce waste generation through prevention, reduction, recycling, and reuse initiatives, while replacing packaging materials with lower-impact alternatives.	12, 17
Compliance, Ethics and Integrity Management	Prevent corruption and bribery, promote sound decision-making, ensure access to information, and safeguard fundamental freedoms.	16
Circular Economy and Cleaner Production	Reduce waste generation and promote the efficient use of natural resources through more sustainable production and resource management practices.	9, 12, 13
Risk Culture	Support effective, accountable, and transparent institutions at all levels while fostering management practices that strengthen risk awareness and mitigation.	12, 16
Water Consumption	Improve water-use efficiency across operations while reducing pollution and water waste.	6, 12
Positive Value for Society	Reduce the social and environmental impacts of our operations while creating positive value for stakeholders and society.	10, 11, 17
Brand and Reputation Management	Preserve the essence and identity of our brands while strengthening positive perceptions among consumers, the market, and stakeholders.	16

ESG Strategy

VESTE's ESG strategy is integrated into our business model and guides decision-making, investments, and long-term priorities.

We believe that sustainability is a key driver of the Company's long-term success, shared value creation, and the development of a more responsible, transparent, and resilient fashion value chain.

Our approach is built on a balanced consideration of the Environmental, Social, and Governance pillars, supported by clear goals, continuously monitored indicators, and public commitments that guide our actions through 2030 and beyond.

Environmental

Our environmental strategy is based on the continuous assessment, monitoring, and management of impacts across the entire value chain, encompassing the development, production, commercialization, and operation of Veste's brands.

We work collaboratively with partners and suppliers who share our commitment to environmental and social responsibility, encouraging the efficient use of natural resources such as energy and water while promoting initiatives related to waste segregation, recycling, and the expansion of renewable energy sources.

Together, these efforts reinforce our commitment to mitigating environmental impacts and supporting the transition toward more sustainable production models.

Governance

Our governance strategy is focused on strengthening relationships built on trust, integrity, and transparency with partners, employees, investors, and other stakeholders.

Ethics and compliance guide all Company decisions and are treated as non-negotiable principles in the way we conduct our business.

This commitment is reflected in the adoption of practices aligned with leading market standards, the continuous enhancement of control mechanisms, and the promotion of an organizational culture grounded in accountability and responsible business conduct.

Through these efforts, we seek to ensure the long-term sustainability of our business and the creation of lasting value for all stakeholders.

Social

Our social strategy places people at the center of Veste's business approach.

Our commitment includes full compliance with Brazilian labor legislation, respect for employee rights, and the promotion of dignified, safe, and healthy working conditions across all our operations.

We value diversity, equal opportunities, and professional development, fostering workplace relationships built on respect, collaboration, and open dialogue.

By cultivating an inclusive and supportive work environment, we strengthen our values and organizational culture, reflecting Veste's role as a positive force for society.

Public Goals and Commitments

GRI 2-24

	2025		2030		
Environmental Targets Related Material Topic: 1. Climate Change Mitigation 6. Packaging Materials Management	Submit near-term climate targets for approval by the Science Based Targets initiative (SBTi) Approved in 2026	Ensure that at least 50% of B2C plastic packaging is made from 100% recycled content 100%	Source 100% renewable electricity across all owned operations 24%	Ensure that at least 50% of B2B plastic packaging is made from 100% recycled content 4%	Read more on pages 47 and 53
	Eliminate problematic and unnecessary plastics from B2C packaging 100%	Increase the share of lower-climate-impact materials among key raw materials 26,4%	Eliminate problematic and unnecessary plastics from B2B packaging Project underway		
Social Targets Related Material Topic: 2. Commitment to Human Rights 3. Workforce and Leadership Diversity 4. Health and Well-being Promotion	Achieve 30% representation of Black, Brown, and Indigenous professionals in leadership 32%		Achieve 40% representation of Black, Brown, and Indigenous professionals in leadership positions. 32%	Maintain 50% or more of senior leadership positions held by women, in line with the UN Global Compact's Target Gender Equality initiative 63%	Read more on pages 61 and 62
Governance Target Related Material Topic: 7. Compliance, Ethics and Integrity Management			Become a constituent of the B3 Corporate Sustainability Index (ISE B3) Ongoing		

Veste is committed to achieving Net Zero emissions by 2050.

VESTE

A Veste

02

About Us

GRI 2-1 | 2-6 | 3-3

- **1982** – Foundation of Restoque
- **2008** – Initial Public Offering (IPO)
- **2018** – ABVTEX* Certification Achieved at Manufacturing Facilities
- **2021** – First Sustainability Report
- **2022** – First Greenhouse Gas (GHG) Emissions Inventory

*Associação Brasileira do Varejo Têxtil

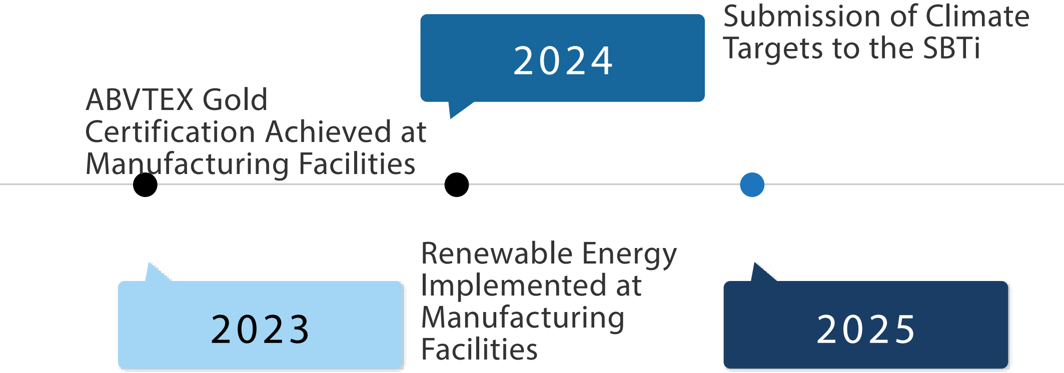
Veste was founded with the purpose of transforming fashion into an expression of style, identity, and well-being. For more than four decades, we have built a journey defined by creativity, innovation, and our ability to continuously reinvent ourselves while remaining connected to what inspires our customers.

Since our foundation in 1982 and the opening of the first Le Lis store in 1988, we have evolved beyond apparel, building a portfolio of brands that represent different lifestyles, moments, and experiences. Over the years, we have expanded our presence through new brands, product categories, and ways of engaging with consumers, always guided by a commitment to quality, sophistication, and relevance.

Our history is also one of transformation. We have invested in technology, channel integration, and the continuous enhancement of the customer experience, creating increasingly seamless and personalized journeys that connect physical and digital channels.

More recently, we have strengthened our operational discipline and consolidated a business model capable of delivering consistent growth, efficiency, and value creation.

In 2023, we adopted the corporate identity VESTE S.A. ESTILO, symbolizing a new phase—more integrated, closer to people, and even more committed to the future. Since then, we have continued to strengthen our brands, expand our presence, and

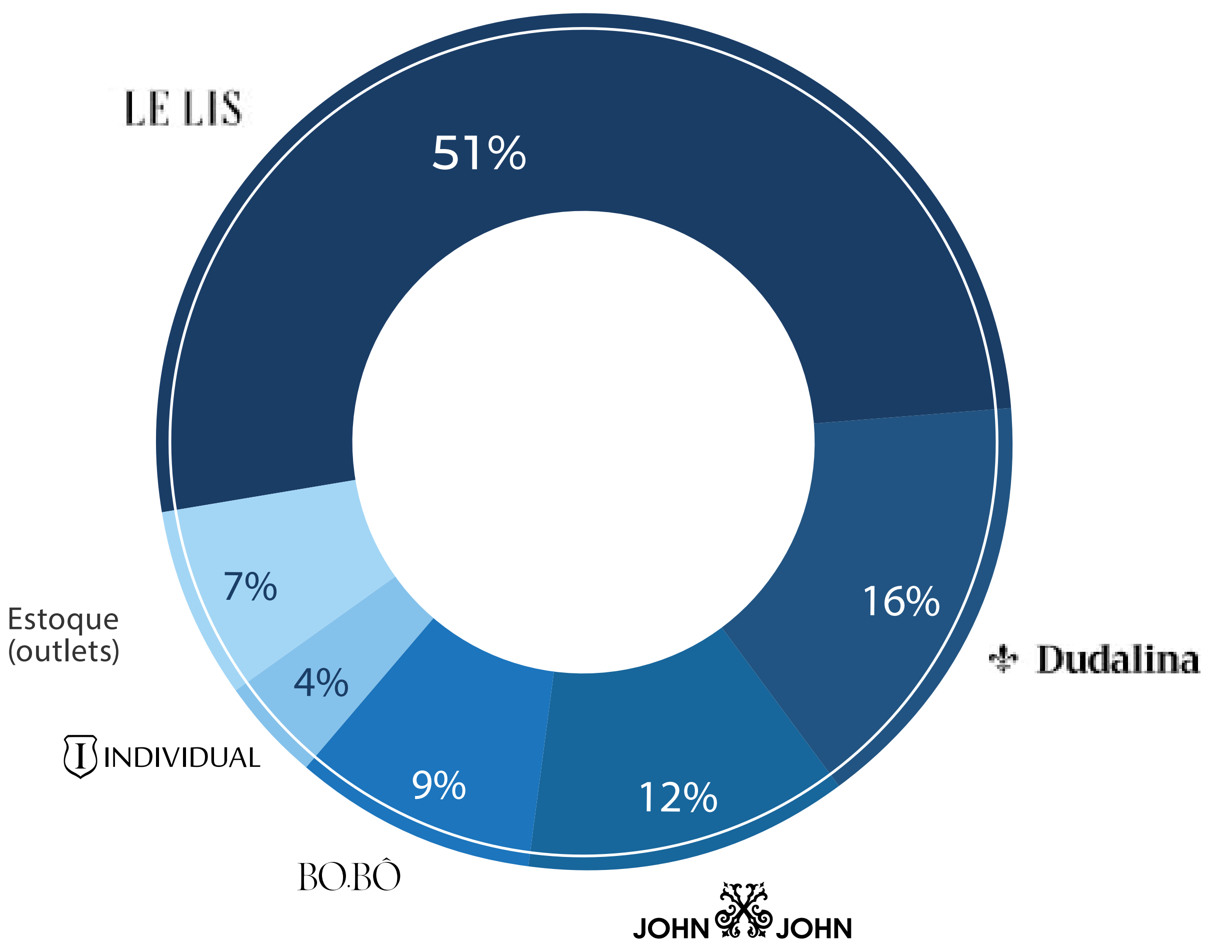


enhance the way we operate.

In 2024, we made significant progress across several strategic fronts, including the renovation of multiple stores to elevate the customer experience and the rebranding of John John, reflecting the evolution of the brand and its stronger connection with consumers. The period also marked the consolidation of our franchise model, representing an important learning cycle and establishing the foundations for future expansion.

In 2025, we further strengthened our business model, making it more robust and efficient, with the ability to grow, protect margins, and consistently generate cash. This was the year in which the strategies developed over recent cycles delivered tangible results, reinforcing our confidence that we are on the right path.

Gross Revenue 2025 (%)



We expanded and engaged our active customer base, strengthened our growing B2B channel, and continued to enhance our technology infrastructure to support scalability and future growth.

We closed the year with 22 Dudalina franchise stores and 1 John John franchise store, consolidating franchising as an important growth lever. In addition, 73 stores were either opened or remodeled, representing 43% of our owned retail network and significantly enhancing the customer experience.

In the same year, we took another important step in our sustainability journey by submitting our climate targets to the Science Based Targets initiative (SBTi), reinforcing our commitment to building a more responsible and lower-carbon fashion industry.

Today, with a nationwide presence and an omnichannel business model, we remain driven by the same purpose: to delight, inspire, and continuously evolve. More than creating products, we strive to create meaningful connections—with our customers, employees, and society—building together a more sustainable, innovative, and opportunity-filled future.

Our purpose is to fulfill dreams, anticipate desires, exceed expectations, bring happiness, and make every customer feel unique and special.

168

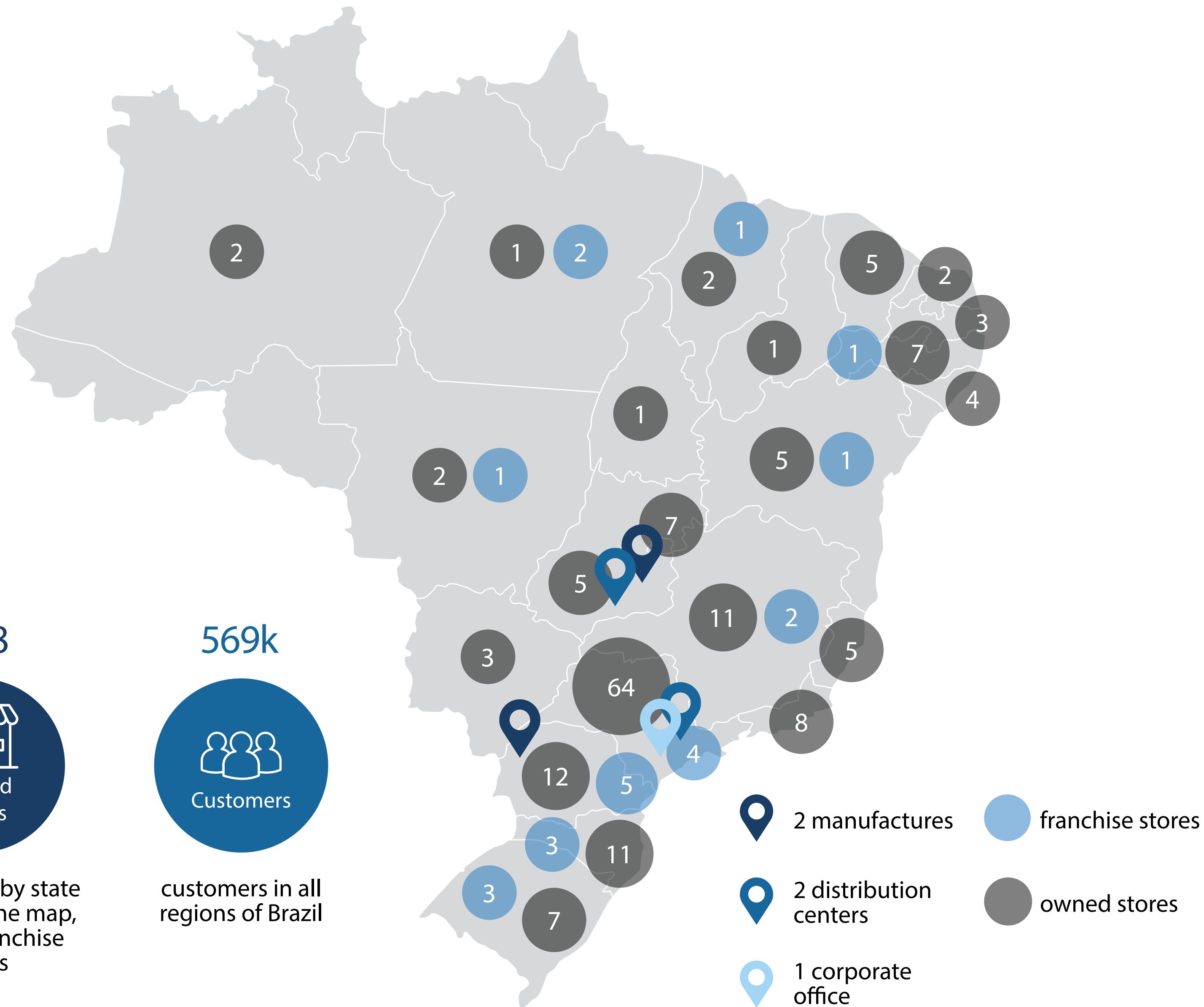
Owned Stores

Store count by state shown on the map, plus 23 franchise stores

569k

Customers

customers in all regions of Brazil



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LE LIS

(since 1988)

With more than three decades of dedication and history, Le Lis offers a broad portfolio of products designed to accompany women through every stage and moment of their lives.

In 2025, Le Lis delivered another year of consistent performance, with sales growth of 11.6%, a 3.6% increase in its active customer base, and a strong share of full-price sales. The brand remains the Company's primary value driver and continues to play a central role in Veste's growth strategy.

Revenue
BRL 786.2 mi
in 2025

Growth
11.6%
vs. 2024

Increase in
3.6%
Active Customer Base

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Dudalina

(since 1957)

Renowned for excellence in shirtmaking since 1957, Dudalina has established itself as a leading brand, expanding its portfolio for both men and women, with a strong presence in the businesswear segment.

In 2025, revenue increased by 5.2% compared to the previous year, supported by important advances in the brand's expansion strategy, including the opening of new franchise stores and the strengthening of strategic partnerships. The year ended with 22 franchise operations.

During the same period, Dudalina underwent a rebranding process with the support of FutureBrand, aimed at modernizing its visual identity and repositioning its value proposition. The new tagline, "Show Your Brand", reflects the combination of the brand's heritage attributes—such as sophistication and quality—with a more contemporary approach centered on individual expression.

This transformation prepares Dudalina for a new cycle of growth, strengthening customer connections, attracting new audiences, and enhancing a more integrated omnichannel experience, fully aligned with Veste's strategy of sustainable value creation.

Revenue
BRL 246.8 mi
in 2025

Growth
5.2%
vs. 2024

Franchise Expansion with
22
stores in operation

JOHN JOHN

(since 2003)

Founded in 2003, John John is a fashion platform whose iconic foundation is Brazil's most innovative denim. Inspired by music, the brand embodies a youthful and bold lifestyle, offering products for men and women of all ages.

In 2025, John John delivered a stable performance, meeting expectations and achieving revenue growth of 2.1% compared to the previous year. During the period, the brand focused on important initiatives related to assortment optimization, operational efficiency, and brand positioning.

John John also continued to strengthen its identity as a brand rooted in the premium denim and jeanswear segment, reinforcing its distinctive positioning and deep connection with its consumers.

The foundations are in place for a new cycle of growth, supported by a stronger operating model and a clear strategic direction.

Revenue
BRL 181.1 mi
in 2025

Growth
2.1%
vs. 2024

Strengthened positioning as a brand focused on the premium jeanswear segment

BO.BÔ

(since 2006)

Founded in 2006, BO.BÔ is synonymous with elegance, glamour, and excellence. The brand offers a complete wardrobe, ranging from casual wear to special occasions, with collections crafted from premium materials and designed to deliver sophistication and exclusivity.

In 2025, BO.BÔ further strengthened its strategic role within Veste's portfolio, achieving an impressive 14.8% growth over the year. The brand increased its contribution to total revenue while continuing to deliver consistent margin expansion, reinforcing its position as one of the Company's key growth drivers.

Revenue
BRL 139 mi
in 2025

Growth
14.8%
vs. 2024

Strong growth across all sales channels

INDIVIDUAL

(since 1987)

Founded in the state of Santa Catarina, Individual has become a benchmark in sophisticated classic menswear.

The brand's primary channel is wholesale, with a strong presence throughout Brazil. Individual has expanded its reach through strategic licensing partnerships, connecting style and cultural identity to its portfolio.

A notable example is the renewal of its partnership with Sociedade Esportiva Palmeiras for the development of lifestyle apparel collections that combine the club's heritage with the brand's signature elegance and versatility.

This initiative strengthens Individual's market positioning and deepens its connection with consumers through products that bring together fashion, identity, and experience.

Revenue
BRL 65.6 mi
in 2025

Growth
8.7%
vs. 2024

Midia Presence

Veste's portfolio of brands reflects the diversity and sophistication of Brazil's premium fashion market, bringing together distinct propositions, unique identities, and a shared commitment to excellence.

We operate across different market segments, offering products that combine quality, contemporary design, and purpose, ensuring relevance, differentiation, and competitiveness in an industry that is constantly evolving.

To strengthen the positioning and visibility of each brand, we rely on dedicated teams and institutional communication strategies aligned with the Company's corporate guidelines, supported by specialized partner agencies.

This integrated approach contributes to a consistent and high-quality presence across the main communication channels and media outlets, with particular emphasis on collection launches and strategic campaigns.

In 2025, this approach resulted in 1,153 articles published across digital platforms, in addition to 45 newspaper features and 32 magazine publications, increasing brand visibility and reinforcing Veste's recognition within the premium fashion market.

As a result, our brands and the Company are featured in leading media outlets through press coverage, editorials, feature stories, and fashion-related publications. This visibility is further amplified during the launch of new collections and strategic campaigns, expanding our reach and strengthening the impact of our initiatives in the marketplace.

Explore some of the highlights:

- Le Lis new app
- Strategy
- Marketing
- Franchises
- Products
- New Dudalina product line
- Cotton traceability

Click on the topic of interest to be redirected to the corresponding article.

Business Model

GRI 2-1 | 2-6 | 3-3

In 2025, Veste further strengthened a business model that is robust, efficient, and well-positioned to deliver profitable growth. This model is supported by the strength of its brands and a strategic presence in Brazil's leading fashion hubs, enabling the Company to remain closely connected to key market trends while consistently serving a demanding and diverse customer base.

The combination of a complementary brand portfolio, an engaged active customer base, and a structured supply chain strengthens Veste's ability to develop products aligned with market demands, delivering agility, quality, and relevance.

Over recent years, the Company has advanced the integration of its sales channels, strengthened its omnichannel model, and enhanced its technology infrastructure, creating a solid foundation to scale operations efficiently. The continued growth of digital and B2B channels, combined with the expansion of the franchise model, further increases opportunities for value creation and revenue diversification.

Operating within a resilient market segment, Veste continues to reinforce the consistency of its business model by balancing growth, operational discipline, and efficient resource management, consolidating an operation capable of generating sustainable value over the long term. Our key strategic pillars include:

- Focus on high-conversion full-price sales
- Delivering an exceptional customer experience across all channels and touchpoints
- Continuous enhancement of digital platforms
- Expansion of wholesale and franchise operations to drive growth
- Data-driven management and decision-making
- Reducing operating expenses as a percentage of revenue and continuously improving the cash conversion cycle
- Operating as an integrated group, sharing best practices while preserving the unique identity of each brand
- Process simplification and digitalization
- People and culture: our teams are the foundation of our success
- ESG integrated into the business, driving measurable results

VESTE

Our Strategy

Veste's strategy is focused on delivering consistent, profitable, and sustainable growth, strengthening the connection between its brands, customers, and other stakeholders. Over the past several years, the Company has established clear strategic guidelines that align strategy, execution, and operational discipline, enabling the continuous improvement of its performance.

To support this approach, Veste has implemented strategic objectives based on the OKR (Objectives and Key Results) methodology, guiding multidisciplinary teams in achieving the key results defined for each planning cycle.

This strategic direction is reflected in the ongoing pursuit of excellence in customer experience, with a strong focus on channel integration, brand strengthening, and operational efficiency throughout the value chain. The evolution of the omnichannel model, combined with the growth of digital and B2B channels, enhances the Company's ability to create value and deepen customer engagement.

With a long-term perspective, Veste continues to invest in process digitalization and the enhancement of its technology infrastructure, promoting greater agility, scalability, and efficiency in an increasingly competitive environment. These advances support a business model that is better equipped to deliver sustainable and profitable growth.

Our strategy is underpinned by an organizational culture that values individual ownership, encourages the sharing of best practices across brands, and respects the unique identity of each one. This approach fosters a collaborative environment focused on innovation and the creation of sustainable value.

Key Strategic Priorities:

Productive Growth in Retail and Physical & Digital B2C

Expand the customer base and reduce churn in a sustainable manner, balancing growth and profitability.

Process Simplification and Digitalization

Strengthen technology infrastructure and enhance system integrations to support strategic growth and scalability.

B2B Channel Transformation

Transform the B2B business, including wholesale and franchise operations, with accelerated growth over the next three years through strategic customer retention initiatives, increased average transaction value, and expansion of the customer base.

Customer Experience Enhancement

Transform the customer experience across e-commerce and physical stores by fully integrating channels and increasing customer satisfaction through a seamless and memorable journey at every touchpoint.

Operational Efficiency

AEnhance operational efficiency cross the supply chain through procurement optimization, inventory reduction, cost management, and improved replenishment speed.

Social and Environmental Value Creation

Our ESG initiatives aim to maximize positive impacts on society and the environment while minimizing the negative impacts associated with our operations.

How We Generate Value

GRI 2-1 | 2-6 | 3-3

Resources / Assets

Intellectual Capital
Investments in innovation; Frequent training and feedback, encouraging employees to grow.

Human Capital
3,536 employees;
Promotion of diversity and inclusion;
Corporate University.

Manufactured Capital
168 own stores;
23 Franchises;
2 Factories;
2 Distribution centers;
1 Office.

Natural Capital
Resources such as water, energy, and other raw materials in the factories; Management of waste generation.

Finance Capital
Balanced Capital Structure.
The Company's net debt stood at 0.6x trailing adjusted EBITDA.

Social and Relationship Capital
Relationship with communities, suppliers, investors, and customers; Majority of suppliers are domestic.

Our work

People as a fundamental element of the strategy.

Female soul and recognition of the importance of making fashion, not just selling clothes.

Responsible evolution.

Generated Value

Intellectual Capital
High number of merits and promotions in a welcoming environment that fosters innovation and the pursuit of the best results.

Human Capital
Women are the majority: 77% of employees and 63% of senior leadership.

Manufactured Capital
Presence in 21 states + Federal District (DF); Better use of digital tools and development of logistics.

Natural Capital
Conscious and responsible use of natural resources, aiming for eco-efficiency; Switching the factories' energy source to 100% renewable energy.

Finance Capital
Total gross revenue of BRL 1.529 billion;
Adjusted EBITDA of BRL 266.7 million and adjusted free cash flow of BRL 33.2 million.

Social and Relationship Capital
Implementation of social and environmental initiatives and awareness campaigns;
More than BRL 2 million donated to Instituto Protea, reinforcing a long-term partnership dedicated to generating positive social impact.

Customer Journey

Customer experience remains one of the key pillars of Veste's strategy. We continuously strive to enhance service quality and strengthen customer engagement across every touchpoint.

The Net Promoter Score (NPS) methodology continues to be applied comprehensively across both e-commerce and physical stores. In 2025, we achieved an NPS of 80, a result that directly reflects the quality of our products and the excellence of the customer experience we provide.

In addition to continuous monitoring, we conduct frequent and structured assessments to ensure that the voice of the customer is embedded in our management processes. The feedback collected—predominantly positive—is carefully analyzed and translated into practical actions, reinforcing our commitment to continuous improvement and to delivering a consistent and differentiated experience across all channels.

Innovation & Digital Transformation

Digital

The digital B2C channel generated BRL 281.7 million in revenue, representing 21.3% growth compared to 2024. This performance reflects the continued evolution of the Company's omnichannel strategy and stronger integration across sales channels.

The Company completed the migration of all brands to the VTEX platform, enhancing scalability and operational efficiency. At the same time, each brand launched its own dedicated mobile app. Together, these apps surpassed 800,000 installations and accounted for 24.3% of digital B2C sales, reinforcing their role as an important channel for customer engagement and conversion.

Artificial Intelligence

In 2025, Veste further expanded the use of artificial intelligence (AI) across its e-commerce operations, with a focus on improving efficiency and business performance.

Within the creative studio, AI-powered image generation solutions were tested, delivering significant cost reductions. At John John, these initiatives generated savings of up to 66.3% in selected productions. At Individual, AI-generated imagery contributed to a 114% increase in sales for items that incorporated this resource.

AI was also applied to product description creation, reducing execution time by 59%. These advancements were not intended to replace human work; rather, they enabled teams to focus on higher-value activities, including content curation and the continuous improvement of deliverables.

In 2025, Veste made consistent progress in its innovation agenda by leveraging technology, data, and new operating models to enhance efficiency and elevate the customer experience.

These advancements reinforce Veste's ability to leverage innovation and technology as key drivers of sustainable growth, operational efficiency, and the continuous enhancement of the customer experience.

Operations & Technology

Veste continued to modernize its technology infrastructure by migrating its data center to Ascenty, delivering gains in efficiency, resilience, and economies of scale while aligning its operations with sustainable practices.

To strengthen data management and customer relationships, the Company implemented a Customer Data Platform (CDP) and migrated its CRM from Salesforce to Emarsys, expanding its capabilities for customer personalization and audience segmentation.

Operational initiatives also contributed to greater efficiency. Fabric inventory control projects, combined with enhanced inventory management, led to a significant reduction in material waste. In addition, the Company ensured the responsible disposal of obsolete equipment, prioritizing component reuse and recycling.

Marketing & Branding

In 2025, Veste continued to invest in brand building through initiatives designed to both increase brand awareness and strengthen brand consideration at the point of purchase.

At Le Lis and Dudalina, these initiatives were supported by the strategic consultancy FutureBrand, helping reinforce each brand's positioning and deepen customer connections throughout the consumer journey.

The Company also delivered continued growth across key marketing metrics, including reach, frequency, and engagement. These results were driven by ongoing campaign optimization and the strengthening of owned and earned channels, including organic social media, social platforms, and influencer partnerships.

Awards & Recognition

Reclame AQUI Award

This year's edition brought together more than 2,000 participating companies and received 20,618,645 consumer votes, further reinforcing the Reclame AQUI Award as Brazil's leading public reputation award. The award recognizes companies that go beyond customer service by effectively resolving consumer demands. Veste delivered an outstanding performance, with all of its brands earning podium finishes—demonstrating the strength of its customer-centric approach, operational consistency, and service excellence.

2025 Categories and Results

Outlet: Estoque.com
1st place (2025 Champion) – 17,509 votes

Online Fashion: John John
2nd place – 15,655 votes

Men's Fashion: Individual
2nd place – 9,398 votes

Fashion Retail: Dudalina
2nd place – 12,481 votes

Women's Fashion: Le Lis
3rd place – 11,188 votes

Across all brands, Veste received a total of 66,231 consumer votes.

Folha de São Paulo

Veste was recognized by Folha de S.Paulo in the 2025 Diversity in Companies ranking as the company with the highest female representation in Executive Management, according to the survey conducted by FGV and Datafolha.

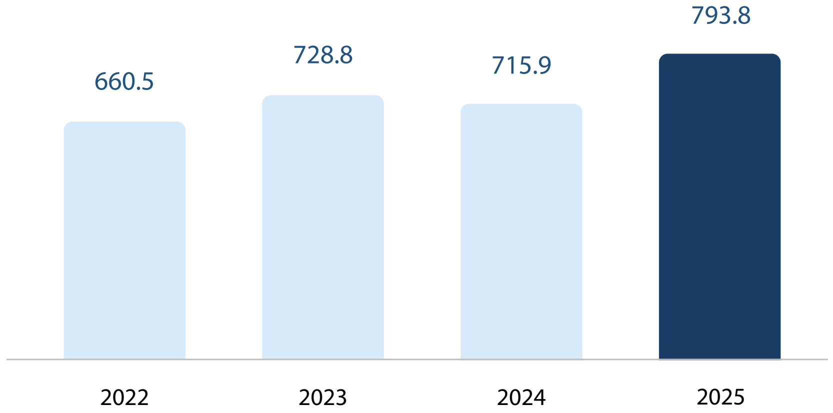
Financial Performance

GRI 201-1

2025 marked the successful execution of the strategic initiatives implemented over recent years, delivering consistent and sustainable results. The Company closed the year with net revenue of R$1.24 billion, representing 10.4% growth compared to the previous year and a 9.0% increase in same-store sales, reflecting the strength of its brands and the efficiency of its operations.

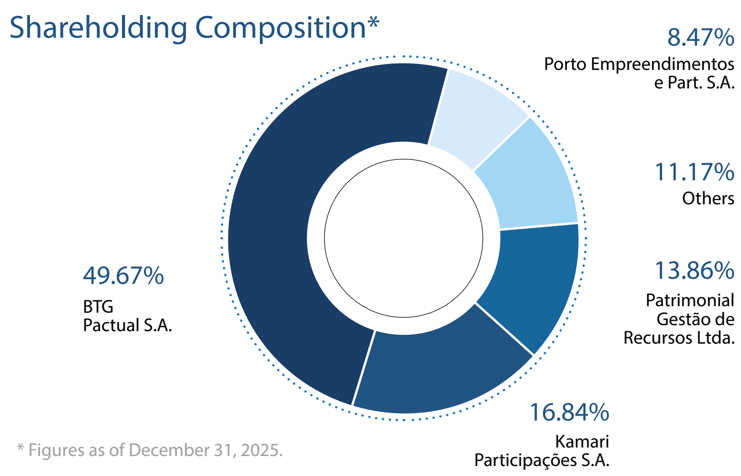
Adjusted EBITDA reached R$266.7 million, up 18.6% year over year, supported by margin expansion, while adjusted net income totaled R$33.2 million, reflecting continued improvements in profitability. These results reinforce Veste's ability to grow with discipline, protect margins, and consistently generate cash flow.

Adjusted Gross Profit (BRL million)

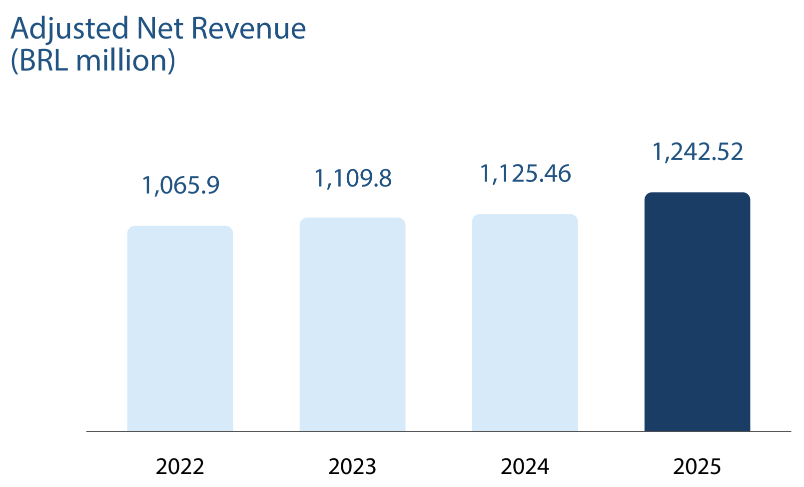


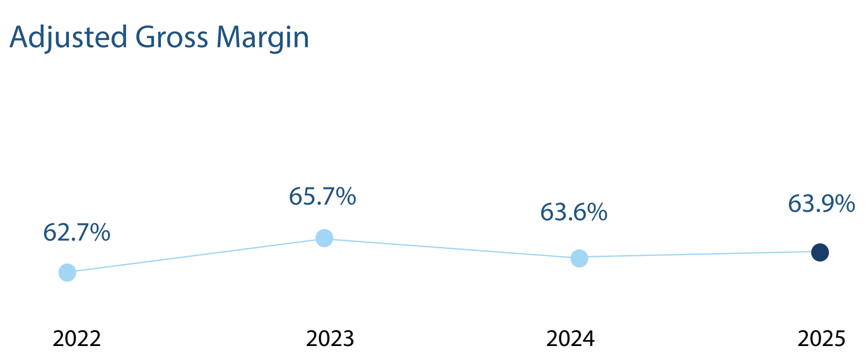
Performance throughout the year was driven by the continued expansion of the digital and B2B channels, operational efficiency gains, and a stronger financial structure, reinforcing a resilient business model well positioned to support long-term growth.

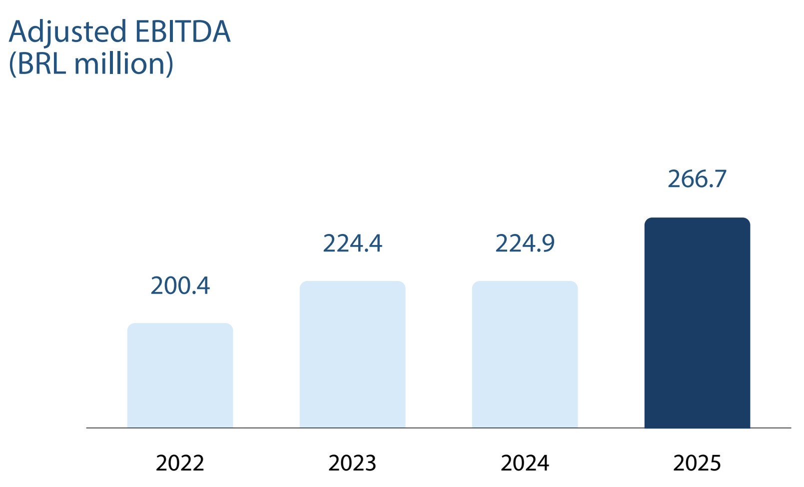
Financial Performance



* Figures as of December 31, 2025.







Corporate Governance

03

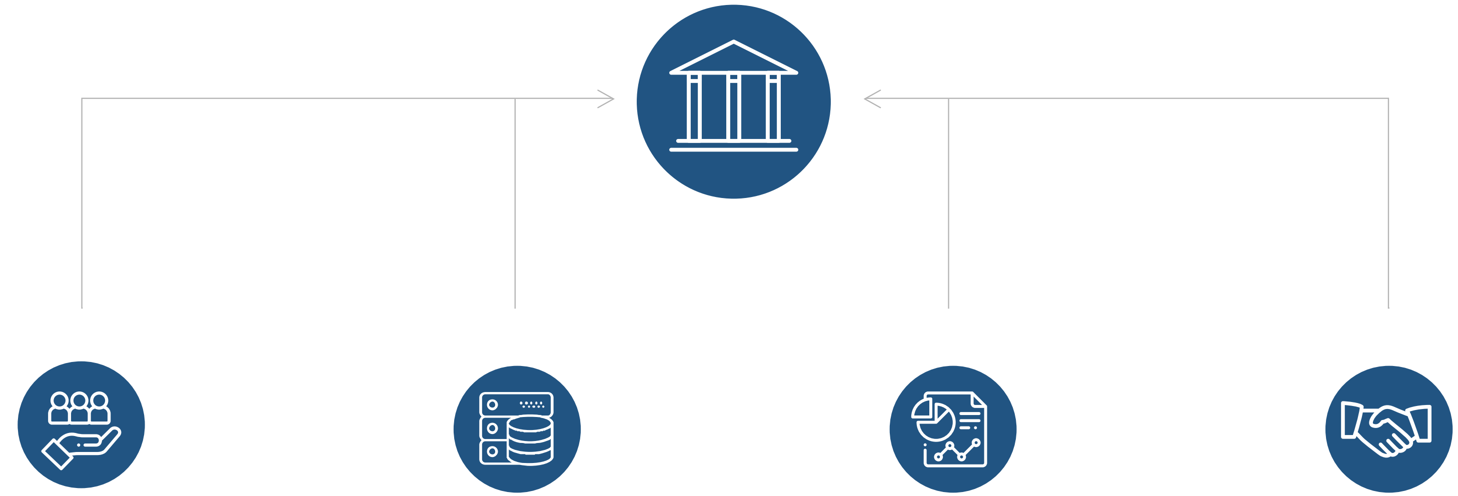
Corporate Governance

GRI 2-1 | 2-9 | 2-13 | 2-19 | 2-20 | 2-28

Veste's governance framework has been designed to uphold the highest standards of transparency, integrity, accountability, and operational excellence across all areas of the business. It supports strategic decision-making, strengthens internal control mechanisms, and contributes to the Company's long-term sustainability.

Our governance practices are based on nationally and internationally recognized standards, particularly the guidelines of the Brazilian Institute of Corporate Governance (IBGC), the Organisation for Economic Co-operation and Development (OECD), and B3 – Brasil, Bolsa, Balcão, ensuring alignment with market best practices and the expectations of our stakeholders.

As part of this commitment, Veste's Code of Conduct and Ethics establishes the principles, values, and guidelines that govern the expected behavior of employees, members of management, and business partners, reinforcing the importance of integrity, ethics, and transparency in relationships and day-to-day decision-making.



Fairness

We promote fairness and equity in all our interactions, ensuring respectful treatment and a workplace free from discrimination based on social class, gender, race, or ethnicity. Our relationships with stakeholders are guided by principles that foster equality, inclusion, and mutual respect.

Transparency

We share information guided by the principle of transparency—not merely to meet regulatory requirements, but to enable our stakeholders to better understand the Company's conduct and performance, fostering relationships built on trust and credibility.

Accountability

We provide clear and accessible reporting, taking responsibility for the outcomes of our initiatives while maintaining transparency regarding our social and environmental commitments, reflecting our ongoing progress.

Corporate Responsibility

The Company operates in full compliance with applicable laws and regulations and is continuously committed to reducing negative external impacts, taking into account different forms of capital and adopting short-, medium-, and long-term perspectives.

Governance

GRI 2-10 | 2-11 | 2-12 | 2-17

Board of Directors

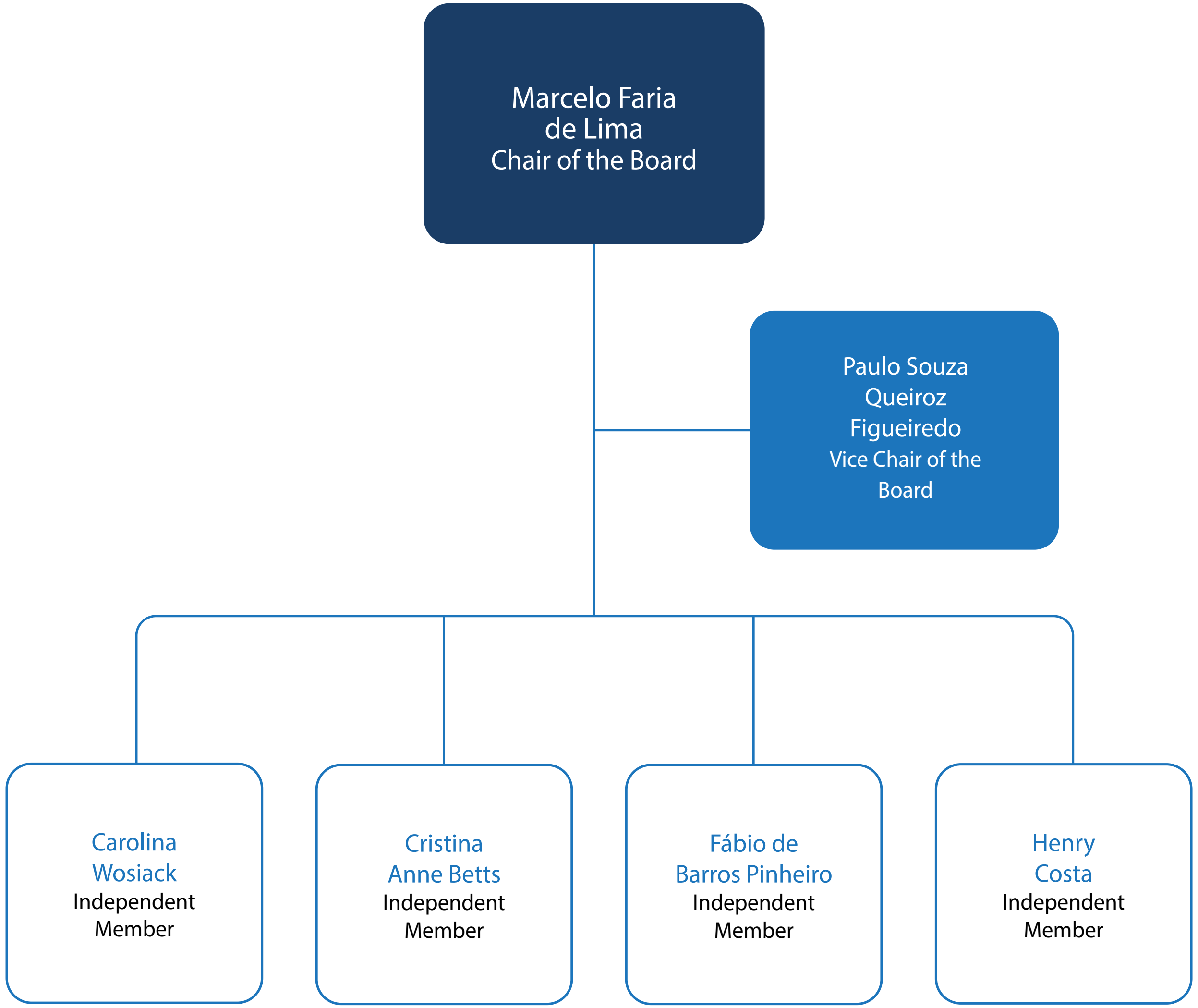
Veste's Board of Directors is the highest governing body within the Company's governance structure. Acting collectively, it performs the responsibilities established by the Company's Bylaws and Internal Regulations. The Board plays a central role in providing strategic direction, overseeing executive management, and safeguarding the interests of the Company and its stakeholders.

Its key responsibilities include appointing and evaluating the performance of the Executive Management team, as well as approving the appointment of the Company's independent external auditors. The Board is also supported by an advisory body—the Audit Committee—which enhances the depth of technical analyses and strengthens the quality of the decision-making process.

As of the end of 2025, the Board of Directors comprised five members, including three independent directors and female representation. Since then, its composition has been updated, as illustrated in the governance structure shown alongside.

The composition of the Board reflects Veste's commitment to diversity, independence, and the adoption of corporate governance best practices. Board members are elected by the General Shareholders' Meeting for unified two-year terms and are eligible for re-election, in accordance with the Company's governance framework.

Learn more by clicking here.



The governance structure reflects the composition of management in April 2026.

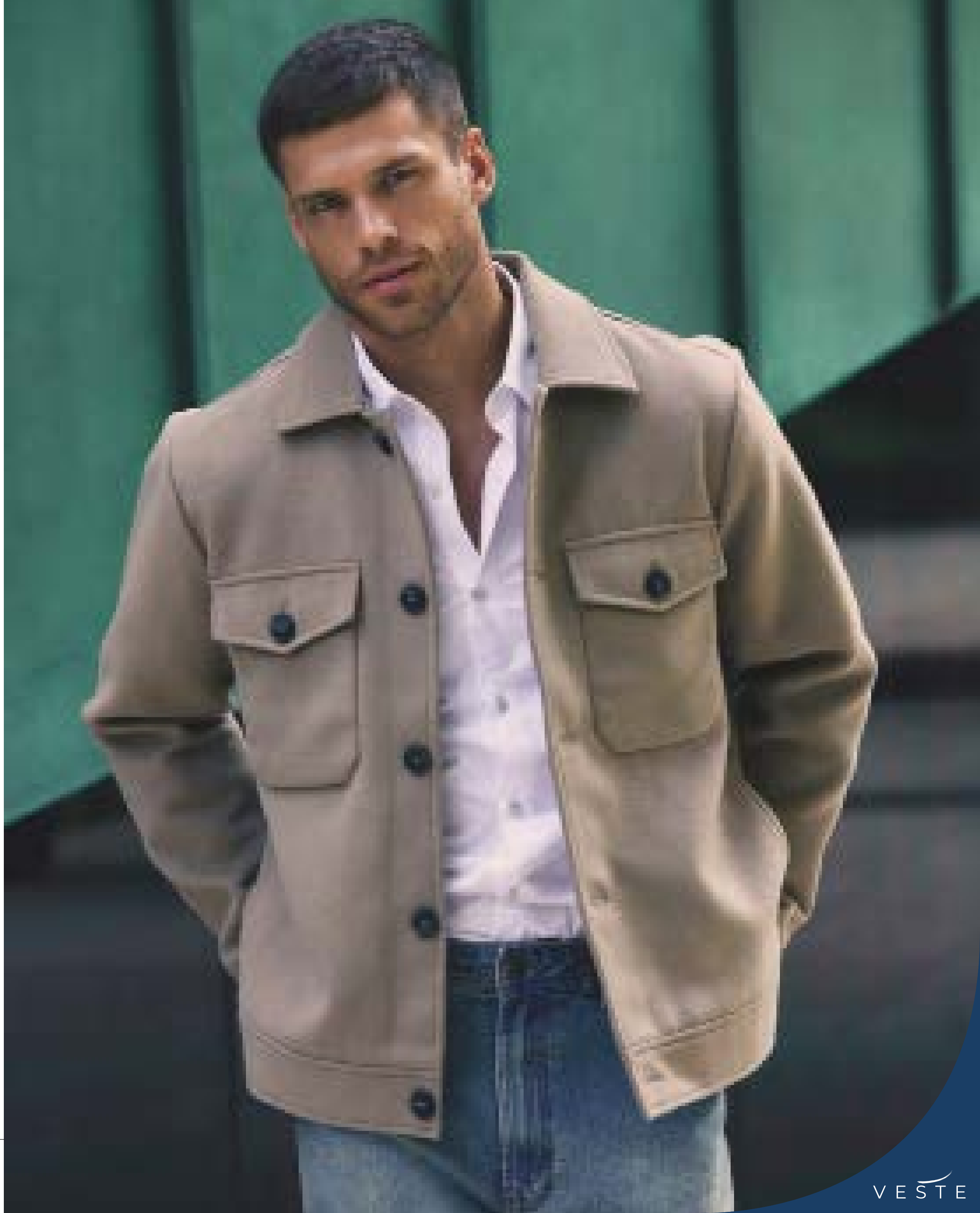
Statutory Officers & Executive Management

The Statutory Officers, acting as the Company's legal representatives, work in close coordination with the Executive Management team to oversee day-to-day operations and implement the policies, guidelines, and resolutions established by the Board of Directors. This integrated approach ensures the consistent execution of the Company's strategy while aligning governance, management, and operational performance.

Through their active role in developing, monitoring, and communicating the Company's strategic plan, the executive leadership helps ensure that Veste's decisions remain aligned with its short-, medium-, and long-term objectives. This process reinforces the connection between strategic vision and day-to-day business operations, promoting disciplined execution and a focus on sustainable value creation.

Performance objectives assigned to Executive Management are clear, objective, and measurable, and are linked to relevant financial and operational indicators, including revenue, EBITDA, and cash generation. These indicators reflect not only the Company's financial performance but also its ability to respond to risks and capture strategic opportunities over time.

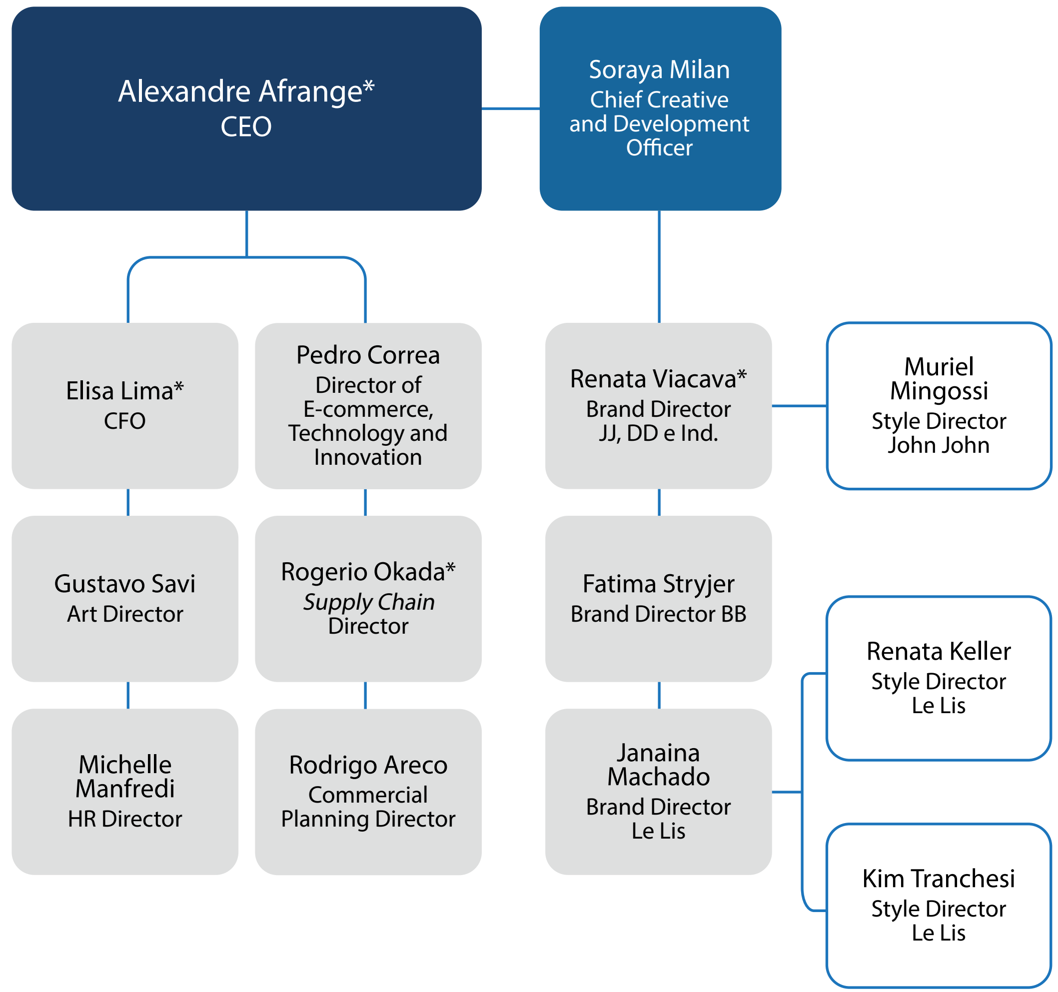
In line with the evolution of sustainability reporting and management practices, a portion of Executive Management's variable compensation is linked to the achievement of Veste's Public Goals and Commitments related to ESG. This alignment strengthens the integration between executive management and the identification, assessment, and management of environmental, social, and governance-related risks and opportunities, consistent with the guidelines of the International Sustainability Standards Board (ISSB) and IFRS Sustainability Disclosure Standards.
As a result, executive performance increasingly reflects the resilience of the Company's business model and its ability to create sustainable value over the short, medium, and long term.



The composition of Veste's Executive Management reflects a strong combination of academic background, professional experience, and recognized expertise. These attributes support the effective application of intellectual capital in developing innovative strategies and ensuring the responsible management of the business.

Members of Executive Management are appointed by the Board of Directors for unified three-year terms and are eligible for reappointment, in accordance with the Company's governance framework.

Further information on executive compensation principles and guidelines is available in the Executive Compensation Policy, which can be accessed [here].



*Statutory Officers
The governance structure reflects the composition of management in 2025.

Committees

The Company's committees play a strategic role in supporting decision-making processes, strengthening Corporate Governance, and promoting alignment with market best practices. The Audit Committee and the Fiscal Council support both the Board of Directors and Executive Management, particularly on priority matters, enhancing the rigor, efficiency, and transparency of decision-making.

In 2025, the ESG Style Committee was restructured and renamed the IFRS S1 & S2 ESG Committee, reinforcing the evolution of Veste's sustainability governance and preparing the Company for the implementation of the new sustainability reporting standards.

With multidisciplinary participation from the ESG, Risk Management, and Finance teams, the Committee is responsible for strengthening climate risk identification and management while leading the preparation of reports aligned with IFRS S1 and IFRS S2.

In addition, Veste maintains several management committees dedicated to specific strategic agendas, including the IFRS S1 & S2 ESG Committee (formerly the ESG Style Committee), the Diversity Committee, the Digital & Growth Executive Committee, and the Customer Experience Committee.

These multidisciplinary forums are not directly linked to the Board of Directors. Instead, they focus on discussing and advancing matters relevant to the Company, its value chain, and its stakeholders.

The committees' activities are supported by an integrated operating model that brings together professionals from different business areas and organizational levels. This approach ensures diverse perspectives, technical expertise, and consistent execution of the Company's strategy, supporting sustainable value creation over the short, medium, and long term.

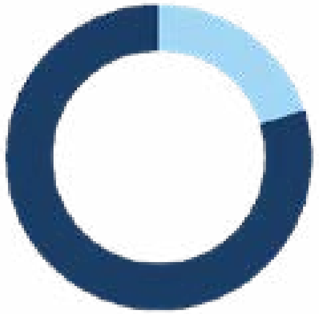
Performance Evaluation of Governance Bodies

GRI 2-18

Formal performance evaluations of the Board of Directors, its members, its committees, the Chair of the Board, and Executive Management are conducted at least once during each term of office. The objective is to promote the continuous improvement of governance processes and practices, ensuring alignment with the Company's Bylaws and safeguarding shareholders' interests.

Diversity in Governance Bodies

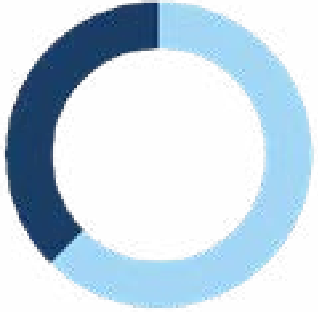
Board of Directors



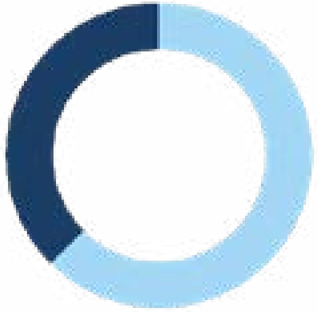
Gender
- Women (20%)
- Men (80%)

Age Group
- Under 30 (0%)
- 30 to 50 (40%)
- Over 50 (60%)

Directors



Gender
- Women (62,5%)
- Men (37,5%)



Age Group
- Under 30 (0%)
- 30 to 50 (62,5%)
- Over 50 (37,5%)

The governance structure reflects the composition of management as of December 31, 2025.

Ethics, Integrity and Transparency

GRI 2-23 | 2-24 | 2-25 | 3-3

Our operations are guided by the highest standards of ethics, integrity, and transparency, ensuring compliance with the laws, regulations, and standards applicable to the Company's activities. These principles guide our decisions and business practices, strengthening governance and corporate responsibility across all areas of the organization.

We are committed to building and maintaining responsible, ethical, and trust-based relationships with all our stakeholders. This approach contributes to fostering a safe and ethical workplace, promoting people's well-being, protecting the environment, and identifying, preventing, and mitigating risks that could impact the Company's reputation and long-term sustainability.

Code of Conduct and Ethics

Veste has a Code of Conduct and Ethics that establishes the principles, values, and guidelines governing the way we conduct business and the expected behavior of our employees, members of management, and business partners. The document reinforces the Company's commitment to relationships founded on respect for people, environmental stewardship, and the values that underpin its responsible business practices.

The Code reflects the adoption of corporate governance best practices and is aligned with market and societal expectations. It has been updated to incorporate guidelines that address today's business challenges, further strengthening integrity, transparency, and compliance across institutional relationships.

For more information, please refer to the Code of Conduct and Ethics.

Whistleblower Channel

GRI 2-16 | 2-26

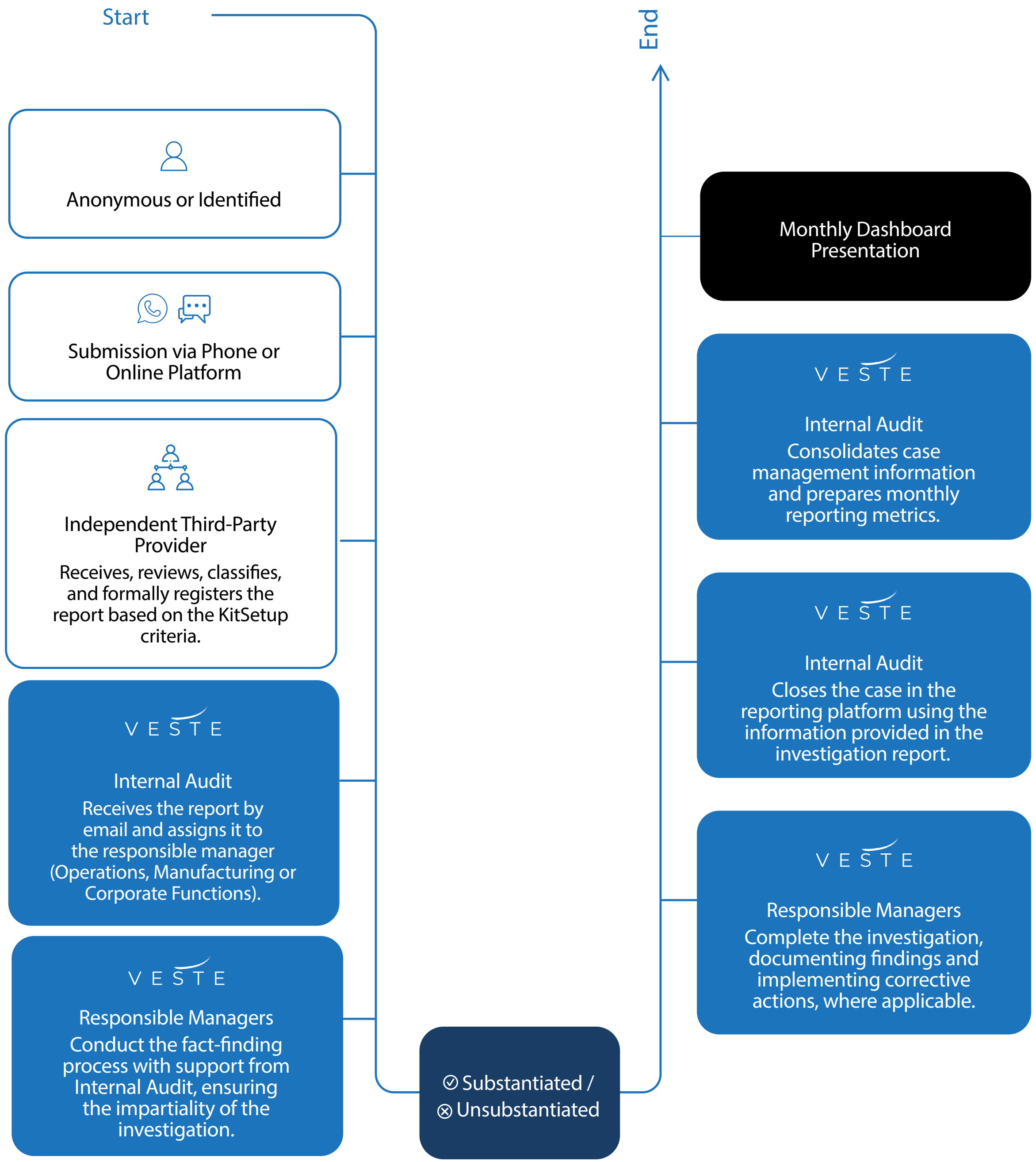
Veste provides a Whistleblower Channel that enables all stakeholders to securely report potential violations of the Code of Conduct and Ethics, internal policies, or applicable laws and regulations. Reports may be submitted by phone or through the online platform, ensuring accessibility, confidentiality, and data protection throughout the process.

The Whistleblower Channel is managed by an independent third-party provider, ensuring impartiality, confidentiality, and credibility throughout the investigation process. Whenever necessary, additional information may be requested to support the proper assessment and handling of each case.

In 2025, the Company received 312 reports, of which 16 were classified as high impact. Following investigation, 7 cases were dismissed, 6 resulted in employee termination proceedings, and 3 led to formal disciplinary warnings.

All reports classified as high impact are communicated to the Chief Financial Officer (CFO), the Chief Executive Officer (CEO), and the Board of Directors, ensuring a structured and transparent reporting process aligned with the Company's highest governance standards.

The Whistleblower Channel can be accessed by calling 0800 721 0749 or through the online platform.



Respect for and Protection of Human Rights

Veste does not tolerate any form of discrimination, prejudice, or harassment based on race, color, age, gender, sexual orientation, religion, physical or intellectual disability, ethnic origin, socioeconomic background, nationality, or marital status. This commitment extends to all employees, suppliers, business partners, and customers.

We reaffirm our commitment to respect for people, the promotion of diversity, and the protection of human rights as core values that guide our business.

Bylaws, Codes and Corporate Policies

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

Veste maintains its corporate policies and internal regulations on a regular review cycle, ensuring they remain up to date and are publicly available. This approach promotes transparency and broad access to the guidelines that govern the Company's operations.

Among the key documents currently in force are the Disclosure Policy, Anti-Corruption Policy, Risk Management Policy, Nomination Policy, Privacy and Data Protection Governance Policy, and Integrity Policy, among others.

The periodic review of these policies ensures alignment with the Company's evolving business needs, applicable regulatory requirements, and market best practices. This continuous improvement process builds on the governance enhancements initiated in 2023, when new corporate guidelines were implemented, reinforcing Veste's commitment to a robust, transparent, and continuously evolving governance framework.

To learn more about these and other corporate policies, please click here.

Risk Management

GRI 2-25 I 3-3

Veste's Risk Appetite is defined, and the related policies approved, by the Board of Directors. Supporting the Board in this process are the Audit Committee, Finance, Compliance, Internal Controls, Risk Management, and Internal Audit functions, which play a key role in monitoring and continuously assessing the risks associated with the Company's operations.

Veste's risk management process encompasses the identification, assessment, monitoring, and mitigation of risks across financial, operational, regulatory, and reputational dimensions. To support this process, the Company uses structured risk assessment methodologies that enable the prioritization of identified risks and the definition of appropriate mitigation strategies based on their likelihood and potential impact.

This approach is guided by the Company's Risk Management Policy, which establishes the principles, responsibilities, and governance framework required to strengthen risk oversight and the effectiveness of internal controls.

Risk identification and assessment are intended to enhance the resilience of the Company's business model by enabling the early identification of potential operational and financial impacts, while also supporting the identification of adaptation and mitigation opportunities.

Among the principal risks monitored by Veste are market, credit, regulatory, reputational, cyber, and business risks, as well as physical and transition climate-related risks. These risks are monitored on an ongoing basis by the responsible business areas and are regularly reported to the Company's governance bodies.

In line with evolving sustainability reporting practices and capital markets regulatory requirements, Veste continues to advance its readiness to comply with CVM Resolution No. 193/2023, which establishes disclosure requirements for sustainability-related financial information based on IFRS S1 and IFRS S2.

As part of this process, the Company has been conducting structured assessments of climate-related risks, including:

Physical risks, associated with the direct impacts of climate change—such as extreme weather events—that may affect logistics, suppliers, and operations; and

Transition risks, associated with regulatory, technological, and market changes resulting from the transition to a low-carbon economy.

Risk Management Methodology

Veste's risk management process follows a structured methodology for identifying, assessing, prioritizing, and mitigating business risks. It involves multiple areas of the Company, providing an integrated view of potential impacts on operations and the execution of the corporate strategy.

Risk Identification

A systematic process to identify potential risks through the analysis of data, key indicators, and internal processes, complemented by meetings and workshops involving professionals from different areas of the organization.

Risk Assessment

A stage dedicated to evaluating the underlying causes of identified risks, as well as assessing their potential impacts and likelihood of occurrence.

Risk Assessment and Prioritization

A process that classifies risks according to their level of criticality, enabling the identification of those requiring priority treatment and supporting the effective allocation of mitigation efforts.

Risk Mitigation

Definition and implementation of control measures and mitigation actions for each identified risk.

Data Protection

GRI 418-1

Veste prioritizes the protection and security of the personal information of customers, employees, suppliers, business partners, and other stakeholders by adopting practices aligned with Brazil's General Data Protection Law (LGPD – Law No. 13,709/2018).

The Company maintains a privacy and data protection governance framework designed to ensure that its operations, processes, and systems comply with applicable legal and regulatory requirements. This framework includes policies, controls, and procedures focused on incident prevention, information security, and the responsible management of personal data processed throughout the Company's operations.

Highlighted below are some of the key initiatives implemented by Veste in this area.

Data Security Audits

We conduct regular audits to assess the security of data across our customer service channels, products, and services.

Security Protocol Updates

We regularly update our security protocols, access controls, and equipment usage policies to minimize cybersecurity risks.

Cybersecurity Incident Management

We have established clear procedures for responding to cyber incidents, ensuring transparent communication with customers, suppliers, and business partners whenever incidents occur.

Information Security Policies and Procedures

We maintain a dedicated information security policy supported by procedures that are continuously monitored and audited.

Data Security Training

We provide ongoing data security training for our employees.

Learn more on page 63.

Environmental

04

Air Emissions

GRI 3-3 | 305-1 | 305-2 | 305-3

Greenhouse gas (GHG) emissions are among the main contributors to climate change, reinforcing the need for coordinated action by businesses and governments to mitigate their impacts and support a more sustainable future for generations to come.

As a company operating in the fashion industry, Veste recognizes its responsibility and reaffirms its commitment to reducing the environmental impacts of its operations and value chain.

Climate change is already having a tangible impact on the sector, influencing manufacturing, logistics, and commercial activities, including the need for continuous adjustments to collection calendars. In response, the Company continues to make consistent progress in its decarbonization journey.

In 2025, Veste reached another important milestone in its climate agenda by migrating its greenhouse gas emissions management system to Climo. This transition strengthened internal controls, standardized information management, and enhanced the Company's data collection and management processes, while expanding employee engagement on this strategic topic.

This initiative reinforces the Company's commitment to data quality, climate governance, and the continuous advancement of its decarbonization journey.

GHG Emission Sources	2024	2025
Scope 1 Emissions (tCO_2e)		
Stationary Combustion	440.95	70.33
Mobile Combustion	13.19	17.71
Fugitive Emissions	1,483.37	332.55
Waste and Effluents	0	29.22
Total Scope 1	1,937.52	449.81
Scope 2 Emissions (tCO_2e)		
Purchased Electricity (location-based)	972.93	380.10
Purchased Electricity (market-based)	853.51	267.47
Total Scope 2 (location-based))	972.93	380.10
Total Scope 2 (market-based)	853.51	267.47

Detailed explanations regarding the year-over-year data are available on page 76 (GRI Index).

GHG Emission Sources	2024	2025
Scope 3 Emissions (tCO2e)		
Fuel- and Energy-related Activities (not included in Scopes 1 and 2)	32.05	122.24
Purchased Goods and Services	15,927.15	18,711.61
Employee Commuting	2,934.23	4,199.51
Waste Generated in Operations	525.96	170.14
Upstream Transportation and Distribution	302.99	100.39
Business Travel	431.28	182.38
Total Scope 3	20,153.66	23,486.27

MOVIMENTO AMBIÇÃO NET ZERO

Veste is also a participant in the UN Global Compact's Net-Zero Ambition Movement. Learn more about the initiative and our commitments.

Climate Action

In 2025, Veste submitted its near-term climate targets to the Science Based Targets initiative (SBTi), the global organization that validates corporate emissions reduction targets aligned with climate science. These targets were approved in April 2026.
The targets were established based on a technical assessment conducted with the support of a specialized consultancy, which evaluated the Company's emissions profile and identified the main sources of climate impact across its operations and value chain.

This approach reflects Veste's understanding that the transition to a low-carbon economy requires collaborative action throughout the value chain. By aligning its climate strategy with the SBTi framework, the Company reinforces its commitment to decarbonizing its operations while contributing to the development of a more resilient and sustainable supply chain.

Scope 1

Scope 1 covers the Company's direct greenhouse gas (GHG) emissions. The assessment identified refrigerants used in air-conditioning systems and the operation of boilers at manufacturing facilities as the primary emission sources.
To address these emissions, Veste has established a transition plan to gradually replace these sources with lower-climate-impact alternatives, with implementation targeted for completion by 2035.

Scope 2

Scope 2 comprises indirect emissions associated with purchased electricity.
The Company has a well-established energy transition strategy, targeting 100% renewable electricity across its own operations. This commitment will be achieved through the continued migration of electricity supply contracts and renewable energy providers over the coming years.

Scope 3

Scope 3 encompasses indirect emissions generated throughout the value chain. The Company's largest emission source is Category 1 – Purchased Goods and Services, primarily associated with the products it commercializes.
Given the significance of this category within Veste's emissions profile, the Company submitted a supplier engagement target to the SBTi. Through this initiative, Veste seeks to support and encourage its suppliers to strengthen emissions management practices, develop greenhouse gas inventories, and adopt lower-impact production practices.

Raw Materials

In 2025, Veste continued to strengthen its sustainable sourcing strategy by expanding collaboration with suppliers and deepening the assessment of opportunities to increase the use of Lower-Climate-Impact Materials.

This effort covered both fabrics purchased for in-house manufacturing and the evaluation of raw materials used in finished products sourced from external suppliers.

As part of this initiative, the Company further strengthened the mapping and identification of certifications associated with the raw materials used in Veste products, increasing visibility into more sustainable alternatives available in the market. This process supports more informed decision-making and reinforces alignment with the Company's environmental commitments.

At the same time, the ESG team expanded internal training programs for the Style and Purchasing teams, integrating Lower-Climate-Impact Materials into the collection development and planning process. This initiative further embedded sustainability into both creative and commercial processes, strengthening shared accountability among the teams responsible for material selection and supplier engagement.

As a result of these efforts, 26.4% of all products commercialized by Veste in 2025 incorporated raw materials classified as Lower-Climate-Impact Materials, exceeding the previously established target and demonstrating the consistent progress of the Company's strategy.

To classify these materials, Veste applies industry-recognized criteria, including the ABVTEX Preferred Materials Matrix Guide and the Textile Exchange Materials, Processes and Production Classification Guide, ensuring alignment with both Brazilian and international best practices.

The complete list of criteria and attributes used in this classification is available on the Company's sustainability webpage.

Material Composition	
Cotton	55%
Polyester	19%
Viscose	10%
Polyamide	3%
Linen	3%
Leather	2%
Polyurethane	1%
Silk	1%
Elastane	1%
Lyocell	1%
Other	4%

Traceability

In 2025, Veste reaffirmed its commitment to the SouABR Program, an initiative led by ABRAPA (Brazilian Cotton Growers Association) that ensures the traceability of garments made with Brazilian cotton while certifying the socio-environmental origin of this raw material.

During the year, the Company expanded the program across its portfolio, extending traceability beyond shirting products to include denim collections.

Through a QR code available on product labels, consumers can access detailed information about each garment's journey—from the origin of the cotton through to retail. This level of transparency empowers customers to make more informed purchasing decisions, strengthens trust in the Company's brands, and contributes to a more conscious consumer experience.

The monitoring of each stage of the production chain is enabled by blockchain technology, which provides a secure, reliable, and immutable record of information throughout the process. This solution enhances the credibility of the information shared, safeguards data integrity, and reinforces Veste's reputation as a company committed to responsible business practices and transparency across its value chain.

By integrating traceability, technology, and consumer engagement, Veste continues to build a brand experience that responds to growing consumer expectations regarding product origin, socio-environmental impacts, and consistency between corporate commitments and business practices, further strengthening its responsible and sustainable approach to fashion.

Watch the step-by-step video explaining the traceability process here.

Sou

As of December 2025, Veste had traced 90,608 garments across its Dudalina and Individual brands.

Energy Efficiency

GRI 2-4 | 302-1 | 302-3

In 2025, Veste continued to advance its energy efficiency strategy by replacing fossil fuel-fired boilers with electric boilers at its manufacturing facilities in Aparecida de Goiânia (GO) and Terra Boa (PR).

This initiative contributed to reducing the environmental impacts associated with manufacturing operations by replacing more carbon-intensive energy sources with lower-impact alternatives.

As the next phase of this strategy, beginning in 2026, the Company plans to transition the energy supply of its directly operated stores, progressively increasing the use of renewable electricity.

This initiative supports Veste's climate targets and its commitment to sourcing 100% renewable electricity across its operations by 2030, reinforcing the role of energy efficiency in the Company's short-, medium-, and long-term decarbonization strategy.

Energy Consumption Within the Organization (GJ)		
	2024	2025
Diesel	2,014.09	951.32
Natural Gas	552.75	63.32
Gasoline	19.59	18.68
Electricity (total)	35,147.87	36,891.79
São Paulo Office & Distribution Center (Free Market Electricity)	4,636.80	5,054.40
Office & Distribution Center (Non-renewable Electricity)	1.80	1.80
Terra Boa Manufacturing Facility (Non-renewable Electricity)	1,757.10	0.00
Terra Boa Manufacturing Facility (Renewable Electricity)	1,423.38	2,668.65
Aparecida de Goiânia Manufacturing Facility (Non-renewable Electricity)	669.05	0.00
Aparecida de Goiânia Manufacturing Facility (Renewable Electricity)	583.54	1,084.44
Stores (Non-renewable Electricity)	26,078.00	28,084.30
Total Energy Consumption	37,734.30	37,925.11

Water Withdrawal and Consumption

GRI 303-1 | 303-3 | 303-4 | 303-5

In 2025, Veste remained committed to the responsible management of water resources by strengthening the monitoring of water withdrawal and consumption across its operations, while ensuring compliance with applicable environmental regulations.

At its manufacturing facilities, the Company continued to implement measures to prevent water waste and ensure the proper treatment and disposal of industrial effluents. Liquid waste generated during component dyeing tests is stored in impermeable containment systems and sent to specialized waste management companies for treatment, ensuring environmentally sound handling.

Water used directly in Veste's operations is discharged into the public sewer system in accordance with applicable legal and regulatory requirements.

In addition, the Company partners with ABVTEX-certified laundries, which are responsible for treating the water used in their production processes.

* ABVTEX certification is granted to companies in the textile sector that comply with a range of socio-environmental requirements related to their operations..

Water Withdrawal (Liters)		
Source	2024	2025
Artesian Well	2,912,100	2,783,000
Public Water Supply / Water Truck	6,200,000	6,240,000
Total	9,112,100	9,023,000

* For retail stores, water is supplied by third-party utilities, with no direct withdrawal from natural water sources. The Company has not conducted assessments to identify operations

Water Consumption (Liters)		
Source	2024	2025
Office & Distribution Center	6,200,000	6,240,000
Terra Boa Manufacturing Facility	752,100	820,000
Aparecida de Goiânia Manufacturing	2,160,000	1,963,000
Stores	2,669,000	3,664,000
Total	11,781,100	12,687,000

* Water consumption for retail stores is calculated only for locations with individually metered water accounts, excluding stores located in shopping malls or commercial buildings where water consumption is centrally managed.

Waste Management

GRI 2-4 | 301-1 | 301-3 | 306-1 | 306-2 | 306-3 | 306-5

Veste remains committed to the responsible management of waste by adopting practices focused on waste reduction, material reuse, and recycling whenever technically feasible.

Plastic Packaging

In line with Veste's Public Goals and Commitments (see page 12), the Company fully transitioned, beginning in July 2025, to protective polybags made from 100% post-consumer recycled (PCR) plastic.

This initiative represents a significant step forward in reducing the environmental impacts associated with packaging and reinforces the Company's commitment to the circular economy.

By prioritizing recycled resin, Veste helps reduce demand for virgin plastic, alleviates pressure on natural resources, and supports recycling markets by increasing the value of materials that might otherwise be disposed of in landfills or released into the environment.

This transition also contributes to reducing the greenhouse gas emissions associated with the production of plastic raw materials, further strengthening the Company's climate strategy.

Replacing conventional polybags with versions made from 100% recycled plastic demonstrates how relatively simple operational changes can generate meaningful environmental benefits when implemented at scale.

The Company estimates that this initiative prevented approximately 11,843 kilograms of plastic waste from being sent to landfill.

From July to December 2025, Veste purchased 10,574 kilograms of circular plastic packaging manufactured using 100% post-consumer recycled (PCR) plastic

The adoption of this material generated measurable environmental benefits throughout the packaging life cycle.

During the reporting period, the initiative contributed to: avoiding approximately 14 kilograms of CO_2e emissions; reducing approximately 27.5 kilograms of acidifying emissions (SO_2e); saving approximately 52,000 liters of water; and reducing energy consumption by approximately 172.5 gigajoules (GJ) associated with packaging production.

Paper Packaging

At Veste stores, all customer purchases are delivered exclusively in paper bags, reinforcing the Company's commitment to reducing plastic use and increasing the adoption of materials sourced from responsibly managed forests.

All paper packaging used by Veste's brands is certified by the Forest Stewardship Council (FSC®), ensuring that the raw materials used to manufacture shopping bags and other paper-based packaging originate from forests managed in an environmentally responsible, socially beneficial, and economically viable manner.

Replacing Bubble Wrap in E-commerce Packaging

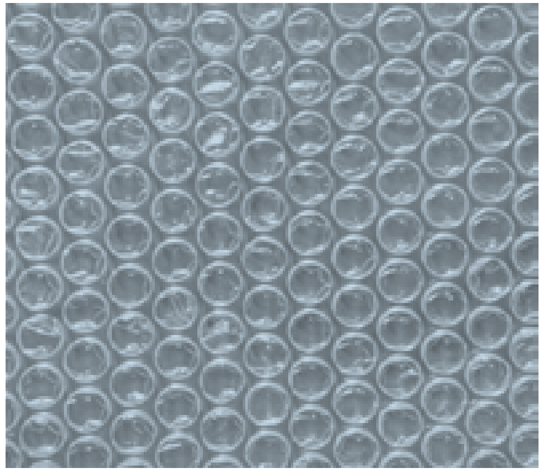
At the Company's São Paulo logistics operation, Veste installed a cardboard recycling machine that converts used corrugated boxes into a honeycomb cushioning material, providing effective protection for glassware, ceramics, and other fragile products shipped through its e-commerce channel.

This material ensures safe transportation while preserving product integrity throughout the delivery process.

By implementing this initiative, the Company has significantly reduced the use of plastic bubble wrap by replacing it with a more sustainable packaging solution, thereby reducing the amount of plastic waste sent to landfill.

In addition, cardboard boxes that would previously have been sent for recycling are now repurposed on-site, extending the life cycle of existing materials before recycling.

As a result, Veste has improved logistics efficiency, enhanced product protection during transportation, and further strengthened the environmental performance of its packaging operations.



Recycling Initiatives

In 2025, Veste continued its partnership with eureciclo, Brazil's leading reverse logistics certification company, reinforcing its commitment to sustainability.

Through this initiative, the Company ensures that an amount of packaging equivalent to that placed on the market is collected and recycled, covering both its retail stores and e-commerce operations.

Textile Waste

At its Terra Boa manufacturing facility, textile scraps generated during production are sold for recycling, with all proceeds allocated to social initiatives in the local community.

Since 2024, this initiative has supported donations of household appliances, electronics, and food to a local residential care home for older adults.

Since the beginning of our partnership with eureciclo in 2022, Veste has supported the recycling of 792.17 tonnes of paper and 403.10 tonnes of plastic

Waste Generation*		
Non-Hazardous Waste	2024	2025
Waste Type		
Textile Waste	114,300 kg	107,522 kg
Recycled Waste (Paper and Plastic)	41,201 kg	63,198 kg
Boiler Ash	6 m^3	0 m^3
Cardboard	145,824 kg	93,874 kg
General Waste	123,360 kg	71,960 kg
Organic Waste	84,505 kg	56,340 kg
Hazardous Waste		
Waste from Button Dyeing	13.81 m^3	10 m^3
Lamps (units)	808	350

* Boilers were replaced with electric air compressors.

Social

05

Our People

GRI 2-7 | 405-1 | 401-1

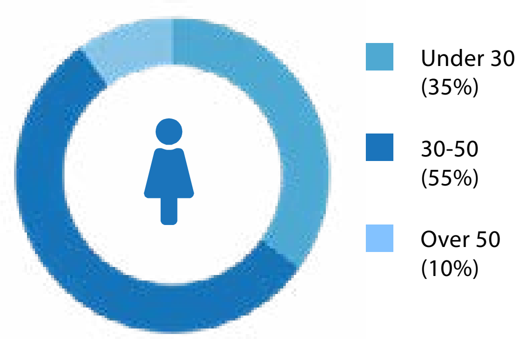
Our people are at the heart of our strategy and long-term value creation. Their engagement, development, and continuous growth are fundamental to delivering sustainable business performance and driving our future success.

We foster a workplace built on trust, collaboration, and respect, empowering individuals to take ownership while promoting both personal and collective accountability. Our teams are united by a shared commitment to excellence and to delivering consistent results aligned with our strategic objectives.

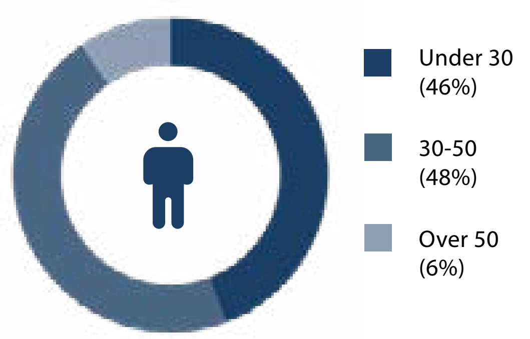
We cultivate a high-performance culture that encourages transparency, open dialogue, critical thinking, and innovation. These principles strengthen our ability to adapt in a dynamic business environment while remaining true to our values and long-term vision.

Workforce Demographics

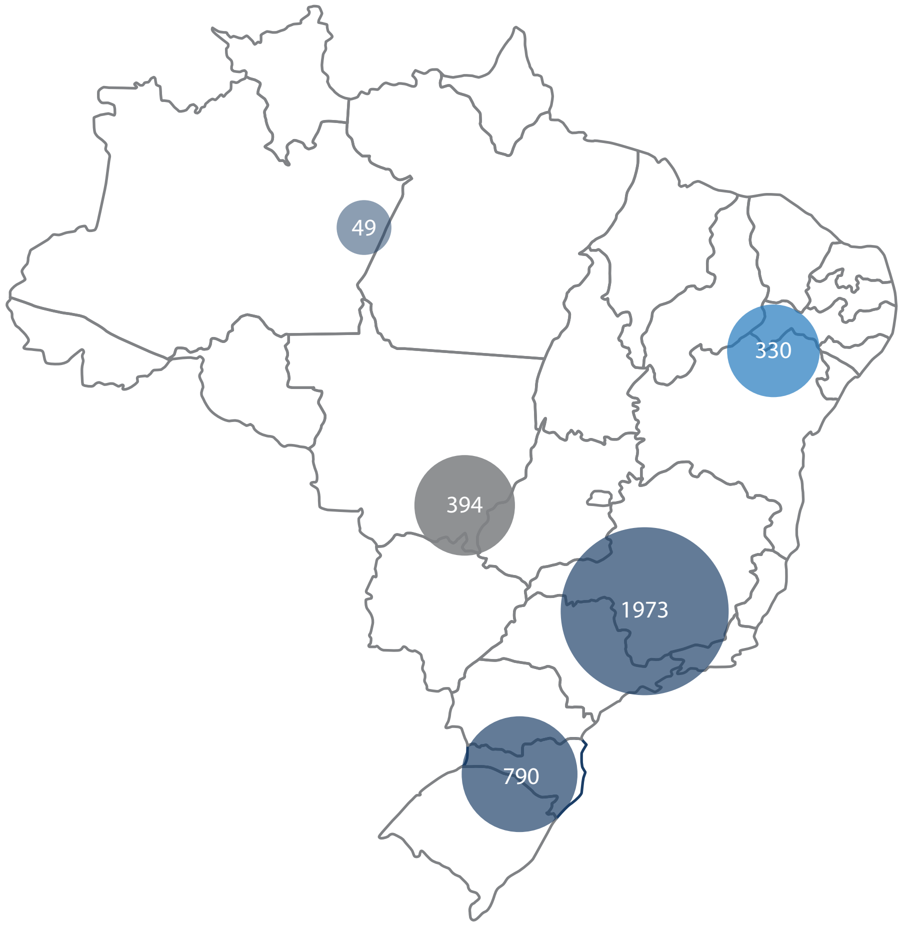
2.699 women (76%)



837 men (24%)



Employees by Region



New Hires by Age Group	Number of New Hires		Hiring Rate*	
	2024	2025	2024	2025
Under 30	961	1194	0.72	0.90
30–50	615	725	0.33	0.38
Over 50	57	78	0.21	0.24
New Hires by Gender	**Number of New Hires**		**Hiring Rate***	
	2024	2025	2024	2025
Male	373	507	0.46	0.61
Female	1260	1490	0.47	0.55
New Hires by Region	**Number of New Hires**		**Hiring Rate***	
	2024	2025	2024	2025
Midwest	195	254	0.49	0.64
Northeast	166	144	0.48	0.44
North	15	21	0.38	0.43
Southeast	999	1054	0.51	0.53
South	258	524	0.35	0.66

* The hiring rate represents the ratio of new hires to the total number of employees in each category.

Employee Turnover by Age Group	Number of Departures		Turnover Rate*	
	2024	2025	2024	2025
Under 30	1062	1071	0.79	0.81
30–50	779	818	0.42	0.43
Over 50	75	108	0.27	0.33
Employee Turnover by Gender	**Number of Departures**		**Turnover Rate***	
	2024	2025	2024	2025
Male	514	484	0.64	0,58
Female	1402	1511	0.53	0,56
Employee Turnover by Region	**Number of Departures**		**Turnover Rate***	
	2024	2025	2024	2025
Midwest	240	256	0.60	0.65
Northeast	156	163	0.45	0.49
North	4	12	0.10	0.24
Southeast	1077	1065	0.55	0.54
South	439	501	0.59	0.63

* The turnover rate represents the ratio of employee departures to the total number of employees in each category.

Diversity, Inclusion and Human Rights

GRI 2-29 | 3-3 I 405-1

Promoting diversity, inclusion, and respect for human rights is fundamental to our culture and to building a workplace where people can thrive. By embracing diverse perspectives, experiences, and backgrounds, we strengthen our capacity to innovate, collaborate, and create sustainable value.

Our commitment goes beyond ensuring equal opportunities. We strive to foster an environment where everyone—regardless of their background, identity, or personal circumstances—is respected, valued, and empowered to reach their full potential.

To support this commitment, we continue to invest in initiatives that promote equitable opportunities and professional development, including learning and development programs designed to strengthen diversity and inclusion across all levels of the organization.

At a time when some organizations have scaled back or discontinued diversity-related commitments, we reaffirm our long-standing commitment to fostering a workplace that is increasingly inclusive, equitable, and respectful for everyone.

Pay Equity

GRI 202-1

Our pay equity analysis compares the average salary of women and men within the same job category and organizational level.

The results demonstrate that, on average, women at Veste receive compensation that is equivalent to—or higher than—that of men, including in leadership positions.

These outcomes reflect the consistency of our people management practices, which are based on objective criteria such as role responsibilities, scope of work, and individual performance. Maintaining pay equity is fundamental to fostering an inclusive workplace, strengthening our organizational culture, mitigating reputational risks, and reinforcing our commitment to equal opportunity.

Ratio of Average Salary and Total Compensation for Women and Men**

GRI 405-2

Category	Average Salary		Average Total Compensation*	
	2024	2025	2024	2025
Executive Management***	0.88	1.12	0.88	0.83
Management	1.04	1.11	1.07	1.06
Non-management	1.11	1.07	1.06	1.02

* Total compensation includes salary as well as additional forms of remuneration received throughout the year, such as bonuses, profit-sharing, benefits, and other compensation elements.

** The ratio represents the average salary or total compensation of women divided by the average salary or total compensation of men within the same employee category.

*** The CEO is excluded from the Executive Management category due to the unique nature of the role and its responsibilities, ensuring a more meaningful comparison.

Women in Leadership

Promoting gender equality and advancing women's leadership are strategic priorities for Veste. Our approach is aligned with the United Nations Sustainable Development Goal 5 (SDG 5) – Gender Equality, reinforcing our commitment to building a more equitable and inclusive workplace.

As a signatory to the UN Global Compact's Women Lead 2030 Movement (Movimento Elas Lideram 2030), we are part of a global initiative that encourages companies to make public commitments to achieving gender parity in senior leadership by 2030.

In line with this commitment, we maintain our public goal of ensuring that at least 50% of senior leadership positions are held by women by 2030, further strengthening female representation as a strategic driver of corporate governance and sustainable value creation.

MOVIMENTO ELAS LIDERAM 2030

Learn more about the initiative.

Workforce by Function and Age Group*	Under 30		30 - 50		Over 50	
	2024	2025	2024	2025	2024	2025
Board of Directors	0.0%	0.0%	33.0%	40.0%	67.0%	60.0%
Fiscal Council	0.0%	33.3%	67.0%	33.3%	33.0%	33.3%
Executive Management	6.0%	0.0%	56.0%	62.5%	39.0%	37.5%
Management	0.0%	0.0%	88.0%	87.5%	12.0%	12.5%
Supervisory	16.0%	7.5%	79.0%	86.6%	6.0%	6.0%
Administrative	43.0%	43.4%	53.0%	52.3%	4.0%	4.3%
Operational	36.0%	36.3%	57.0%	53.8%	7.0%	9.9%

Workforce by Function and Gender *	% Men		% Women	
	2024	2025	2024	2025
Board of Directors	67.0%	80.0%	33.0%	20.0%
Fiscal Council	67.0%	66.7%	33.0%	33.3%
Executive Management	33.0%	37.5%	67.0%	62.5%
Management	25.0%	32.1%	75.0%	67.9%
Supervisory	31.0%	22.4%	69.0%	77.6%
Administrative	33.0%	33.4%	67.0%	66.6%
Operational	32.0%	32.0%	68.0%	68.0%
Retail	16.0%	16.9%	84.0%	83.1%

* Figures reflect the workforce as of December 31, 2025.

Black Talent Development Program

The Black Talent Development Program is our affirmative action initiative designed to accelerate the professional growth and career progression of Black employees in entry-level operational and administrative roles. The program directly supports our public commitment to achieve 40% Black representation in leadership positions by 2030.

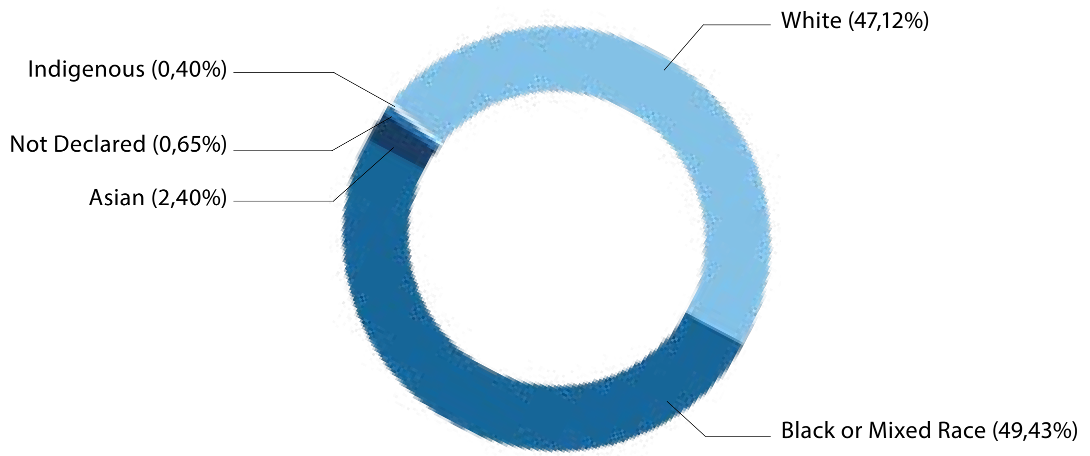
The first cohort, completed in 2024, delivered 1,075 hours of training, including job rotations and a business challenge in which participants presented projects to teams across CRM, Market Intelligence, Technology, Data Science, and Omnichannel. As a result, six participants were promoted to positions within their areas of interest.

The second cohort, launched in 2025, focused on accelerating the careers of retail talent. Sales associates and sales assistants participated in a 10-month development journey combining structured learning paths with hands-on experience, enabling participants to accelerate their career progression by an average of up to three years.

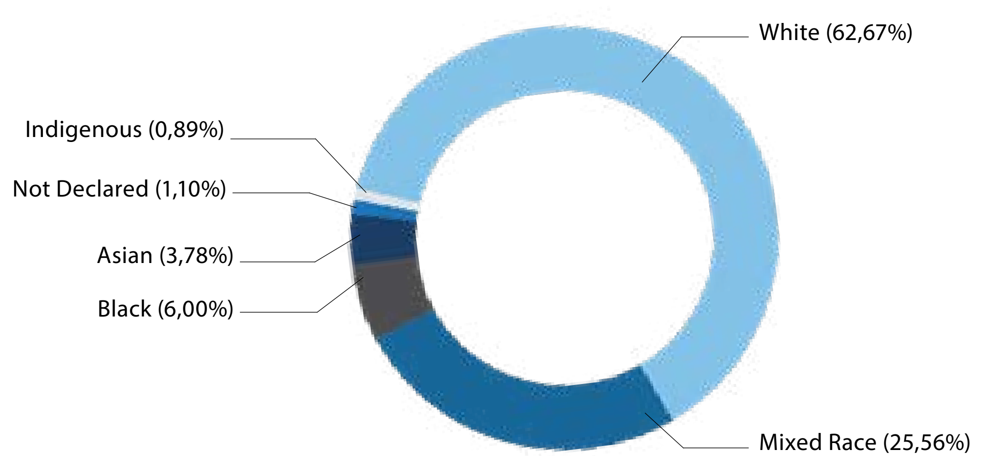
Throughout the program, participants completed 1,042 hours of online training covering topics such as productivity, personal goal setting, customer-centric culture, creativity, and skills development. In addition, they attended 12 hours of live workshops focused on self-awareness, time management, assertive communication, negotiation, customer experience, and purpose-driven communication.

As a result, 50% of participants advanced to the final project presentation stage, and 75% of those finalists were promoted to Sales Assistant Manager positions, demonstrating the program's tangible impact on talent development and increasing diversity in leadership.

Self-Declared Race or Ethnicity



Self-Declared Race or Ethnicity in Leadership Positions*



* Leadership positions include roles from Coordinator level and above

Our People Development

GRI 401-3 | 404-2 | 404-3

Continuous learning is a cornerstone of our people strategy. Through structured development initiatives, we invest in strengthening both technical and behavioral capabilities, ensuring our teams are prepared to meet evolving business needs and industry challenges.

In 2025, our employees completed 907 hours of training, reinforcing our commitment to continuous learning and capability building across the organization.

Corporate University

Our Corporate University plays a central role in developing our people, serving employees across all business areas and operations. Focused on strengthening our culture and developing essential soft skills, the platform complements in-person training and learning experiences.

In 2025, the platform reached 2,614 active employees, further expanding access to learning opportunities across the organization.

Leadership Development

We continued investing in leadership development, delivering 206 hours of training focused on core leadership capabilities, including communication, customer orientation, people development, and sustainable performance.

Retail Learning & Development

Learning programs for our retail teams are tailored to the specific needs of each brand. Training covers topics such as leadership, self-management, emotional intelligence, sales techniques, and career ownership, while also addressing customer experience, value creation strategies, service standards, brand identity, and leadership capability development. These initiatives foster a culture of continuous learning across our retail operations.

Information Security

We strengthened cybersecurity awareness through training delivered on the KnowBe4 platform. In 2025, 875 employees participated, completing more than 3,000 hours of training focused on data protection and digital security best practices.

Veste Listening Survey

Our Veste Listening Survey strengthens dialogue with employees and helps guide continuous improvements to the workplace experience.

In 2025, the survey achieved an 89% participation rate, with an eNPS score of 54 (+19 p.p.) and a 77% favorability rate (+3 p.p.). These insights support action plans that drive the continuous evolution of our organizational culture.

These initiatives reinforce our commitment to developing leaders who are equipped to think strategically, empower their teams, and contribute to the long-term sustainability and growth of our business.

Recognizing Internal Talent

We recognize the development of our internal talent as a cornerstone of our culture, encouraging continuous growth while valuing the performance, expertise, and contributions of our people.

Length of service reflects long-term relationships built on trust and engagement. In 2025, employee recognition celebrated not only career milestones but also the contributions that have helped strengthen our culture and business performance. We also continued to recognize merit and internal promotions, reinforcing our commitment to professional growth and career development.

Every service milestone represents a story of dedication and shared growth, reaffirming our commitment to recognizing and valuing our people.

Employees Recognized in 2025

Years of Service	Employees
10 years	71
15 years	37
20 years	5
25 years	4
30 years	1
40 years	1
Total	119

Merit Increases and Promotions in 2025

Years of Service	Women	Men	Total
Merit Increases	239	94	333
Promotions	261	133	394

Health and Safety

GRI 3-3 | 403-1 | 403-2 | 403-6

We promote the health, safety, and well-being of our people through quality-of-life initiatives, risk prevention measures, and programs such as the Nursing Room and workplace exercise sessions.

Occupational health is managed through the SOC system, with continuous monitoring and reporting and response channels such as the Internal Commission for Accident Prevention and Harassment (CIPA) and the Occupational Health and Safety function, ensuring preventive and corrective actions.

We also support our people during important life events, including parenthood, by providing maternity and paternity leave and fostering a smooth return to work, reinforcing our commitment to an inclusive and supportive workplace while promoting work-life balance.

Maternity and Paternity Leave	Women		Men	
	2024	2025	2024	2025
Employees entitled to leave	2670	2699	804	837
Employees who took leave	87	95	19	15
Employees expected to return to work following leave	87	95	19	15
Employees who returned to work following leave	87	95	19	15
Employees who would reach 12 months after returning from leave	108	59	25	19
Employees retained 12 months after returning from leave	34	23	16	15
Return-to-work rate	100%	100%	100%	100%
Retention rate	31%	39%	64%	79%

Successful Partnerships

GRI 203-1 | 203-2 | 204-1

We operate a hybrid production model that combines in-house manufacturing with the sourcing of finished products. This approach provides greater operational flexibility and enables us to adapt quickly to changing market dynamics, respond efficiently to consumer demand, and optimize resource allocation across the value chain.

Within this model, suppliers play a strategic role in executing our business model and advancing our ESG agenda. We maintain close relationships with our partners, promoting alignment with our environmental and social standards and reinforcing the importance of collaboration in building a more responsible and sustainable supply chain.

Throughout 2025, we further strengthened these relationships by expanding dialogue and transparency with our suppliers and sharing our ESG priorities and commitments. This approach supports the development of more strategic partnerships, strengthens value chain integration, and creates opportunities for continuous improvement and innovation.

R$ 325,744,325
spent on suppliers, of which 63% was with domestic suppliers.

ABVTEX Program

We are a signatory to the ABVTEX Program (Brazilian Textile Retail Association), an initiative that promotes best social and environmental practices throughout the textile supply chain. Participation in the program reinforces our commitment to promoting fair and safe working conditions in compliance with applicable legislation.

To join the program, suppliers undergo a rigorous audit process that assesses compliance with labor, social, and environmental requirements. These requirements include the prohibition of child and forced labor, respect for workers' rights, the provision of a safe and healthy workplace, and compliance with applicable environmental regulations.

In 2025, our Terra Boa manufacturing facility (PR) maintained its ABVTEX Gold certification.

In 2025, we worked with 183 domestic suppliers of apparel, footwear, and accessories, 100% of which were ABVTEX certified.

We continuously monitor supplier compliance and, whenever non-conformities are identified, take immediate corrective action. Depending on the nature and severity of the findings, actions may include the implementation of corrective action plans with ongoing monitoring or, when necessary, the termination of the business relationship.

Through this approach, we strengthen supply chain governance and contribute to the promotion of responsible practices across the industry.

Supplier Recognition

To strengthen strategic partnerships and encourage continuous improvement across our value chain, we launched the Supplier Recognition Program.

The initiative recognizes and rewards suppliers demonstrating outstanding performance based on criteria such as on-time delivery, product and service quality, adherence to ESG practices, and the results of internal audits.

In early 2026, we held our second supplier roadshow, where we officially introduced the program and reinforced the importance of aligning suppliers with our strategic priorities and environmental and social commitments. The event also recognized long-standing partners, highlighting the value of trusted relationships built over time.

In total, we recognized 13 suppliers with more than 15 years of partnership, 16 suppliers with more than 20 years, and 2 suppliers with more than 30 years of collaboration, celebrating relationships that have contributed to the Company's growth and success.

Through these initiatives, we reinforce our commitment to operational excellence, sustainability, and the development of long-term partnerships, encouraging ever-higher standards throughout our supply chain.

VESTE

Social Initiatives

GRI 203-1 | 203-2

Amigos do Bem x Le Lis Casa Partnership

For the second consecutive year, Le Lis Casa partnered with Amigos do Bem to develop a collection of handcrafted social products, strengthening the partnership and expanding its positive impact.

The collaboration supported the establishment of a handicraft workshop at the NGO's headquarters in Alagoas, where women from the local community were trained to produce home décor and tableware items.

The initiative promotes income generation, skills development, and the appreciation of local craftsmanship.

In this second edition of the collection, all proceeds from product sales were donated to Amigos do Bem, reinforcing our commitment to social transformation and to building a more inclusive and sustainable value chain.

The continuation of the project helped expand training opportunities and strengthen the autonomy of the participating communities, consolidating the partnership as a meaningful social impact initiative. Learn more about the products created through this partnership.

Instituto Protea - Le Lis Partnership

Instituto Protea is dedicated to providing breast cancer treatment for low-income women.

Le Lis has been a long-standing partner of the Institute, donating 100% of the proceeds from the sale of selected products to support the organization, in addition to other initiatives promoted by our BO.BÔ and Estoque (Outlet) brands.

Since the beginning of the partnership, more than 3,000 women have benefited from a total investment of R$2 million made by our brands.

Learn more about Instituto Protea here.

Casa dos Curumins - John John Partnership

John John has embraced the cause of Casa dos Curumins through a partnership with the Banda dos Curumins.

Formed by young people from São Paulo's southern region, the group emerged from social projects dedicated to music education and has captivated audiences with performances of outstanding artistic, cultural, and educational quality. This initiative celebrates Brazilian music and emerging talent while encouraging creativity and artistic expression among a new generation.

John John provides the band's stage outfits for its performances.

In addition, the brand recently launched a line of eco bags produced by the NGO, which are sold through John John's physical stores and online channels, with all proceeds donated to Casa dos Curumins.

Learn more and listen to the music of Banda dos Curumins.

Appendices

06

GRI Content Index

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
General Disclosures		
The organization and its reporting practices		
2-1	Organizational details	Pages 14, 23, 25 e 33
2-2	Entities included in the organization's sustainability reporting	Pages 4
2-3	Reporting period, frequency and contact point	Page 4
2-4	Restatements of information	
2-5	External assurance	Energy consumption data for retail stores were corrected in relation to the figures reported in the 2024 Report, published in 2025.
Activities and workers		
2-6	Activities, value chain and other business relationships	Pages 14, 23 e 25
2-7	Employees	Page 57
2-8	Workers who are not employees	At the end of 2025, we had 176 contracted workers providing services in cleaning, security, maintenance, firefighting, food services, and other activities.
Governance		
2-9	Governance structure and composition	Page 33

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
2-10	Nomination and selection of the highest governance body	Page 34
2-11	Chair of the highest governance body	Page 34
2-12	Role of the highest governance body in overseeing the management of impacts	Page 34
2-13	Delegation of responsibility for managing impacts	Page 33
2-14	Role of the highest governance body in sustainability reporting	Page 4
2-15	Conflicts of interest	In cases of conflicts of interest, Veste's Related Party Transactions Policy (page 3) sets out the applicable procedures, ensuring that all decisions are made in the best interests of the Company and its shareholders, guided by impartiality, transparency, fairness, and arm's-length principles.
2-16	Communication of critical concerns	Page 40
2-17	Collective knowledge of the highest governance body	Page 34
2-18	Evaluation of the performance of the highest governance body	Page 37
2-19	Remuneration policies	Page 33
2-20	Process to determine remuneration	Page 33
2-21	Annual total compensation ratio	The ratio between the highest individual compensation and the average employee compensation was 39x.
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Page 5
2-23	Policy commitments	Pages 39 e 42

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
2-24	Embedding policy commitments	Policy commitments are embedded into our strategy through the establishment of targets, policy development, operational procedures, internal communication, training, impact assessments, and feedback mechanisms. These commitments are also reported in our annual reports. The Board of Directors oversees the implementation of these commitments across different levels of the organization. We also extend these commitments throughout our business relationships by adopting supplier engagement practices, rigorous selection criteria, contractual clauses, ongoing monitoring, open and transparent communication, issue resolution, and continuous improvement processes.
2-25	Processes to remediate negative impacts	Pages 39 e 43
2-26	Mechanisms for seeking advice and raising concerns	Page 40
2-27	Compliance with laws and regulations	In 2025, no significant cases of non-compliance with laws and regulations were identified, considering both monetary and non-monetary sanctions. We consider fines exceeding R$50,000 to be significant.
2-28	Membership associations	In 2025, we were active members of the Institute for Retail Development (IDV), the UN Global Compact, and ABVTEX.
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Pages 8, 42 e 59
2-30	Collective bargaining agreements	Overall, 98% of our employees are covered by collective bargaining agreements. The remaining 2% are employees whose compensation exceeds the ceiling established by collective bargaining agreements ("hyper-sufficient employees") and therefore negotiate their employment terms directly with the Company.
Material Topics		
3-1	Process to determine material topics	Page 8
3-2	List of material topics	Page 8
3-3	Management of material topics	Pages 39, 43, 47, 52, 59 e 65

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
Economic Topics		
Economic Topics		
201-1	Direct economic value generated and distributed	Page 30
Market Presence		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Page 60
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Pages 66 e 69
203-2	Significant indirect economic impacts	Pages 66 e 69
Procurement Practices		
204-1	Proportion of spending on local suppliers	Page 66
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	We have a Code of Conduct aligned with both Brazilian and U.S. anti-corruption laws. The Company does not conduct formal corruption risk assessments for its operations, as it has determined that such risks are not material to its business.
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption policies and procedures are communicated through internal communication channels and during the onboarding of new employees. Related training is incorporated into the Code of Conduct, as detailed on page 39. The topic is also addressed during employees' acknowledgment of the Code of Conduct and in the onboarding process for business partners and suppliers.

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
205-3	Confirmed incidents of corruption and actions taken	In 2025, the Company recorded no confirmed incidents of corruption, whether identified internally or through the Ethics Hotline.
Anti-competitive Behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2025, the Company recorded no legal actions related to anti-competitive behavior, anti-trust, or monopoly practices.
Environmental Topics		
Materials		
301-1	Materials used by weight or volume	In 2025, a detailed assessment was conducted of the composition and weight of every garment sold across all brands. The analysis determined the proportion of each material by weight for each item. For example, a 100-gram garment composed of 90% cotton and 10% elastane was recorded as containing 90 grams of cotton and 10 grams of elastane. This methodology was applied consistently across all products to ensure an accurate assessment of the materials used.
Energy		
302-1	Energy consumption within the organization	In 2025, the Terra Boa and Aparecida de Goiânia manufacturing facilities, as well as the São Paulo office and distribution center, used renewable energy in their operations.
302-3	Energy intensity	Page 51
Water and Effluents		
303-1	Interactions with water as a shared resource	Water withdrawn is used for a variety of purposes, including human consumption, personal hygiene, factory cleaning, sanitary facilities, air conditioning, and manufacturing processes. Drinking water filters are replaced every six months to ensure water quality. Water sourced from the artesian well undergoes chlorination, laboratory testing, and technical evaluation, with reports confirming the effectiveness of the treatment process.

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
303-3	Water withdrawal	Page 52
303-4	Water discharge	Water used in operations is discharged to the municipal sewer system after use, while water sourced from the artesian well is discharged to a septic system. The Company does not currently monitor these volumes but is committed to implementing such monitoring. Wastewater generated by contracted laundries is managed by specialized third-party service providers responsible for proper treatment prior to final discharge.
303-5	Water consumption	Page 52
Emissions		
305-1	Direct (Scope 1) GHG emissions	Stationary combustion: The reduction observed reflects process improvements implemented in 2025, including the replacement of boilers at the manufacturing facilities (see page 51). Fugitive emissions: Fugitive emissions reported through 2024 included gases not covered by the Kyoto Protocol. Beginning in 2025, reporting includes only Kyoto Protocol greenhouse gases (CO_2, CH_4, N_2O, HFCs, PFCs, and SF_6), improving comparability. Total fugitive emissions for all gases amounted to 1,262.25 tCO_2e; considering only non-Kyoto fugitive emissions, total emissions were 929.70 tCO_2e.
305-2	Energy indirect (Scope 2) GHG emissions	Page 47

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
305-3	Other indirect (Scope 3) GHG emissions	Fuel- and energy-related activities (not included in Scope 1 or Scope 2): Through 2024, only the life cycle of purchased electricity was considered. Beginning in 2025, the assessment also includes the life cycle of fuels consumed in Scope 1, which may affect year-over-year comparability. Purchased goods and services: This category is based on a detailed assessment of raw materials, as described in Disclosure 301-1. Fabrics representing more than 0.1% of total volume were included, covering 98.23% of the total volume of fabrics commercialized during 2025. Employee commuting: In 2025, the methodology was enhanced to include fuel life-cycle emissions, which may affect comparability with the previous year. Upstream transportation and distribution: Methodological improvements included a review of transport distances and the adoption of International Air Transport Association (IATA) data for air freight. In addition, changes were made to the import logistics route (Itajaí–Goiânia to Santos–São Paulo), which may affect comparability. Business travel: Methodology was enhanced through the use of International Air Transport Association (IATA) data for air travel. Emissions associated with vehicle rentals decreased by approximately 68%.
Waste		
306-1	Waste generation and significant waste-related impacts	In 2025, renewable energy was adopted at our manufacturing facilities, contributing to lower greenhouse gas emissions. To minimize waste, FSC (Forest Stewardship Council)-certified cardboard boxes are used, encouraging recycling and reuse while reducing landfill disposal. In processes involving chemical products, such as laundering, wastewater is treated by a specialized service provider to prevent environmental impacts. In addition, a partnership was established with a supplier that uses 100% post-consumer recycled plastic in packaging. The transition to this packaging began in July 2025.

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
306-2	Management of significant waste-related impacts	One of our main waste management strategies is proper waste segregation, ensuring that each material is directed either to recycling or appropriate disposal. This is supported by employee awareness initiatives, including educational campaigns and ongoing dialogue on waste reduction and sustainable practices. Recyclable waste is sent for recycling. Other materials, including lamps, textile waste, boiler ash, chemical containers, and laundry effluents, are managed by specialized service providers responsible for proper treatment and disposal. Organic and sanitary waste is collected by the municipal waste management service.
306-3	Waste generated	Page 53
306-4	Waste diverted from disposal	During the reporting period, no hazardous waste was diverted from disposal through reuse, recycling, or other recovery operations, either on-site or off-site. For non-hazardous waste, the following materials were recycled in 2025: recycled waste (paper and plastic): 63,198 kg; cardboard: 93,874 kg.
306-5	Waste directed to disposal	Page 53
Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	All new suppliers are required to undergo an internal audit and obtain ABVTEX certification to ensure compliance with environmental and social standards and safeguard the integrity of our supply chain.
Social Topics		
Employment		
401-1	New employee hires and employee turnover	Page 57
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	All benefits described in this report are provided exclusively to Veste employees. They do not apply to contracted service providers (such as cleaning, firefighting, security, and reception services), whose employment conditions and benefits must comply with applicable Brazilian labor regulations, including the Ministry of Labor's Regulatory Standards (NRs).
401-3	Parental leave	Page 63

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
Occupational Health and Safety		
403-1	Occupational health and safety management system	Page 65
403-2	Hazard identification, risk assessment, and incident investigation	Page 65
403-6	Promotion of worker health	Page 63
403-8	Workers covered by an occupational health and safety management system	Medical and dental insurance benefits are provided exclusively to employees based in São Paulo. In Terra Boa and Aparecida de Goiânia, on-site nursing services are available to both employees and contracted workers, ensuring access to healthcare support for a broader group of individuals working within our operations.
403-9	Work-related injuries	In 2025, 23 work-related injuries, including commuting accidents, were recorded involving employees in our operations.
403-10	Work-related ill health	No work-related fatalities or occupational diseases subject to mandatory reporting were recorded among employees or contracted workers in 2025..
Training and Education		
404-1	Average hours of training per year per employee	In 2025, the average number of training hours per employee was as follows: Corporate: 13 hours; Retail: 21 hours. By gender, the average was 20.4 hours for men, 20.4 hours for women, and 20.6 hours for employees who did not declare their gender.
404-2	Programs for upgrading employee skills and transition assistance programs	Page 63
404-3	Percentage of employees receiving regular performance and career development reviews	Page 63

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Pages 57 e 59
405-2	Ratio of basic salary and remuneration of women to men	Page 60
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Em 2025, two incidents of discrimination were identified within the Company. In one case, the employee involved was dismissed. In the other, in addition to a formal warning, a joint action plan was implemented by the Human Resources and Legal teams to provide racial literacy training for the manager and address behaviors associated with structural racism.
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	No operations or suppliers with significant risk for incidents of child labor were identified in 2025.
Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No operations or suppliers with significant risk for incidents of forced or compulsory labor were identified in 2025.
Rights of Indigenous Peoples		
411-1	Incidents of violations involving the rights of Indigenous Peoples	No incidents involving violations of the rights of Indigenous Peoples were identified in 2025.
Local Communities		
Supplier Social Assessment		
414-1	New suppliers screened using social criteria	In 2025, all new Veste suppliers underwent ABVTEX certification to ensure their social and environmental compliance and safeguard the value and integrity of our supply chain.

UNIVERSAL STANDARDS		REFERENCE / DIRECT RESPONSE
414-2	Impactos sociais negativos causados pela cadeia de fornecedores e medidas tomadas	Negative social impacts in the supply chain and actions taken
Public Policy		
415-1	Political contributions	Veste does not make direct or indirect contributions to political campaigns, political parties, candidates for public office, or any other organization engaged in political activities. For more information, see our Anti-Corruption Policy on page 42
Customer Health and Safety		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents of non-compliance concerning the health and safety impacts of products and services were identified in 2025.
Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Veste's product labeling process is designed to ensure the disclosure of information on the origin of the materials and components used in our products. We also provide guidance on the safe use of our products, including care instructions for washing and storage, according to each material type. This process covers 100% of our products.
417-2	Incidents of non-compliance concerning product and service information and labeling	No incidents of non-compliance concerning product and service information and labeling were identified in 2025.
417-3	Incidents of non-compliance concerning marketing communications	No incidents of non-compliance concerning marketing communications were identified in 2025.
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2025, Veste did not receive any customer complaints related to privacy breaches and/or data loss.

SDG Mapping

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8 TRABALHO DECENTE E CRESCIMENTO ECONÔMICO

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10 REDUÇÃO DAS DESIGUALDADES

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13 AÇÃO CONTRA A MUDANÇA GLOBAL DO CLIMA

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This publication was made possible through the invaluable contributions of the #TimeQueVeste team. We extend our sincere gratitude to everyone involved for their dedication and collaboration—not only in the preparation of the 2025 Sustainability Report, but also in the ongoing efforts to make our business more sustainable.

VESTE